

Annual Report 2023  
Bright minds, kind hearts.



# Contents

Message from the Principal	4
Human Resources	5
Student Wellbeing	9
Chaplaincy	12
Learning Outside the Classroom	13
Curriculum	14
Performing Arts	17
Sport	18
Student Outcomes	19
Student, Parent and Staff Satisfaction	22
Financial Information	24

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## Bright minds, kind hearts.

Casey Grammar School, a Foundation to Year 12 co-educational, Ecumenical school, aims to foster spiritual, intellectual, physical and social development in each student through participation in programs of study appropriate to their diverse needs, abilities and aspirations.

We believe that everyone has the right to feel and be safe, that respect for all should be given and received, and that everyone has the right to work and play without unwanted interference. The school takes into account society's diversity in the care and education of our students. Casey Grammar School recognises that we are all individuals and that success looks different for everyone; the school nourishes and fosters the needs of each student to ensure everyone has the opportunity to be and become the very best version of themselves. The school has an enrolment of 1100 students made up of 500 Junior and 600 Senior students. The City of Casey is home to 97.7% of our students with 54.5% of these residing in the Cranbourne postcode area. English is the first language spoken at home for 54.1% of our students. Of those who speak another language (516 students) 82.8% speak an Indian language, 4.7% a European language and 6.8% another Asian language.

## Governance

CSV Limited is the legal entity for Casey Grammar School, Balcombe Grammar School and Clyde Grammar School. The CSV Limited Board is responsible for the overall governance of the schools, which includes setting the strategic direction, monitoring and approving budgets, and reviewing the schools' performances. CSV Limited is a company limited by guarantee. The Board of CSV Limited operates pursuant to its Constitution and its Charter.

## Board of Governors

Chairman	Mr Malcolm Wells
Deputy Chairman	Ms Helen Dent
Treasurer	Mr Todd Martin
Members	Mr Christopher Galagher Mr Barry Steggall Mr Peter Folliot Ms Anna Rados Ms Sarah Woon Mr William Banks Ms Fabienne Connect
Company Secretary	Mr Nick Vitinaros
Principal	Mrs Fiona Williams

# Message from the Principal



2023 was a big year for Casey Grammar as we celebrated our 30th Anniversary. While much has changed over the last 30 years, some things have remained constant. We are, and always have been, a school which nurtures *Bright Minds and Kind Hearts*. The original vision for Casey Grammar School was 'for a coeducational school from Prep to Year 12 with a policy of open entry and a low-fee structure. The College would aim for excellence, while developing each student's potential, in an environment of care and concern.' We are proud to have carried this vision for 30 years and will continue to uphold it into the future.

Our students performed extremely well again this year in NAPLAN with students in years 3, 5, 7 and 9 sitting in the *Exceeding* or *Strong* (the top two) assessment categories in Reading, Writing, Spelling, Grammar and Punctuation and Numeracy. Our VCE results also improved this year with our median study score sitting at 30 and our median ATAR climbing to 71.

Our exceptional teaching staff were recognized through a variety of awards. Congratulations to Vanessa Hodgkiss and Fiona Williams who were named as **Most Influential Educators in Australia 2023**. Of the 45 educators identified, nine were from Victoria. We were incredibly proud to be the only school in Australia to have **two** people on the list. In addition, Louise Piva was named on the Educator's **2023 Teachers Hot List**, Vanessa Hodgkiss was a finalist in the **Educator Awards** Primary School Teacher of the Year and Fiona Williams was a finalist for Principal of the Year.

In April, a large group of our teachers were featured in NewsCorp's campaign to recognise **Australia's Best Teachers**. Casey Grammar

was singled out because of the significant number of teachers nominated by grateful students and parents.

Part of the success of our teachers can be attributed to Casey Grammar School's unique Teacher Professional Learning Program called *Thrive*. In collaboration with Professor Sean Kang, a cognitive psychologist and researcher based at The University of Melbourne, staff learned how to apply the cognitive science of human learning and memory towards improving instructional practice. Over the course of the year, teachers worked through four learning modules created by Professor Kang and put their learning into practice in their classrooms.

Supporting staff and student wellbeing continued to be an area of focus throughout 2023. To better support the wellbeing of our school community, a new role was introduced into our wellbeing team - Buddy the Wellbeing Dog. Buddy made a big impact on our school community and we look forward to his services for many years to come.

Our new Foundation building was completed in late 2023, ready for the new intake of Foundation students the following year.

The Senior School production of *The Little Mermaid* was a resounding success, as was our inaugural Junior School Art Exhibition where every child in Junior School had 3 pieces of work on display. Our students again enjoyed educational focus weeks including Harmony Week, Science Week, Book Week, Careers Week and Reconciliation Week.

Our House activity calendar grew in both Junior School and Senior School. New activities included Chess Competition, volleyball, Spelling Bee, Public Speaking and Debating. The houses again supported a variety of social services through their fundraising activities and the school continued to support Backpack for Kids with students volunteering to pack the backpacks each school holiday.

The Parents and Friends Committee (PFC) made significant contributions to the school throughout the year. These included various sausage sizzles, Mother's Day and Father's Day stalls, Mother's Day morning tea, Father's Day breakfast, second hand uniform sales and second hand book sales. We remain grateful to our volunteers for their continual support of the school.



# Human Resources

Casey Grammar School has a professional, committed staff who work effectively in the classroom. They serve as wellbeing mentors and role models while participating in extracurricular activities such as camps, excursions and sporting events.

The school is managed on a daily basis by the Senior Leadership Team (SLT) consisting of:

<b>Mrs Fiona Williams</b>	Principal
<b>Mr Nick Vitinaros</b>	Executive Director Corporate Services
<b>Mr Peter Shepard</b>	Deputy Principal / Wellbeing
<b>Mme Kate Morgan</b>	Head of Senior School
<b>Mrs Melissa Robertson</b>	Head of Junior School
<b>Ms Tegan West</b>	Head of Teaching and Learning, Senior School
<b>Mrs Sandra Torcasio</b>	Head of Teaching and Learning, Junior School

All teachers are registered with the Victorian Institute of Teaching and the teaching staff consists of 38 Primary Teachers and 61 Secondary Teachers.

## Human Resources (cont.)

Teachers	PRIMARY			SECONDARY		
	Male	Female	Total	Male	Female	Total
Total	5	33	38	20	41	61
Full Time	4	26	30	18	30	48
Part Time	1	7	8	2	11	13

	No. of staff		No. of staff
Less than 2 years	37	Administration	25
2 years but less than 5 years	25	Assistants (Learning, Library, Technology)	19
5 years but less than 10 years	14	Grounds & Maintenance	4
10 years but less than 20 years	20	Nurse	1
More than 20 years	4	Chaplain	1
		Educational Psychologist	1



**12.65%**

Average number of days absent per teacher



**82%**

Teacher retention 2022 – 2023

Casey Grammar School has a professional, committed staff who work effectively in the classroom. They serve as wellbeing mentors and role models while participating in extracurricular activities such as camps, excursions and sporting events.

## Teaching Staff 2023

Karina Adam Special Education Teacher BA, DipEd

Erin Bartlett Secondary Teacher BSEd HPE

Jeffrey Batey Primary Teacher BSc, GradDipEd

Shane Bell Primary Teacher BA, GradDipEd

Carolyne Bennett Secondary Teacher BA, GradDipEd

Katherine Black Primary Teacher BTeach (Primary), BSc

Sarah Black Primary Teacher BEd

Diana Bright Secondary Teacher BEd

Lee Britton-Bird Primary Teacher BEd, BTeach

Anthony Brown Secondary Teacher BEd – Physical Education

Anna Brown Primary Teacher BPrimEd

Christopher Bucknell Secondary Teacher BSc, DipEd, GradDipEd

Daniel Bugge Secondary Teacher MEd (Secondary)

Jessica Burns Primary Teacher BPrimEd, BSc

Patrick Byrne-Nelson Primary Teacher BEdEarlyChildhood&PrimaryEd

Rebecca Carrie Secondary Teacher BEd (Secondary)

Joshua Clark Primary Teacher MTeach (Primary)

Kyeran Clutton Secondary Teacher BSpScPE&RM, PGCE in PE

Stuart Collidge Secondary Teacher BEng, GradDipEd

Peter Crapper Secondary Teacher BA, DipEd

Rachel Doran Secondary Teacher BTeach (Secondary), BA

Virginia Duell Primary Teacher BEdStudies

Malcolm Dunkley Primary Teacher BBS, GradDipEd

Lorinda Eden Secondary Teacher BTheology, GradDipEd, MCounselling

Shane Evans Secondary Teacher BA, BTeach (Secondary)

Sarah Farrugia Special Education BspSc, DipTeach

Emma Garby Secondary Teacher BAppSc, GradDipEd

Samitha Goonetilleke Secondary Teacher BSc, BEd-Honours

Ruth Grant Primary Teacher BA, DipEd

Kate Grech Primary Teacher BPrimTeach / SpecEd

Laura Guidara Secondary Teacher GradDipEd

Selda Gurbuz Secondary Teacher BSc, DipEd (Secondary)

Stephanie Hall Primary Teacher BEd (Primary)

Rachel Harrison Primary Teacher BEd (Primary)

Claire Harvie Primary Teacher BContArt, BTeach

Elizabeth He Secondary Teacher BA/Ed (Secondary)

Vanessa Hodgkiss Primary Teacher BEd, MEd

Kylie Ingle Primary Teacher BEd

Janine Jeffs Secondary Teacher GradDipEd

Steve Kearney Secondary Teacher BFA, DipEd

Tegan Kearney Secondary Teacher BA, DipEd

Vanessa Khvorostin Primary Teacher BEd

Anna Kipping Primary Teacher BHealth&PE

Rosalind Klein Secondary Teacher BSc, DipEd

Bronwyn Kyne Primary Teacher BEd

Helen Lacey Secondary Teacher BE, GDipEd

Fiona Laidlaw Primary Teacher BEarlyChildEd, BEd

Nicole Leach Secondary Teacher MWrit&Lit, GradDipEd

Sophia Lee Secondary Teacher MTeach

Roxanne Levett Primary Teacher BEd

Catherine Marchmont Secondary Teacher BEnvSc, MIntDev

Bonnie Midwinter Secondary Teacher BA, BTeach

Kate Morgan Secondary Teacher BA, DipEd

Nicole Morphett Secondary Teacher BCom GradDipEd.

Sarah Nolan Primary Teacher BEd

Michael O'Connor Secondary Teacher BSc, MEd, GradDipEd

Angela O'Driscoll Secondary Teacher BAppSc

John Palomares Secondary Teacher BEd

Mahtab Parvaresh Secondary Teacher BSc, MPhil, MTeach

Benjamin Peake Secondary Teacher BA, BEd

## Teaching Staff 2023 (cont.)

Louise Piva Secondary Teacher BEd, MEd	Keir Selfridge Secondary Teacher BEd
Nelson Puvanendiran Secondary Teacher MATeach, BSc	Peter Shepard Secondary Teacher MEd, BTeach, BBus
Maria Ramos-Chan Primary Teacher BEd	Casey Standish Secondary Teacher BSc, GradDipEd
Chris Rayeroux Secondary Teacher BEd	Ryan Subban Secondary Teacher BEd, MEd
Bridgette Reale Primary Teacher BEd	Amelia Taylor Secondary Teacher BA, BEd
Kylie Reeves Secondary Teacher BEd(PE), GradDipEnviromental	Diana Thompson Teacher/ Librarian BEd, BIMS
Corrine Rivera Secondary Teacher BTeach, BA	Sandra Torcasio Primary Teacher BEd, DipTeach
Monique Riviere-Pendle Chaplain/Teacher BA, GDipEd, GCRel, MA (Theo)	Craig Townsend Secondary Teacher BEd, MArts
Melissa Roberton Primary Teacher BEd	Elody Trompeuse Primary Teacher BEd
Belinda Roffey Primary Teacher GradCertCathStud, BEd, DipTeach	Peter Tutera Secondary Teacher BSc, GradDipEd
Kylie Rose Secondary Teacher MBioethics, BEd	Gina Upward Secondary Teacher MAppSc, BEd
Emily Ryde Primary Teacher BhealthSc, GradDipEd (Primary)	Naomi Weiler Secondary Teacher MATeach, MAEd, BA
Tatum Sakeson Primary Teacher BEdEarlyChildhood&PrimaryEd	Michael Vandenberg Secondary Teacher BSc, DipEd
Justine Saleeba Special Ed Teacher BASocSc, DipEd, AdvCertPsy	Tegan West Secondary Teacher BEd
Fern Schreuder Secondary Teacher BApSc, BTeach	Fiona Williams Principal MEd, GradDipStudWelf, BEd
Brittany Schulz Primary Teacher BEd, BA	Emma Woods Secondary Teacher BEd, BSport&Rec
Danielle Searles Primary Teacher BEd	Peter Young Secondary Teacher DipArts(IndDes) DipEd

## Maternity Leave 2023

Natalie Burns Secondary Teacher BA, BEd
Jessie Delgos Secondary Teacher BEd, BSports&Rec
Emily Driessen Primary Teacher BHSc, GradDipEd
Samantha Iriyadi Primary Teacher BEd

# Student Wellbeing

## Student Attendance

It has been pleasing to see student attendance improve at every year level in 2023. As the severity and frequency of COVID reduced, we have seen students attending school with greater regularity.

Our Learning Management System (SEQTA) was used to maintain our attendance data which enables close management of student absences. Should an unexpected absence occur, an automated SMS was sent to families. In the Senior School, long absences were managed by the students' Head of House.

The table below shows our student attendance percentages for every level with 2022 figures also included for comparison.

### % Attendance by Year Level

Year Level	2022	2023
Foundation	85.21%	88.90%
Year 1	87.48%	88.52%
Year 2	88.04%	90.32%
Year 3	87.65%	88.63%
Year 4	87.57%	87.60%
Year 5	83.52%	90.90%
Year 6	87.25%	93.17%
Year 7	90.32%	92.56%
Year 8	89.37%	91.31%
Year 9	87.55%	90.58%
Year 10	89.18%	90.67%
Year 11	89.49%	91.36%
Year 12	76.92%	78.37%
Whole School	<b>89.45%</b>	<b>89.45%</b>





## Student Leadership

Students are selected for leadership roles after a rigorous process and are then mentored and encouraged as they grow in their understanding of what leadership means.



Students in Year 6, Year 11 and Year 12 have the opportunity to serve in formal leadership positions. Student leadership positions offered in 2023 included:

- School Captains
- Wellbeing Captain
- Social Justice Captain
- Performing Arts Captain
- Academic Captain
- Sport Captain
- Environment Captain
- House Captain
- Visual Arts Captain
- Technology Captain

Students are selected for leadership roles after a rigorous process and are then mentored and encouraged as they grow in their understanding of what leadership means.

'If serving is beneath you, leadership is beyond you' – Anonymous.

## Student Wellbeing

This year, we have hosted a range of incursions chosen to equip our students with the skills and knowledge to manage their own wellbeing and emotions, cope with the changing demands associated with learning and interpersonal relationships. These incursions all contribute to the students' understanding of holistic wellbeing as outlined in our PROSPER framework.

Our Wellbeing framework is founded on the principles of positive education. The elements of PROSPER serve as the foundation of a life well lived and have relevance to all ages.

The elements are:

- Purpose and Meaning
- Relationships
- Outcomes
- Strengths
- Positive Emotions
- Engagement and Resilience

PROSPER lessons, along with 'Resilience, Rights and Respectful Relationships' are delivered within wellbeing groups. These groups are deliberately cross-aged (Year 8 – 12) to foster positive relationships between the year levels and to build House identity and spirit. To further develop this program, the time allocated to these groups will increase in 2024.

In Junior School, wellbeing lessons are delivered by the teacher who knows the students best – the core teacher. These lessons can be tailored and adjusted to suit the needs of the group and to respond to incidents or issues that arise.

Across the entire school, we see student wellbeing as an equal priority to academic learning. There is a vast amount of research which demonstrates that students who are feeling emotionally unbalanced are not able to learn optimally, and that giving students the self-awareness, coping strategies and routines they need can improve learning outcomes and make school an excellent place to learn, but also a place to find acceptance and joy.

"As educators, if we are really about allowing students to achieve their potential and flourish, then we need to help them fulfil this in their learning but also develop their wellbeing. We want them to be able to have the resilience to navigate through the vicissitudes of life."

- Anne Johnstone (Global Chair of International Positive Education Network)

Our Wellbeing framework is founded on the principals of positive education. The elements of PROSPER serve as the foundation of a life well lived and have relevance to all ages.



# Chaplaincy



Chaplaincy at Casey Grammar continues to have many expressions. On a larger scale, we have our annual Chapel services where we gather together in the PAC to celebrate the Commissioning of new leaders, Senior School House Chapel services as well as Easter and Christmas. In 2023, the Senior School House Chapels focused on launching the new House Charities to the wider community and we celebrated the work of Fight MND, Very Special Kids, The Lost Dogs Home and The Salvation Army.

Over the past few years, we have also developed our year level Chapels, offering these as part of particular camps and retreats. In 2023 we shared a Year 12 retreat for the class of 2023 at the beginning of the year and a Year 12 retreat for the class of 2024 at the end of the year, in preparation for their final step in their Senior School Journey. We also had the opportunity to gather with the Year 9s to share in a Chapel at Collins Street Baptist as a celebration of the end of their City Experience. Class Chapels continued with Year 1 and Year 2 students gathering in the Chapel with family and friends to share their learning. The role of Junior School Religious Education teachers Ruth Grant and Belinda Roffey has been greatly appreciated in bringing these services to fruition. Finally, the Year 6 students hosted our Junior School Easter Service and our Year 5 students hosted our Junior School Christmas Service, ably led by Ruth Grant in their Religious Education lessons.

Each term, our Staff gather for a Staff Chapel, including the initial commissioning of new staff to commence the new academic year. This is an important opportunity to share each other's joys and sorrows as a wider community, and to welcome those who are commencing at the school.

Central to Chaplaincy is its link to Social Justice and the call of Jesus to include and show compassion to all. Weeks such as Harmony Week and Reconciliation Week expand and evolve each year, forming an important part of the school calendar. Harmony Week 2023 included special lunchtime classes such as Bollywood dance, Shortbread cooking, Paella making and Crepe creating.

We also enjoyed our final lunchtime in Casey Common where Senior School students enjoyed drawing henna designs and dancing to the music provided. Our F-2 Students had a colourful parade, and all students enjoyed the performances throughout the week of their peers who shared their talents so generously.

The call to Reconciliation is also a key aspect of the Christian faith, and we take seriously our responsibilities to do what we can to ensure Casey Grammar is a culturally safe place where Aboriginal and Torres Strait Islander history, culture and tradition is celebrated. The creation of our first Reconciliation Action Plan committee was an important positive step for 2023, and the group has met regularly to work on this plan. We anticipate it will be approved in 2024. Our Reconciliation Week activities also expanded to include our first Junior School Welcome to Country and Smoking Ceremony on the Oval as well as our first formal acknowledgement of National Sorry Day in a small service at our flag poles. We also hosted our first Reconciliation Week film club, screening 'The Last Daughter' and had a cooking class featuring a recipe from an Aboriginal cook including native ingredients.

Through Chaplaincy, Casey Grammar also engages with our wider community, including representing the school at the Cranbourne ANZAC and Remembrance Day services as well as providing practical assistance through volunteering at Backpacks 4 Vic Kids. We continue to be committed to this wonderful local organisation by ensuring we have staff and students volunteering during every term break. During Term 3 a strong team of students raised over \$3,000 for the 40 Hour Famine through initiatives such as extended bike rides and fundraising stalls. Chaplaincy provides opportunities for students to develop their leadership skills, and support is provided for student initiatives. In Term 4 the annual Christmas appeals took place, and the Junior School Booth House, led by Sarah Nolen, Head of Booth House, created 18 baskets filled with love for families in our local area. The organisations we have supported, from the Asylum Seeker Resource Centre to The Salvation Army, World Vision, Legacy and Backpacks 4 Vic Kids among others have all been enormously grateful for the support provided by Casey Grammar School.

It has been a full year of sharing the central values and messages of the Christian faith through formal services, but also of living them out through our actions both at Casey Grammar School and beyond.

# Learning Outside the Classroom

Camps, excursions and other activities provide opportunities for students to develop social and civic skills, build team skills, learn cooperation, physical challenges and to value diversity.



In 2023, our camps provided an opportunity for students to develop social and civic skills, build teamwork, learn cooperation, tackle physical challenges and value diversity.

<b>Year 3</b>	The Briars
<b>Year 4</b>	City Camp
<b>Year 5</b>	The Ranch
<b>Year 6</b>	Canberra
<b>Year 7</b>	Camp Iluka
<b>Year 8</b>	Yarra Valley / Dandenong Rangers
<b>Year 9</b>	City Experience / Great Otway National Park
<b>Year 11</b>	Retreat (Mornington Peninsula)
<b>Year 12</b>	Retreat (Mornington Peninsula)

# Curriculum



## Junior School

In our thirty-year history, Casey Grammar School has established itself as a highly valued, well-loved and respected part of the community, renowned for its educational excellence and unique culture which exemplifies belonging, respect and inclusion. Offering an unrivalled educational experience in a caring, values driven environment, embracing diversity, wellbeing and individuality.

Students are front and centre in every decision made and they are nurtured to succeed academically, personally and socially. Staff, students, parents and the extended community are all valued members of the CGS family and form an integral part of the fabric of the school. They embody the school's values of respect, compassion, integrity, inclusion and excellence.

2023 was the year of initiating positive change across the Junior School following COVID including re-building connections with families and the community and welcoming them back into classrooms. The school's student-led assemblies returned, involving each class performing for students and families to celebrate their learning and the much loved, highly anticipated Christmas Teachers' Assembly. Families were invited to special events in the school calendar throughout the year, including Mother's and Father's Day celebrations, Weekly Assemblies, Harmony Day, Awards Ceremony, Athletics and Swimming Carnivals, Smoking Ceremony and Open Classrooms. These events joyfully unite CGS community.

A strong wellbeing focus promotes resilience and a positive learning culture and fosters inclusive classrooms where everyone is welcomed, connected and valued. Teachers tailor learning to encourage success in many shapes and forms. Teachers develop considered learning programs and the school provides high-quality extracurricular activities and facilities.

The academic program in the Junior School focuses on establishing a strong foundation in the following disciplines:

- English
- Mathematics
- Science
- The Humanities
- The Arts
- Health and Physical Education
- Religious Education
- Languages
- Technologies



Our Casey Grammar Junior School Teaching and Learning team are champions of excellence and innovation. They use their considerable teaching experience and advanced expertise to develop exceptional contemporary programs that ensure Junior School students receive a high-quality, well-rounded education focused on the whole child. CGS provides a personalised approach, empowering students to reach their full potential and experience academic and emotional success.

In 2023, the Junior School developed the bespoke CGS English Framework. This was a culmination of extensive collaboration, research and rigorous analysis to create a specific, targeted and exemplary structure for the teaching of Literacy. Authentic student agency is a significant part of classroom practice, allowing students to be actively involved in learning and assessment processes. Students are engaged, invested and reflective learners, developing their own targeted learning goals and being part of the evaluation and assessment processes.

A focus was teaching students how to learn using neuroscience findings and processes and using the Gradual Release Model to collaborate with students to monitor and champion their learning. This promotes life-long, meaningful, learning skills and is underpinned by research informed, best-practice approaches and techniques. Our Data Dashboard was custom made for CGS in 2023, leading to the effective analysis and use of data to provide targeted planning to meet the needs of students, and ensuring specific academic growth for all. Exciting additions to our Junior School programs in 2023 included the introduction of F-6 Specialist Visual Arts program including a new, well equipped Art room and F-2 Specialist Auslan program.

The Junior School's commitment to deliver First Nations content in a respectful, meaningful way established a valuable collaboration with the Australians Together organisation. This created a powerful journey for the Junior School team with authentic support to incorporate First Nations history, traditions, languages and perspectives into planning. The Junior School actively built closer connections with its First Nations families. This inspired a new approach to how the school teaches and celebrates Indigenous cultures within the community. This fresh approach was reflected in the establishment of a RAP (Reconciliation Action Plan Committee), Smoking Ceremony and authentic Welcome to Country. The school recognised and invited First Nations community members to be part of the RAP and to make genuine connections. The school's First Nations students felt proud of their heritage and educated their peers about the importance of reconciliation and building positive relationships with Indigenous community members.

Visitors to our school often comment on the unique tone of our Junior School. This is something we work exceptionally hard to achieve. Our students not only succeed academically but also embody the school's motto of 'Bright minds, kind hearts.'

Our Data Dashboard was custom made, leading to the effective analysis and use of data to provide targeted planning to meet the needs of students.

## Senior School

At all levels, Casey Grammar students are supported by an outstanding and passionate team of educators who are leaders in their roles as teachers and mentors.

We began the 2023 school year with pleasing enrolments, surpassing 600 students in the Senior School. With an expanded selection of Year 9/10 elective subjects and VCE course offerings than in previous years, our curriculum offered a rich and comprehensive educational experience, underpinned by an exceptional and dedicated team of educators.

The Senior School curriculum provides a well-rounded education to students in Years 7 to 12, offering a wide array of core subjects and elective options. The curriculum encourages students to pursue pathways through VCE and beyond, aligning with their interests, strengths, values and aspirations.

Designed to nurture the intellectual, physical, spiritual and social development of each student, the curriculum includes programs and co-curricular activities tailored to their diverse needs and abilities. Student engagement has been on the rise, especially with strong support for House events and SIS competition. These activities not only promote personal growth, leadership and character development but also provide opportunities for students to showcase their talents and pursue their passions outside the classroom.

In Years 7 and 8, as students transition from primary to secondary school, they are introduced to traditional disciplines that provide a broad curriculum across a range of subjects. The focus on essential skills and knowledge gives students a solid foundation for making informed choices later in their secondary school years.

In Year 9 and 10, to complement the core subjects, students were offered a variety of elective subjects, allowing students to explore their interests and develop expertise in specific areas. The 'Casey Challenge' program, a highlight for Year 9 students, builds skills in collaboration, communication, creativity, and critical thinking. This program includes a design thinking immersion at Casey Tech and a week-long 'City Experience', inspiring students to consider diverse perspectives and pursue personal Passion Projects. Many students took advantage of the opportunity to pursue the Bronze Duke of Edinburgh Award, completing



the Adventurous Journey through a four-day hike in the Great Otway National Park.

Year 10 is a crucial transition into the final years of secondary education. The curriculum offers students the chance to explore a variety of subjects before committing to VCE, while also allowing them to start a VET course or undertake an accelerated VCE Unit 1 & 2 subject.

Senior School students receive personalised support in their career development through counselling and programs that provide insights into tertiary courses and work placement opportunities. At every stage, Casey Grammar students benefit from the guidance of a remarkable and passionate team of educators who excel as both teachers and mentors.



# Performing Arts

2023 was a year of continued growth in the Performing Arts. With restrictions now almost completely removed our department was able to return to the stage in a big way.

The year commenced with the SIS Big Night, once again held at the Drum Theatre in Dandenong and in combination with other SIS member schools. With more students involved, our students were able to enjoy the opportunity to perform in a large ensemble and to learn alongside other students. Casey Grammar School students participated in the Combined Concert Band and Combined String Orchestra, and our Senior Vocal Ensemble presented our school performance item.

In early term 2 our Theatre Studies students presented their Unit 3 outcome to an appreciative audience whilst in the Junior School our Year 2 students participated in a series of online workshops exploring Opera and journeyed to the Arts Centre to see 'The Grumpiest Boy in the World'.

The major performance item on the 2023 calendar was the Senior School Production of The Little Mermaid. Students auditioned in November of 2023 for a role in the show with rehearsals running all through Term 1, the Term 1 holidays, and into Term 2, with three shows presented in mid-May. The show was a fabulous success with our students performing very strongly both onstage, backstage, and in the orchestra pit.

Early June saw a performance evening featuring the work of classroom Music students in Years 9, 10, 11, and 12 presenting their culminating performance assessments, and for some representing their first time on stage. It was a fabulous night and great to see the senior students mentoring the junior students.

Whilst in the Junior School our Year 4 students helped acknowledge Reconciliation Week by their choral performance of 'From Little things, Big things grow'.

Our Winter Concert was hosted in mid-June and featured our all of Ensemble Program, Junior School music elective classes, and our Year 3 String and Choral programs. It was a fabulous night of entertainment across our school and represented a Semester worth of work from all the performers.

We hosted Instrumental Soiree Nights in both Term Two and Term Three backstage in the Performing Arts Centre. With three concurrent performance spaces in the Music and Drama classes on the PAC stage we featured solo and small group

performances from students in our private music studios, whilst in the Junior School our Year 4 students further developed their knowledge of orchestral instruments by participating in a live performance of 'The Making of an Orchestra' from the MSO at Hamer Hall.

Following on from the earlier success of The Little Mermaid, our show cast also performed in the City of Casey Schools On Stage. While we weren't recognised for a prize this year, our students put on exemplary performances of two of the big hits from the show: Part of Your World, and Poor Unfortunate Souls. Well done to our fabulous leads: Matilda Cowburn and Kirra Facey.

Our Summer Concert for the Junior School featured Instrumental classroom performances from each Year 3 class, Show Choir, Junior Rock Band, JS Training Orchestra, Junior School elective - Year 5/6 Band Program, Junior School Percussion Ensemble, Year 3 Choral performance, as well as Junior Band. Two weeks later we ran our Summer Concert for the Senior School ensembles and classroom programs, closely followed by our Year 10 Drama evening.

As part of the 30<sup>th</sup> Anniversary celebrations, our music students performed at combined school assembly with special guests. Featured at the performance were Year 4 students performing "A Gift Of Hope", and our newly named Buttigeig Concert Band and Sayers String Ensemble. The honorary naming of these ensembles represents the vision and support of Principals past in helping to develop Performing Arts programmes for Casey Grammar students.

The Senior School Awards Evening was held in early December to recognise the academic achievement of students and to round up the year that was 2023. Performing as part of the event were the Senior Percussion ensemble, the Senior Vocal Ensemble reprising their performance from the SIS Big Night, the Flute Ensemble, the VCE Unit 1 Music class, and the Buttigeig Concert Band finishing the event with Final Countdown.

And the final performance for the year was the Biennial Junior School Christmas production: The Magical Christmas Box. The cast was a combination of our Year 5/6 students in main roles as well as our Foundation to Year 2 students who did a fabulous job performing their songs and dances for the Junior School students and parent community.

While enrolment numbers in instrumental lessons are slightly lower than in 2022, the standard of performance across our ensembles in 2023 improved with more polished performance and more challenging repertoire.

# Sport

The SIS sports program continues to be a fantastic way to foster school pride, camaraderie, community, teamwork and dedication among students and staff.



Throughout 2023, Casey Grammar School participated in the Southern Independent Schools (SIS) sports competitions. Students in Year 7-10 competed in cricket, soccer, AFL, volleyball, table tennis, softball, netball and basketball. Each term featured a different sport for each age group, with weekly training sessions and matches. The SIS sports program continues to be a fantastic way to foster school pride, camaraderie, community, teamwork and dedication among students and staff.

Our 2023 House Swimming Carnival was held at Noble Park Aquatic Centre. It was an exceptional day where students showcased their house spirit and swimming skills, earning house points through enthusiastic participation. The waterslide addition was a highlight for many students, adding to the day's excitement.

Following the House Swimming Carnival, we hosted our House Cross-Country Carnival on the school grounds. Students completed either a 2km or 3km circuit, and the event was marked by excellent participation. This carnival also helped us build our SIS Interschool Cross-Country team.

Reid House remained dominant, securing the house carnival trifecta once again!

In 2022, Casey Grammar School won the Division B SIS Swimming Carnival, which led to our participation in the Division A carnival in 2023. Our students performed admirably at the Melbourne Sports and Aquatic Centre (MSAC), demonstrating high levels of participation

and effort. The Casey spirit was evident as students cheered each other on, resulting in an overall 7th place finish with 410 points.

Next on the calendar was the SIS Cross-Country Carnival, hosted at Casey Fields. Despite challenging weather conditions, with overcast skies and rain creating wet and muddy terrain, our students excelled. We placed 2nd overall in the Division B pool and celebrated victories in the Junior Shield and the U13 Boys, U13 Girls, and U15 Girls categories.

The SIS Athletics Carnival at Lakeside Stadium concluded our competitive season. Our students competed strongly across both field and track events, achieving a commendable 3rd place in the overall Division B school championship.

## Highlights of 2023:

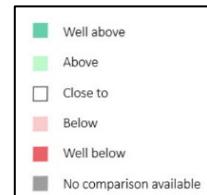
- House Swimming Carnival: Showcasing house spirit and swimming prowess at Noble Park Aquatic Centre.
- House Cross-Country Carnival: Building team spirit and selecting our SIS Interschool Cross-Country team.
- SIS Division A Swimming Carnival: Demonstrating the Casey spirit and finishing 7th overall.
- SIS Cross-Country Carnival: Overcoming challenging conditions to place 2nd overall and winning multiple categories.
- SIS Athletics Carnival: Achieving 3rd place in the overall Division B school championship.

The sports events of 2023 have once again highlighted the dedication, skill, and sportsmanship of our students and staff, reinforcing our commitment to excellence in school sports.



# Student Outcomes

## National Literacy and Numeracy Testing (NAPLAN)



The table below shows Casey Grammar students' average NAPLAN results, when compared to all Australian students.

2021

	Reading	Writing	Spelling	Grammar	Numeracy
Year 3	476	462	464	469	429
Year 5	542	517	545	547	514
Year 7	563	558	566	564	579
Year 9	603	591	600	609	612

2022

	Reading	Writing	Spelling	Grammar	Numeracy
Year 3	468	452	456	461	421
Year 5	540	532	531	530	526
Year 7	580	567	577	571	589
Year 9	598	593	598	599	594

2023

	Reading	Writing	Spelling	Grammar	Numeracy
Year 3	442	452	433	446	447
Year 5	533	518	526	532	519
Year 7	566	577	571	573	569
Year 9	591	599	586	588	596

## VCE Results

- 100% satisfactory completion.
- 81 scored VCE students.
- Our median study score = 29 (2022: 29).
- Median ATAR: 71.00 (2022: 67.75).
- Mean ATAR: 70.42 (2022: 67.81).
- 52.5% of 2023 CGS students ranked in the top 30% of State (2022: 42%).
- 70% of 2023 CGS students ranked in the top 40% (2022: 71.5%).

	2021	%	2022	%	2023	%
90's	9	13.5%	5	7%	8	10%
80's	14	21%	11	15%	20	25%
70's	14	21%	14	20%	14	17.5%
60's	13	19.5%	21	29.5%	14	17.5%
50's	11	16%	10	14%	18	2%
40's	1	1.5%	9	13%	5	6%
30's	5	7.5%	1	1.5%	1	1%
Under 30's	0	0%	1	1.5%	1	1%
	<b>80 students</b> 67 scored 13 unscored		<b>82 students</b> 71 scored 11 unscored		<b>90 students</b> 81 scored 9 unscored	

## VTAC applications and offers

	%
Total number of students who applied for tertiary study (VTAC)	77 (85.56%)
Total number of students without VTAC (other) preferences	13* (14.44%)
% of students who received 1st round offers	100%

\* Direct application/s (TAFE), not pursuing tertiary study, pursuing Apprenticeship

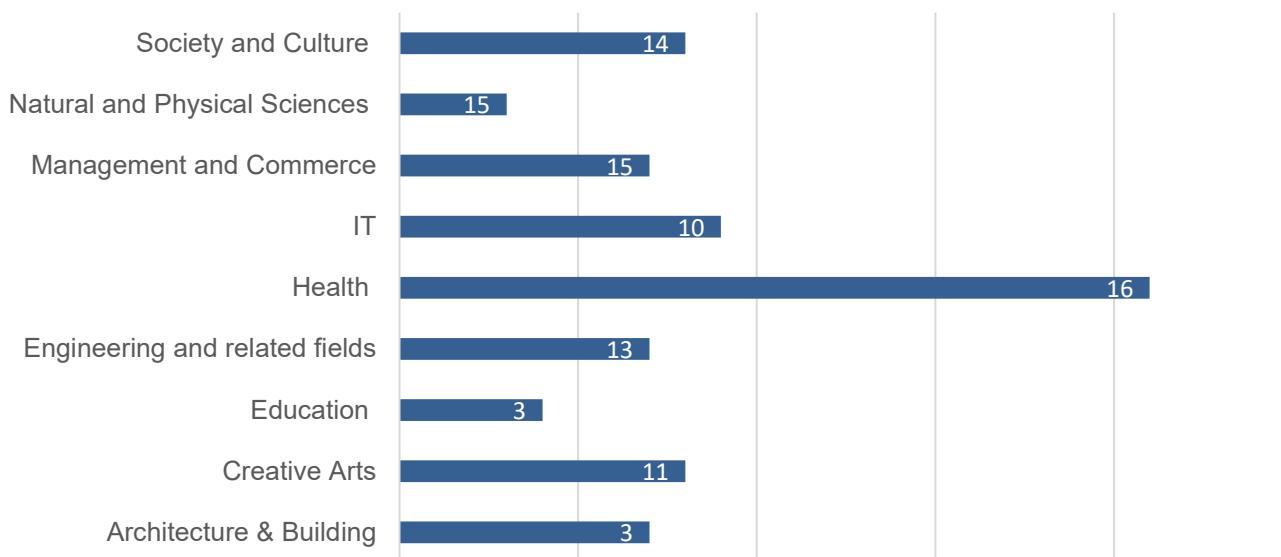
\*\* 6 VET/64 HEd

## Early offers

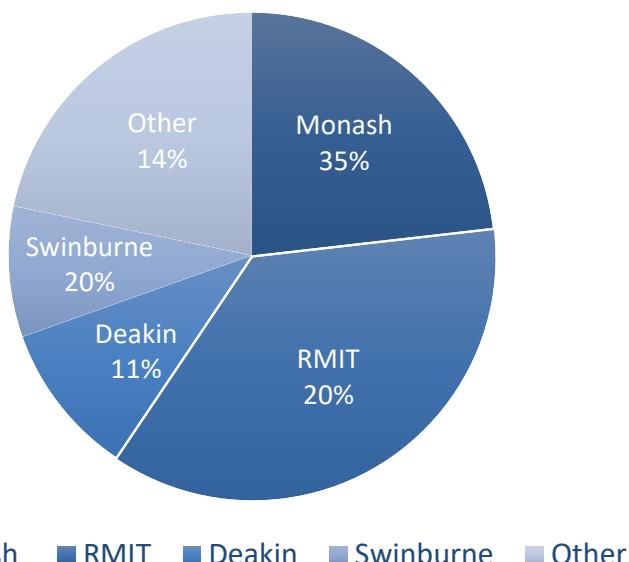
	%
% of students who received early offer/s	57.14 %



## What Casey Grammar students study



## Tertiary Providers



# Student, Parent & Staff Satisfaction

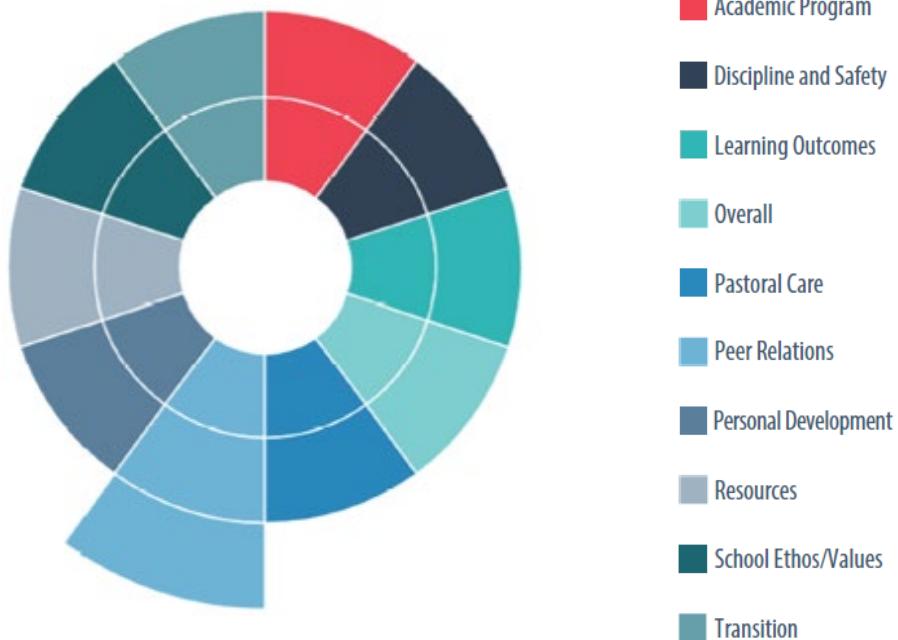
Casey Grammar School continues to maintain a **high student retention rate**, which is a testament to overall satisfaction with the school and remained heavily waitlisted across all year levels throughout 2023.



Casey Grammar School uses qualitative and quantitative data to inform our strategic planning and school improvement measures. The ISV LEAD Survey forms part of this process and a selection of these results appears below. These data were collected in 2023.

## Student Satisfaction

### General satisfaction against statistically similar schools



■ Academic Program

■ Discipline and Safety

■ Learning Outcomes

■ Overall

■ Pastoral Care

■ Peer Relations

■ Personal Development

■ Resources

■ School Ethos/Values

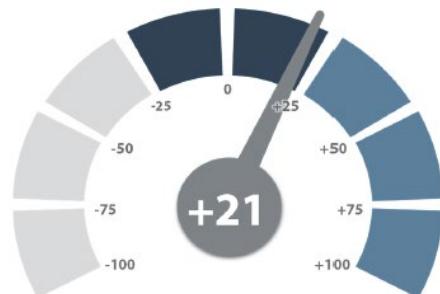
■ Transition

## Student, Parent and Staff Satisfaction (cont.)

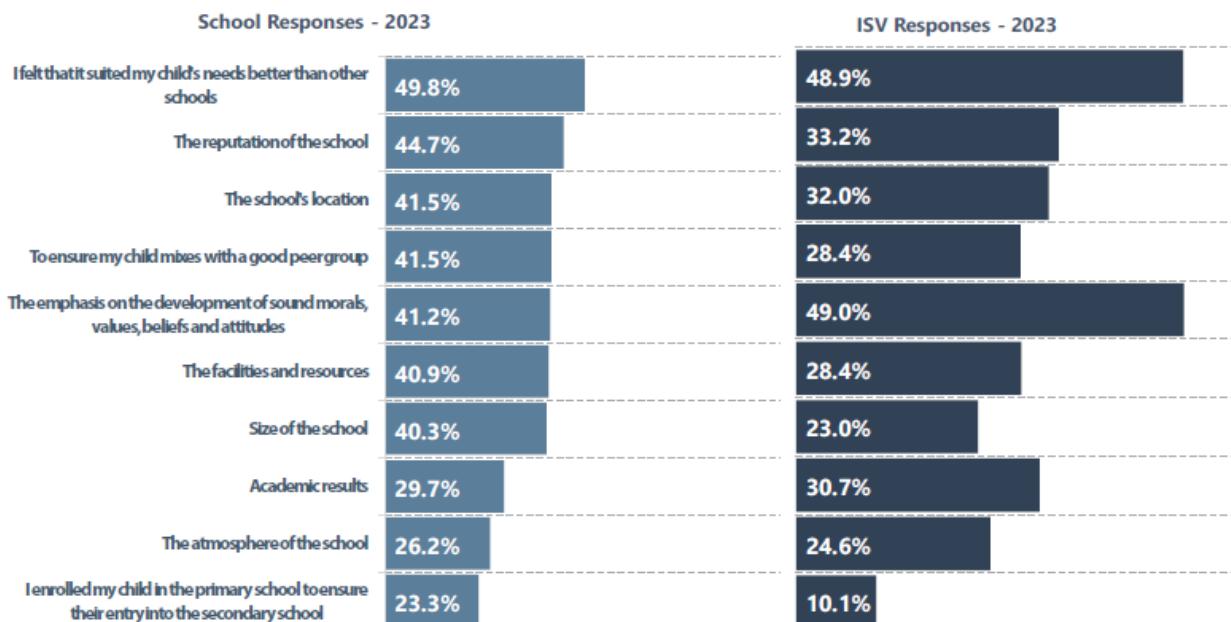
### Parent Satisfaction

#### Net Promoter Score Analysis

Net Promoter Score	<b>+21</b>
Detractors (0-6)	<b>76 (25%)</b>
Passives (7-8)	<b>89 (30%)</b>
Promoters (9-10)	<b>139 (46%)</b>



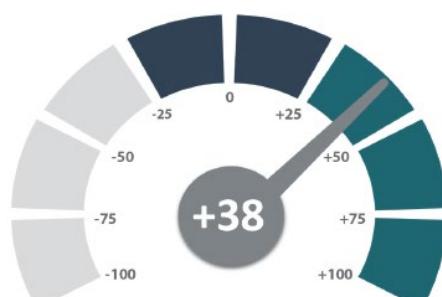
#### Reasons for choosing Casey Grammar School

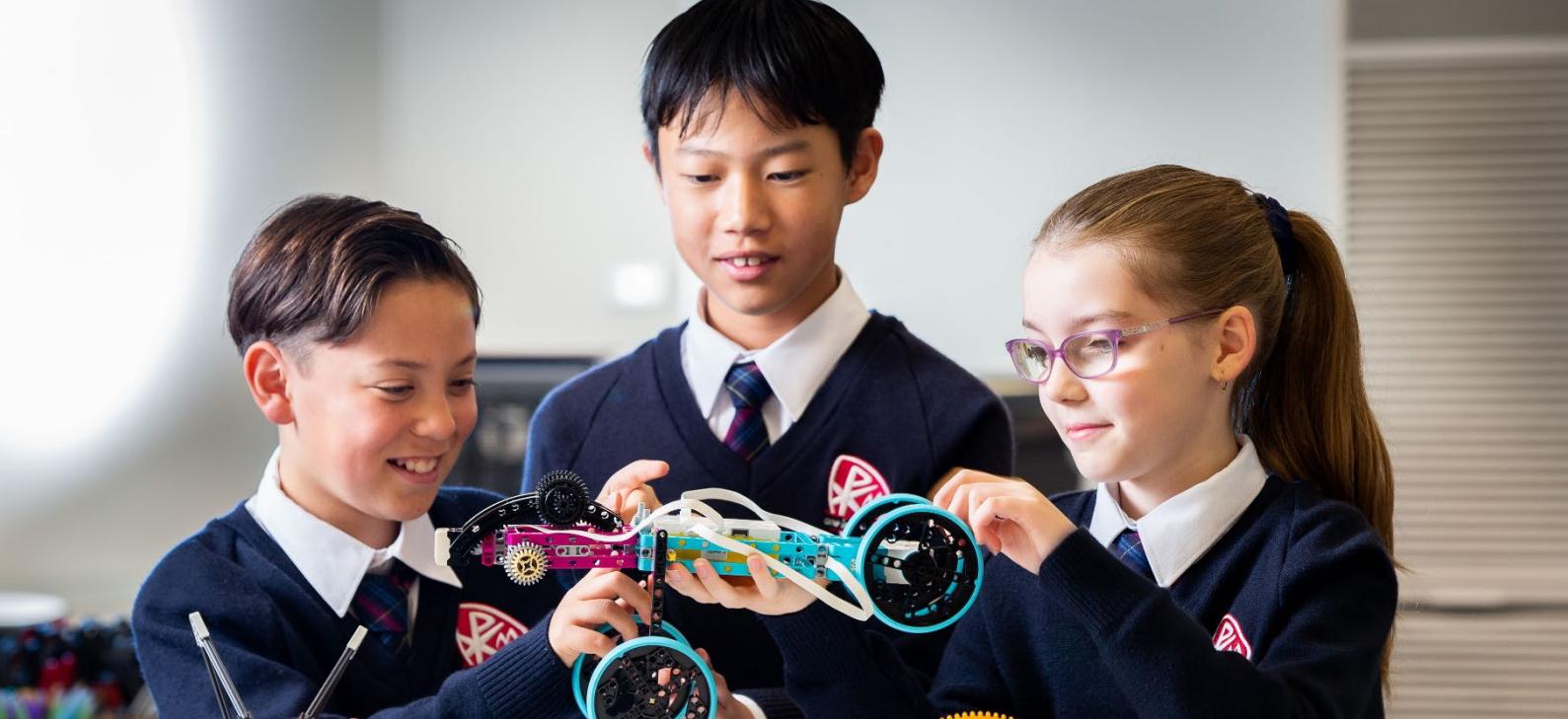


### Staff Satisfaction

#### Net Promoter Score Analysis

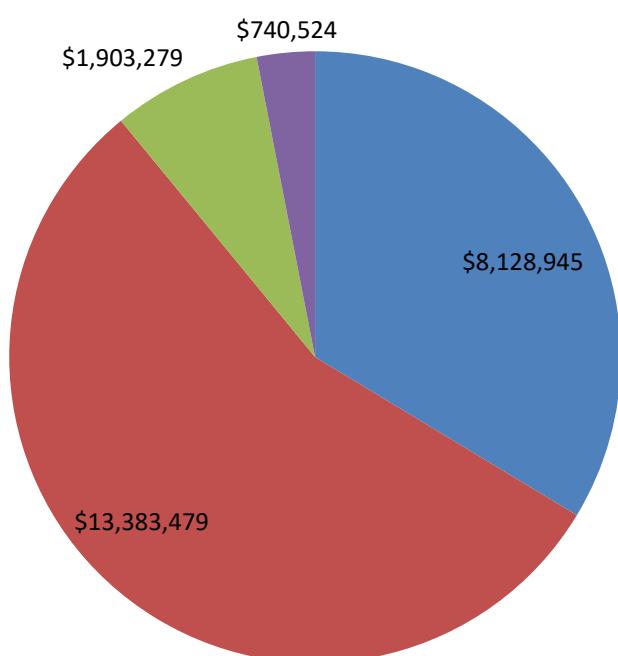
Net Promoter Score	<b>+38</b>
Detractors (0-6)	<b>18 (19%)</b>
Passives (7-8)	<b>26 (27%)</b>
Promoters (9-10)	<b>55 (56%)</b>



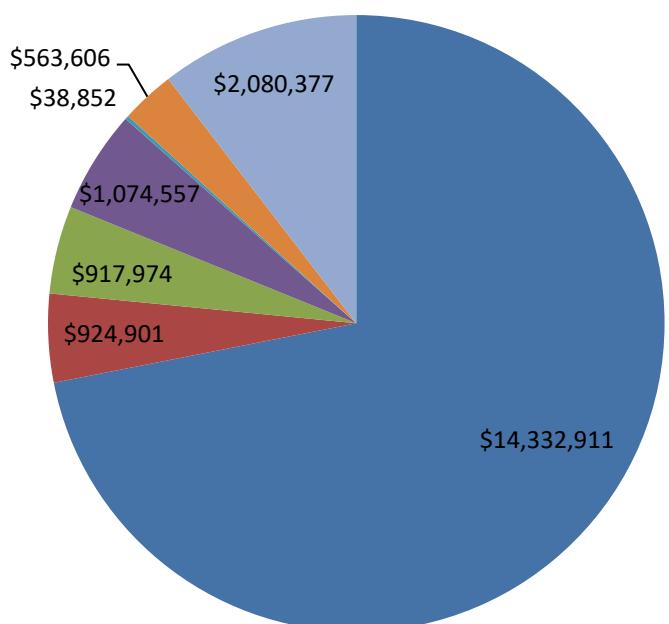


## Financial Information

### Income



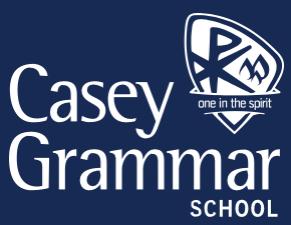
### Expenditure



- Tuition Fees
- Commonwealth Grants
- State Grants
- Other Income

Recurrent Income & Expenditure for year ended 31 December 2023.

- Salary & On Costs
- Administrative Costs
- Faculty/ Department Costs
- Building & Property Costs
- Finance Costs
- Educations Expenses
- Depreciation



# Annual Report 2023

Casey Grammar School  
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