

Attachment 34

CHAIRMAN OF COUNCIL REPORT

REDACTED MAGAZINE 2010
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The environment of contemporary education is complex and dynamic, and the requirements and expectations of Heads of schools such as THE SCHOOL, in delivering our core business of high quality education services, is multi-faceted and demanding. Contemporary Heads and Principals must perform at extraordinarily high levels in terms of business acumen, ensuring professional quality assurance of staff and the organisation, pastoral care of students and outreach to the wider community – at all times cognisant that they are dealing with the most valuable assets in our society, our children. As the governing body of the School, the appointment and mentoring of the Headmaster remains the primary purpose of the Council.

In this context, the end of 2010 concludes WD's tenure of eight years as Headmaster of THE SCHOOL. During this period the financial position of the School has improved dramatically and THE SCHOOL is now well-placed to embark on the next phase of development.

We congratulate WD in leading the development of THE SCHOOL over the past eight years and have confidence in the strong delivery of programs into the future. WD accepted the role of Headmaster at a time when THE SCHOOL faced many challenges and has progressively and systematically initiated comprehensive programs for positive change, with a focus on relationship-building in forging a strong sense of shared values across the whole School community. Academic initiatives, sporting results and morale, revitalisation of the creative arts, the many dimensions of pastoral care, and the spiritual dimension of the School have been lead by personal example. The relationship built with the Council, and between the Council and senior management staff has set a benchmark, not only for THE SCHOOL but within the education sector.

Performance indicators of 37% increase in enrolments and 80% increase in the annual budget over this period are testament to the turnaround and recovery of the business aspects of the School as an organisation. Significant infrastructure developments have been undertaken after a long hiatus. The DLD upgrade, comprehensive upgrade of our playing fields and grounds under the One Campus Project, construction of the iconic REDACTED installation of traffic lights providing safe entry and exit points for our community, the rejuvenation of our boarding facilities through the Boarding Renaissance Project, the finalisation of a School Master Plan to guide future development, and initiating the REDACTED. These capital project initiatives have always been based on the informal philosophy that now heads our development projects at the School, that of 'excellence, not extravagance'.

This has been achieved whilst concurrently maintaining the lowest fee increases in our sector, in recognition of the diverse financial backgrounds of our community, and keeping debt levels from becoming an onerous burden on current and future parents.

Staff morale has been restored and strengthened, reflected in the greater energy and enthusiasm driving the dynamic educational partnership of school, parents and students, within the broad-based liberal philosophy of education. Recruitment, management and support of teaching and administrative staff underpins the success of professional services provided by the School, and the number and calibre of applicants for positions demonstrates the restored standing of THE SCHOOL within the wider education community. THE SCHOOL is again rightly recognised as a platform for career development, providing sound experience and professional support enabling our staff to subsequently pursue promotional and aspirational positions across the country.

With an extraordinary work ethic, passion for the task and its associated challenges and implications for the School, [WD] has dedicated a considerable part of his professional life and career to restoring the foundations of our School for future generations. Vision, dedication, charisma and wisdom of experience have all contributed significantly to [WD]'s successful leadership, but it is personal qualities that mesh with our School values, those of respect, integrity, honesty and compassion, and elevate his leadership to a status that will endure long after [W]'s departure from our school.

We thank [WD] for providing sufficient notice of his intended retirement to allow the School to undertake a comprehensive recruitment search and interview process, and we thoroughly appreciate his wholehearted assistance and support throughout. Recruitment of the 12th Headmaster of [THE SCHOOL] was undertaken earlier this year and, following an extensive international and nation-wide search, was successfully completed in June with the appointment of [WL].

Mr [WL] has significant leadership experience in prominent independent schools in Australia. He holds a BSc from Adelaide University, with Majors in Physics and Mathematics, and a Masters degree in Education from Deakin University. [WL] has had career experience at [REDACTED] and [REDACTED] in South Australia, and was Head of the Senior School at [REDACTED] [REDACTED] in Perth from 2006. We welcome [WL], his wife [RED] and their family, as they formally join the [THE SCHOOL] community at the beginning of 2011.

Prudent financial management and increasing enrolments in the School have secured foundations for the ongoing provision of innovative academic programs, upgraded and progressive infrastructure facilities, and salary levels reflecting the high degree of professionalism of our staff. This approach to financial management has enabled [THE SCHOOL] to limit tuition and boarding fees to 7% for the 2011 academic year. Fee increases have consistently remained below our counterparts for many years, as we aim to provide affordable and high-quality independent school education to an increasing number of rural and metropolitan families. Additional financial support through scholarships, bursaries and rebates continues to be provided to families in the School community.

The School Master Plan was finalised during 2010 and will be used to underpin planning future infrastructure requirements and campus development of both the Preparatory and Senior School sites over the next 10 years and beyond. The first stage of the Master Plan addresses infrastructure requirements to support the academic initiative of the Catalyst Project. Concept plans for this building project were presented to the School community in September and planning is well under way, with construction to begin next year and anticipated completion in the first half of 2012.

Capital projects upgrading the Preparatory School arts and library facilities under Federal BER funding program are due for completion January 2011.

The re-registration process is a statutory requirement for all independent schools to access Federal and State funding. In August 2010 [THE] underwent a rigorous audit of programs and policies across all operational aspects of the organisation. It is tribute to the high calibre and commitment of all teaching and administrative staff that the Department of Education Services re-registered the School for the maximum period of five years. We congratulate the School management and staff on meeting the highest standards required by the Department.

The School acknowledges, however, that aberrations regrettably arise and, in response to the conviction of a former staff member, has implemented a comprehensive review of child protection

policies and procedures. The Child Protection Policy Review Committee, which is independently chaired, will report back to the School with findings and recommendations in early 2011.

We respect and appreciate the loyalty and contribution made by parents, whether financial or in kind, as partners in education. This contribution, across the School's cultural, sporting and philanthropic programs, is an essential component in the continued strength of THE SCHOOL. We congratulate REDACTED for his leadership of the School Parents and Friends Society and are grateful to the School Foundation, lead by REDACTED for its ongoing financial contributions to capital projects. We also appreciate the ongoing support of the Old THE SCHOOL Association led by REDACTED.

We recognise the dedication and professionalism of the staff, and extend our deepest appreciation to staff and students of both the Senior and Preparatory Schools for a productive and successful year.

The Council also thanks YG for his enthusiasm and dedication to the role of Bursar, overseeing strategic business initiatives and capital development within the School, and for his effective and efficient approach to the role of Secretary to Council.

I would also like to acknowledge the support and hard work of my Council colleagues during the year. The Council continues to build on the work of its predecessors and remains proactive in succession planning, appointing Fellows based on skills consistent with the School's stage of development. At the beginning of this year we welcomed five new Fellows of Council, from diverse backgrounds across our School community, all of whom are making significant contributions to the governance of the School.

On my retirement as Chairman of Council at the end of this year we welcome WN currently Vice-Chair, who was elected as the next Chairman. I will remain on Council as Vice-Chair for 2011 and REDACTED remains Treasurer.

In concluding I wish to thank WD for their personal loyalty and support over the past eight years and wish them well for 2011 and beyond.

WO

Chairman of Council