

2016 Annual Report



Bialik College

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Bialik. Be your best.

Principal's Message

The 2016 year has been one of great change on the international stage and the phrase of the year appears to be 'post truth'.

Social media, memes, fake news and instant op-ups, the role of schools has never been so important in teaching our students to be critical thinkers.



Filtering and critically analysing large volumes of information and significant claims is now part of everyday life. Never before has a Culture of Thinking – the pedagogy that we developed in conjunction with the University of Harvard's Project Zero and which is now in hundreds of schools worldwide – been so necessary.

Whilst we ended the year as the highest achieving school in the State, coming first is only of value if our graduates are *menschlich*. Through their decency, communal activism, fundraising and participation in a wide range of sporting and performance-related activities, our students graduate as balanced thinkers and community members.

As our Class of 2016 'step forth with courage' into the wider world, we know that their graduation is not simply as a result of their VCE journey at Bialik. It is as a result of a varied and pluralistic Kinder to Year 12 journey in which every individual is challenged to 'be your best' – not 'the best', but your best. This diversity of individual and of path cannot be reflected in an annual report, but read in conjunction with our Year Book - you will reflect on the variety and vibrancy of Bialik College, our wider community, our superb students and staff, and our pluralistic community.

!דרכו נא עז! Dirchuna Oz - Step Forth With Courage!

Jeremy Stowe-Lindner
Principal

OUR MOTTO AND MISSION

Step Forth with Courage

The school's motto, Step Forth With Courage, is derived from a Chaim Nachman Bialik poem, Lamitnadvim Ba'am, which was written in 1900 in Odessa shortly after the second Zionist Congress. A poem full of pathos, Bialik makes an impassioned call to the younger generation to rebuild the Land of Israel.



OUR MISSION

Bialik College is a cross-communal Jewish Zionist school, embracing an inclusive approach to Judaism. We are committed to the pursuit of excellence in an enriching, innovative and nurturing environment. We are dedicated to empowering our students with the knowledge, skills, dispositions and values necessary to achieve their potential and to contribute meaningfully to the Jewish, Australian and global communities.

The Bialik College Council

The governing body of Bialik College is the School Council. The Council sees its role as:

- Setting the strategic direction and mission of the College
- Ensuring the College is run in a prudent financial manner
- Fundraising
- Construction and refurbishment of the College's physical assets
- Appointment, and subsequent review, of the Principal

The Council also reviews plans for implementation of curriculum and new developments in the educational offerings of the College, as presented by the College Educational Leadership.

It also reviews any plans that have material financial implications.

Council meets at least 2 times per school term.

An Executive committee, which is elected from the Council members, meets more frequently to deal with matters arising between scheduled Council meetings and to consider some matters of importance prior to submission for discussion by the full Council.

Council has a number of sub-committees including Finance, Audit, Risk Management, Building, Nominations, Fundraising and Community to assist it in carrying out its function.

An AGM is held in November each year when six positions on Council are subject to election.

Council Members for 2016 were:

President	Kate Beaconsfield
Principal	Jeremy Stowe-Lindner
Past President	Graham Goldsmith
Vice-Presidents	Dan Feldman Lisa Mann
Honorary Treasurer	Peter Eben
Honorary Secretary	Lorraine Elsass
Council Members	Mark Blankfield Rebecca Burrows Yael Cass Danny Davis Stacey Dodge Nigel Givoni Alan Goldstone Michelle Jablko Miri Zevin
Business Manager Communications & Development Manager	Marcia Wolman Heidi Meyerson
Life Governors	Jack Gringlas OAM Israel Kipen Jeffrey Mahemoff AO



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The Bialik College Staff

Staff Composition:

Some 226 individuals formed Bialik's staff of 2016 of whom:

131 were teachers

8 were specialist support

35 were administrative staff

37 were aides and assistants and Music Tutors

13 were maintenance and other staff

The full-time equivalent for the above staff is:

teachers 109

specialist support 6.6

aides and assistants 20.7

administrative staff 31.4

maintenance staff 10.3

There were 7.6 students per teaching staff and 4.4 students per total staff. In 2016 there were no Aboriginal or Torres Strait Islander staff at Bialik College.

Senior Educational Staff

Principal	Jeremy Stowe-Lindner
Vice Principal & Head of Senior School	Gary Velleman
Assistant Principal - Pastoral Care &	
Head of Middle School	Ian Poyser
Head of Primary School	Karen Friede
Head of ELC	Daphne Gaddie
Director of Learning and Innovation	Fiona Gordon
Director of Jewish Life	Dan Sztajf

Attendance & Retention Record

The average teacher attendance rate during 2016 was 183.15 days (95.89%) per teacher of the 191 teaching days on the Bialik College 2016 calendar.

12 teachers and 7 non-teaching staff members left Bialik during 2016.

Professional Development

A varied Professional Learning Program was offered in 2016 both within the College for our own teachers and for teachers from other schools. We have also benefited through partnerships and through courses offered by external providers.

Our Cultures of Thinking has experienced great success in March meeting the revenue target set for the year of 30% of the Harvard Contract.

- o Ron Ritchhart from Harvard's Project Zero led a two day induction program on 1 and 2 March that comprised 75 participants which included all our new teachers.

- o We developed and hosted a new format of Professional Learning 'The Immersion Morning' for Primary and ELC that ran from 9am – 12pm. In the first instance on 3 March, we had 27 attendees who offered very valuable feedback to our leaders & teachers.

- o In addition, Mark Church from Harvard Graduate School of Education ran a full day session for our experienced teachers on Classroom Inquiry, this year the Informal Department is included in this year-long project. Our Inquiry Action Focus Group which meets regularly throughout the year will be led by Janis Kinda who received specialist coaching from Mark Church.

- o Then 5 and 6 March 2016, 4 Bialik colleagues who have attended Project Zero Classroom at Harvard presented at the Project Zero Perspectives Conference at Melbourne Grammar School.

- o On 8 March, Edward Clapp, Principal Investigator in charge of Agency by Design at Harvard visited the makerspace at Bialik and held discussions with teachers and students.

Our Harvard consultants led the Classroom Inquiry Projects throughout the year that support our teachers' action research with a sharing day held in October for all participants. Kinder to Year 12 teachers attended a professional learning where 2016 participants in the

Classroom Inquiry Projects shared both the process and outcomes of their research.

As a result of a fellowship at Harvard's Futures of Learning, our Director of Learning and Innovation, Fiona Gordon, further developed The Neuroscience Project. 3 teachers from Year 5 and our Head of Primary attended a two day session at ISV on neuroscience research and 2 teachers attended the Mind Brain Conference in Sydney. On an opt-in basis 65 teachers attended 3 sessions on the neuroscience of memory, attention and focus by Jared Cooney-Horvath from University of Melbourne. This project is invigorating for teachers and there have been major spin-off in curriculum design. The Neuroscience Project has continued the Year 5 cohort completing the CLARA online mapping and ISV profile in readiness for the Cognizance Brain Training exercises. Our ISV mentor, Lili-Ann Kriegler, has engaged with leaders and teachers and our Primary students are benefiting from this project which integrates professional learning with classroom practice.

Our Head of English, John Hancock, reported back to the whole teaching staff on his experience of taking a fellowship at Harvard Project Zero Classroom. Our Head of Primary Hebrew and Head of Student Services and an ELC teacher attended the April Study Tour to Reggio Emilia which underpinned the further development of planning tailored to individuals within a Reggio Approach framework.

Consistency of approach to Literacy and Numeracy across the sub-schools has been linked to improvement in NAPLAN results with a rethink on expectations for Prep to Year 5 being led by our P - 5 Coordinators and from 6 – 9 by our Heads of Departments in Maths and English. A deeper investigation is being trialled in Year 7 Maths on equations to explore the viability of pedagogical change to add to the coding unit developed in 2015 and now placed in curriculum for future years. NAPLAN organisation for 2016 is underway for testing in May. A new coaching model for educational improvement has been developed in ELC & Primary Literacy and Numeracy and this has revealed areas for redevelopment of curriculum units and planning strategies. This was linked to professional learning for the teachers involved. Words Our Way a new Spelling Program begun in Primary will be implemented into ELC and Middle School in 2017 to scale to a whole school program and professional learning courses were offered to all relevant teachers.

A most successful staff development day that focused on Victorian Curriculum Capabilities spearheaded changes to assessment and reporting within the College.

Bill Lucas from University of Winchester worked with the College on cultural diversity cross curriculum priorities which included our Harmony Day in April for ELC to Year 12 which is being led by year 12 students.

A new program was introduced in 2016 for Induction of New Teachers.

Bialik's Students

Attendance & Retention Record

997 students were enrolled at Bialik College in 2016 from 3 Year Old Kinder through to Year 12. The table below, outlining Bialik's Student School Attendance Report for 2015, indicates an average attendance rate of 94.25%. Illness, injury and family commitments account for student absences.

Enrolment Data	Attendance Rate		Attendance Data
	Male	Female	Overall % attendance
Prep	30	28	n/a
Year 1	32	20	98.69
Year 2	37	28	98.49
Year 3	34	29	98.40
Year 4	28	42	98.01
Year 5	37	29	97.55
Year 6	44	30	91.42
Year 7	38	38	87.24
Year 8	40	41	92.66
Year 9	30	27	91.36
Year 10	39	29	94.25
Total	389	341	94.25%

49 students were withdrawn from the school at the end of 2016 and 56 joined at the beginning of 2017, not including Kinder 3.



Parent, Student and Teacher satisfaction:

In the 2016 survey, 97% of the staff agreed or strongly agreed with the statement "I enjoy working at Bialik College". Ninety two percent of parents agreed or strongly agreed that their child enjoys school. Of Primary aged students, 73% indicated that they were happy or very happy at school and for students in Years 6-12, 68% agreed or strongly agreed that they enjoy school.

Academic VCE Achievement

Bialik's Class of 2016 performed extraordinarily well, being number one in the state. These results reflect the commitment and hard work of the students and their dedicated teachers.

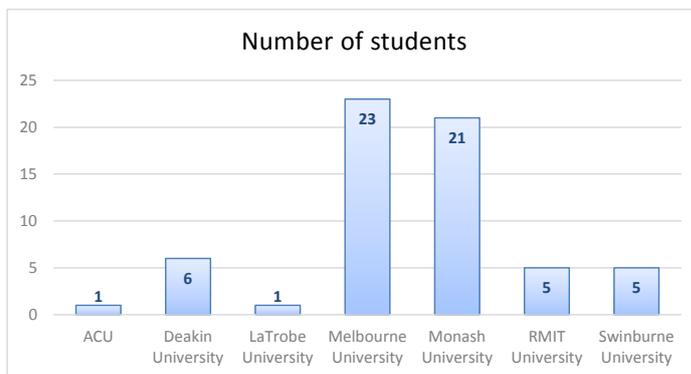
Of the 67 Year 12 Bialik students who presented for their VCE in 2016:

- 13.64% of students scored 99 and above, placing them in the top 1% of the State
- There were 8 perfect study scores of 50 across 6 subjects:
- 48.4% scored 95 and above, placing them in the top 5% of the State
- 66.7% scored 90 and above, placing them in the top 10% of the State
- 44.2% of study scores were over 40, placing them in the top 8% of the State and the median ATAR score was 94.93.

Post-School Destinations

100% of Bialik's Class of 2016 students who applied for a course received tertiary offers. Our students chose to undertake a wide variety of paths for tertiary education:

Course Type	Number of students
Architecture and Building	8
Creative arts (Design and Media)	8
Education	1
Engineering and related technology	10
Health - nursing, podiatry speech pathology, medicine, chiropractic	6
Info Tech	3
Management and Commerce	31
Natural and Physical Sciences	8
Society and Culture, arts, public relations	15

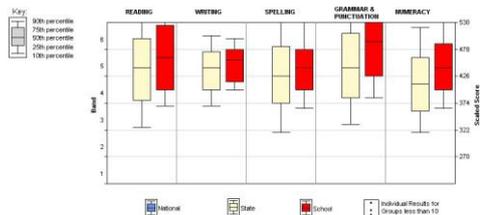


Literacy and Numeracy at Bialik

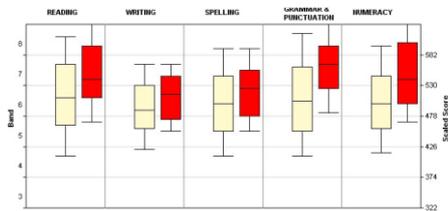
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Students in Years 3, 5, 7 and 9 participated in the National Assessment Program – Literacy and Numeracy (NAPLAN) in 2016. Bialik students' results were very positive in each of the curriculum domains tested – Reading, Writing, Spelling, Grammar & Punctuation and Numeracy.

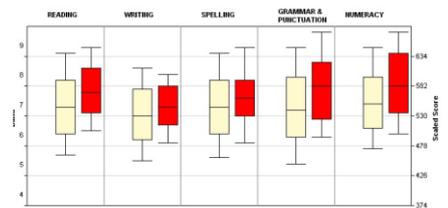
Year 3



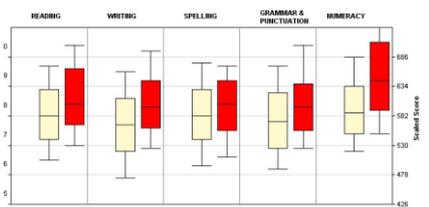
Year 5



Year 7



Year 9



In all NAPLAN areas tested the Bialik median was above the State median. The Bialik 90th percentile was consistently above the State 90th percentile at all year levels and in all tests. The Bialik 10th percentile ranking was also above the State 10th percentile ranking in all tested areas at Years 3, 5, 7 and 9.

College Operations

Income 2016

Expenditure 2016

Fees	74%	Salaries and Staff Related Expenditure	68%
Government Recurrent Grants	13%	Teaching and Curriculum Expenditure	10%
Other Income	10%	Administrative and General Operating Expenditure	16%
Fundraising	3%	Debt Servicing	1%
		Capital projects	5%

