

NEWINGTON COLLEGE HEADMASTER'S ANNUAL REPORT 2016

Introduction

“It was the best of times, it was the worst of times, it was the age of wisdom, it was the age of foolishness, it was the epoch of belief, it was the epoch of incredulity, it was the season of Light, it was the season of Darkness, it was the spring of hope, it was the winter of despair”.

Tale of Two Cities
Charles Dickens

The year 2016 proved to be one of extremes. There were the best of times and yet the worst of times. Our strong and caring community was tested in 2016 with a number of untimely deaths of people far too young – Old Boys, Parents, a Teacher and a Student. Our community rallied together to support each other through these tough times. Our community also experienced the best of times with impressive contributions and successes.

The Newington 2016 story is full of achievement, faith, hope, friendship, effort, relationships, community, some deep sadness and so much extraordinary dedication and success. Our successes over 2016 have been as diverse as the backgrounds of our boys. Over the past year, there has been a consistent focus on the quality of personal relationships, the core values and character traits that have stood the test of time, the incredible contributions by so many, and our strong and caring community.

The history of Newington is about people and their contribution. The quality of the staff and boys equates to a dynamic force for an exciting and enjoyable education. Newington gains so much strength from its diversity; multicultural and multi-faith backgrounds; Methodist and Uniting Church ethos; specialist approach to educating boys; focus on character, motivation and purpose; and our five guiding pillars of Learning and Teaching; Well-being, Character and Service; Co-curricular Engagement; Spirituality, Values and Ethics; and Community in Partnership. We want boys to be themselves at their best.

Newington College was in its 153rd year of operation in 2016. It continues to foster meaning, connection, thought, courage, perseverance, commitment, resilience and belonging. We aim for character. We aim for quiet achievement through effort and persistence. Newington is about boys seeking a personal best approach to life.

My Annual Report can only touch on a few key areas and is therefore a brief summary of our year. A more detailed outline of each section will be contained in *The Newingtonian 2016*. Key features of 2016 included:

- the successful second year of the Strategic Plan for 2015–18 (published on the website with annual reporting on the yearly goals)
- the outstanding start made by the new Deputy Headmaster (Head of Stanmore 7-12) – Mr D Roberts.
- the excellent academic results for 2016 in our two pathways of the HSC and the IB Diploma. A detailed results publication will be posted to all parents.

- the third very successful biennial STEM Festival (led by Mr D McNaughton). The ongoing sponsorship and practical support of the P&F for such boy-focussed endeavours is acknowledged and appreciated.
- the strengthening of our extensive well-being and co-curricular programs
- the wonderful successes in the sporting, performing and creative arts fields
- the significant and moving events around our relationships with Tupou College Tonga. This included the visit by His Majesty King Tupou VI of Tonga to Newington to open the Tupou College Centre. In addition, a large delegation of boys, staff and Old Boys visited Tupou College Tonga to help celebrate their Sesquicentenary.
- The opening of our new Secondary facilities including the Tupou College Centre for Year 7, the new Drama Centre and Theatre; Davidson Health Centre, Pearson Cadet Centre and a new Newington Challenge Headquarters.
- The wonderful impact of Year 12 2016 with their driving theme of “Value you, Support him, Stand with her”.
- Lindfield Prep passing both their International Baccalaureate Primary Years Programme Inspection and BOSTES Registration with flying colours (Mr B Barrington-Higgs).
- Wyvern Prep developing their enquiry based pedagogical approach across all stages based on the Building Learning Power Framework and passing their BOSTES Registration processes with flying colours (Mr I Holden)
- Stanmore Secondary Campus passing their BOSTES Registration processes with flying colours (Mr V Branson)

This report will focus on the major Strategic Plan areas of College life – Learning and Teaching, Well-being, Character and Service, Co-curricular Engagement, Spirituality, Values and Ethics, Community in Partnership, Quality Staffing and Sustainability of facilities and finance. These have been the focus areas for our Strategic Plan 2015-2018.

Learning and Teaching

The Newingtonian for 2016 will record the numerous successes and opportunities in academic subjects in the Secondary School and the various key learning areas of the two Prep Schools. The key academic initiatives and successes achieved include:

- Visits to Newington by leading educators to work with staff as well as a strong in-house professional development focus in 2016
- The ongoing implementation of our innovative learning framework for Years 7–12 (Mr T Driver, Mr S Corcoran and the Heads of Department)
- Increasing opportunities for deeper learning through excursions, student exchanges overseas, guest speakers and Mentor programs
- A number of Year 12 graduates from 2015 securing a place at prestigious overseas universities.
- The wonderful ICT development of teachers led by the ICT facilitators (Mr T Priester, Mr M Ha) and the ICT team
- A major review at the secondary level on linking, learning, assessment, examinations and feedback (Mr T Driver)
- The continuation of an investigative Year 7 inter-disciplinary Challenge-Based Learning project on sustainability (Mr M Ha)
- An innovative change of the Stage 5 (Year 9) curriculum for 2017 (Mr T Driver and Heads of Department).
- Both Prep schools fostering their inquiry learning approach – Lindfield via the IB Primary Years Program (PYP) and Wyvern via the Building Learning Power Program (BLP).

A. HSC and IBDP

The 2016 academic year commenced impressively with excellent Year 12 results for 2015. J Ting and S Parekh who both achieved a maximum possible ATAR of 99.95 shared the Hardy Medal for the overall Dux of the College for 2015. A detailed results publication on the 2015 data was distributed to all parents in February 2016. The results publication for 2016 will be distributed late January 2017.

The Dux of the College (Hardy Medal) for 2016 was awarded to E Sheng, S Iannuzzi and M Li with an ATAR of 99.95. Fourteen boys achieved an ATAR over 99. At the 2016 Annual Prize Giving D Cordeschi and E Sheng were awarded Dux of the IB course and P Zavvos Dux of the HSC course. The following table illustrates the ATAR results for 2016 and historical trend.

Combined ATAR HSC/IBDP	2016	2015	2014	2013	2012	2011	2010	2009	2008
ATAR>99 (top 1%)	6.7%	3.41%	9.10%	4.5%					
ATAR>95 (top 5%)	22%	17%	23%	23%	19%	21%	15%	24%	17%
ATAR>90 (top 10%)	38%	30%	38%	37%	35%	33%	30%	40%	36%
ATAR>80 (top 20%)	62%	55%	63%	62%	59%	58%	54%	62%	58%
ATAR>70 (top 30%)	79%	77%	78%	80%	78%	73%	72%	75%	67%

It should be noted, however, that there are numerous other criteria for gauging the success of a school. The ATAR results are just one measure. There are so many other equally important measures. The pleasing growth of our vocational opportunities and service learning initiatives for senior students are other examples of a good measure of success.

B. NAPLAN

In May 2016, as part of the National Assessment Program – Literacy and Numeracy (NAPLAN), national tests were held in literacy and numeracy for all students in Australia at Years 3, 5, 7 and 9.

In Years 7 and 9, Literacy was assessed via a 45 minute test on Language Conventions (comprising spelling, grammar and punctuation), a 40 minute test on Writing and a 65 minute test on Reading. Numeracy was assessed via an 80 minute test comprising Number, Algebra, Functions and Patterns, Space, Measurement and Chance and Data. The test was broken into two 40 minute sessions. Students were not able to use calculators in the first session but they were allowed the use of a calculator in the second session.

Results are reported in Band Levels – Band 10 is the highest possible band for students in Year 9 and Band 9 is the highest level for students in Year 7. The percentage of Newington boys achieving results in the top bands is indicated in the tables below. State percentages have been included to allow you to make a comparison with the Newington cohort.

Year 7		Reading	Writing	Spelling	Grammar & Punctuation	Numeracy	Data, Measurement, Space & Geometry	Number, Patterns & Algebra
		2016	2016	2016	2016	2016	2016	2016
Band 9	Newington	32.6	7.2	18.0	31.1	30.5	31.4	31.4
	State	12.0	4.5	12.3	15.2	13.7	16.2	14.2
Band 8	Newington	31.7	16.7	27.9	25.7	30.0	29.5	32.3
	State	18.0	13.3	21.8	15.6	17.7	17.6	18.3

Year 9		Reading	Writing	Spelling	Grammar & Punctuation	Numeracy	Data, Measurement, Space & Geometry	Number, Patterns & Algebra
		2016	2016	2016	2016	2016	2016	2016
Band 10	Newington	22.7	8.1	14.4	17.6	35.2	37.9	32.4
	State	7.9	4.2	8.4	8.8	11.5	12.9	12.6
Band 9	Newington	35.0	13.5	31.1	26.6	26.0	25.6	24.2
	State	16.9	8.2	17.1	13.4	15.4	14.1	13.6

Whilst comparisons with the state mean can offer a useful insight, comparing the Newington mean results specifically with those achieved by other boys in the state is perhaps more meaningful. The following tables list the Newington mean in comparison to the mean score achieved by all boys across the State:

Year 9 2016

Year 9	Newington Mean	State Mean for Boys
Reading	638.6	579.9
Writing	581.7	529.3
Spelling	623.3	579.7
Grammar & Punctuation	622.9	564.1
Numeracy	661.0	599.7
Data, Measurement, Space & Geometry	663.0	599.3
Number, Patterns & Algebra	657.5	599.6

Year 7 2016

Year 7	Newington Mean	State Mean for Boys
Reading	604.0	539.1
Writing	543.7	500.2
Spelling	577.3	542.8
Grammar & Punctuation	594.4	534.5
Numeracy	608.6	556.7
Data, Measurement, Space & Geometry	607.0	557.4
Number, Patterns & Algebra	607.0	555.9

Clearly the Newington boys in Years 7 and 9 2016 have very strong literacy and numeracy skills in comparison to their Statewide cohort, particularly when compared with their male counterparts. The boys are to be congratulated on these outstanding results.

SECTION B - WYVERN AND LINDFIELD PREP SCHOOLS

The results for both Lindfield and Wyvern proved to be very encouraging. Comparisons to the Boys' mean and the State mean provides a very positive analysis for Wyvern and Lindfield Preps. The main aim of NAPLAN will remain to diagnose and support individual boys as they progress through their schooling.

LINDFIELD PREP SCHOOL'S NAPLAN TESTS FOR 2016

Year 3	Lindfield Mean	NSW Mean	AIS (NSW) Mean	Boys' Mean
Reading	491.0	429.0	457.0	419.0
Writing	444.0	424.0	441.0	412.8
Spelling	489.9	429.8	454.9	423.7
Grammar & Punctuation	489.0	441.5	474.7	431.3
Numeracy	470.3	406.7	433.2	412.3

Year 5	Lindfield Mean	NSW Mean	AIS (NSW) Mean	Boys' Mean
Reading	534.8	502.9	530.9	496.0
Writing	485.5	477.6	497.1	465.4
Spelling	511.9	501.0	522.7	493.3
Grammar & Punctuation	538.7	512.2	542.3	502.3
Numeracy	539.7	499.4	525.8	503.9

WYVERN PREP SCHOOL'S NAPLAN TESTS FOR 2016

Year 3	Wyvern Mean	NSW Mean	AIS (NSW) Mean	Boys' Mean
Reading	502	429	457	419
Writing	459	424	441	412
Spelling	485	429	454	423
Grammar & Punctuation	509	441	474	431
Numeracy	494	406	433	421

Year 5	Wyvern Mean	NSW Mean	AIS (NSW) Mean	Boys' Mean
Reading	555	502	530	496
Writing	501	477	497	465
Spelling	547	501	522	493
Grammar & Punctuation	559	512	542	502
Numeracy	564	499	525	503

The AJ Rae Centre on the Secondary campus, which is now in its fourth year of operation with very high usage, is a pivotal place of learning for all our community. I thank the Library staff for their operation of academic and creative support for the boys' learning, while also managing the acquisition of book and journal resources and the most current online references. The extended hours for senior boys to 7.30pm has been well patronised, particularly in the exam and heavy assessment periods, as the boys know library and teaching support is available for them. A new library management system has been established at the Secondary Campus. We sadly farewell Dr Y Smith this year due to retirement. I thank her for her excellent leadership of our Library.

C. Conclusion

I thank Mr T Driver (Deputy Head - Academic); Mr L Raven (Head of Academic Administration); Mr I Holden and Mr B Barrington-Higgs (Head of Wyvern Prep K-6 and Lindfield Prep K-6 respectively); Mr S Corcoran (Head of Learning and Teaching); Ms S Gray/Mr R Baker (Deputy Heads of Wyvern); Mr J English, Mr S Pollard, Mrs S Gough and Mr P Czerwenka (Team Leaders at Lindfield Prep); Mr

M Carrick (Director of ICT); Mr D Phillips (Head of Learning Analytics) and the Heads of Department for their excellent leadership of the academic program.

The Secondary Heads of Department are Mr R Wheeldon (English), Mr D Vass (Mathematics), Mr C Seawright (Mr C Fitzsimmons) (Science), Mr P Reid (History), Mr K Watson (ON 1986) (Economics and Geography), Ms C Priest (Languages), Mr R Burgess (Technology), Ms T Smith (Drama), Mr A Thompson (Visual Arts), Mrs B Morath (IBDP), Mr M Scott (Music), Mrs R Panagopoulos (Learning Enhancement), Mr W Cox/Mr N Wainman (ON 1991) (PDHPE) and Dr J Hall (Philosophy and Religious Studies).

I thank all members of our outstanding teaching staff. The strong academic success of Newington is a major feature of the College and it is the quality of our teaching staff that makes the difference.

Well-being, Character and Service (Boys)

In the Prep Schools I thank Ms S Gray and Mr R Baker (Wyvern), Mr P Czerwenka (Lindfield), Mr C Jensen (Counsellor), Rev P Morphey (Chaplain) and teachers and specialists in the extensive Prep School pastoral programs.

The theme of 'Year of the Mentor' at the Secondary Campus continued over from 2015 with the Year and House Mentors being prioritised in their relationship with each boy. Parent-Mentor meetings at the start of the year helped to build on this focus.

In the Secondary School I thank Mr B Meakin (Deputy Head - Students); Ms C Scalone (Acting Head of Middle Years 7-8); Mr S Comino and Mr L Nicholls (Counsellors); Rev G Barham, Rev P Morphey (Chaplains); Mr S Serhon (Careers); Mr M Madden (Service Learning); the eight Heads of House – Mr C Quince/Mr B Gill (ON 1991) (Fletcher), Mr G Potter (Le Couteur), Mr P O'Rourke (Metcalf), Mr T Hunnisett (Prescott), Mr M Case (Manton), Mr A Pyne (Kelynack), Mr A Davies (Moulton) and Mr S Muir (Johnstone); Mr D King (Head of Year 7), Mr T Stanley (ON 1995) (Head of Edmund Webb Boarding House), Mrs M Bates (Nurse); Ms J Christian (Assistant Head of Year 7) and all Mentors in the Pastoral Care system and within the Boarding House; and all of the various support staff.

The detailed and caring orientation program for Year 7 continues to be a strong feature of Newington thanks to the efforts of Ms C Scalone, Mr D King, Ms J Christian and all Year 7 Mentors. The monitoring of student effort and engagement has been a significant focus this year where boys have been tracked and supported by their Mentors and Heads of House. Connecting students to the life of the school, to staff and to their peers – both younger and older - is key in ensuring student well-being and I am delighted to report huge growth in this area through our House and Year systems.

I am pleased the College continues to have strong anti-bullying programs. In addition, the well-being focus in 2016 was on boys' education, positive psychology, digital citizenship, resilience, mental health, adolescence, leadership education, gender issues and alcohol/drugs. The College has continued to implement elements of the Positive Psychology methodology in 2016. A further 16 staff were trained in the core elements in Term 4 with a strong integrated focus for Year 9 2017 being planned. Our boys in Year 10 explored concepts of leadership with sessions run by Mr A Thomson (ON 1974).

This year, and more importantly than ever, saw the comprehensive teaching of responsible digital citizenship conducted through our Mentor program due to the efforts of Ms L Young and Mr M Ha. It was well received by the boys and they are much more aware of their responsibilities, rights and the potential impact of their on-line communication.

Careers Education continues to be a strong focus (Mr S Serhon) and the Annual Careers Expo was a great success with strong support from Old Boys.

The P&F kindly sponsored a series of lectures by Mr T Southworth and Mr B Sanders on adolescent issues. Other initiatives included Ms L Waltman on sleep issues for teenagers and Dr P Robinson on resilience and character.

In Service Learning programs the drive has been for boys to be involved in more 'hands on' practical service to the community, in addition to fundraising, to raise awareness and provide marvellous learning opportunities. Examples include our senior boys working at the Rev Bill Crews' Exodus Foundation's breakfast program (called '*Loaves and Fishes*') which serves meals to over 400 disadvantaged people every day; a Friday night food van initiative; our biennial Service Learning trips to Nepal (Mr D Garner) and annual trips to Tonga (Mr C Quince), "The Sleep Rough" initiative and greater hands-on elements to all House charities. Our drive to raise the funds and install a new "e-Learning Centre" at Tupou College Tonga was a highlight. I thank Mr M Carrick and Mr R Jalili-Baleh for their exceptional commitment to make this a possibility. In addition, Mr V Branson has been helping Tupou College with their future educational plans. I thank Mr M Madden and his team for the overall leadership of this vital service learning area.

Student leadership was very impressive in 2016. The tone and style were set in the Secondary campus by J Jacobs (Senior Prefect), A Barrat and J Campese (Deputy Senior Prefects) and A Fuller (Senior Boarder); at Wyvern by E Whattam (School Captain), L Canter and G Evans (Vice Captains); and at Lindfield by O Ng (School Captain), L Pande (Kingswood House Captain) and E Timpson (Rydal House Captain). The Student Representative Councils on each campus provide another conduit for boy leadership, communication, input and contribution.

A special mention and great praise must go to the class of 2016 with their theme of "Value you, Support him, Stand with her". They made a huge impact particularly highlighting issues around violence against women and gender equity through support for the White Ribbon Campaign. At all campuses the teachers continue to be the frontline of care and accountability; the major communication avenue to parents; and the motivators of boys. The complexity of modern life makes their task challenging but rewarding.

Co-curricular Engagement

Co-curricular opportunities continued to strengthen. Participation in co-curricular activities builds self-esteem, College spirit, a healthy lifestyle, leadership, resilience, teamwork and sense of commitment and the need for personal organisation. Our dedicated staff and very supportive parents have been excellent in nurturing numerous opportunities to "Discover what's possible" for each boy.

Our performing arts programs have continued to produce outstanding performances. I am impressed by the high degree of student participation and leadership in all elements of the performing arts. In Drama there were wonderful productions of *Spamalot* (College biennial Musical), *Stages of the Past* (Years 7/8) and *One Man, Two Guvnors* (Years 9/10). In Theatresports our teams were placed 5th in the semi-final (Junior), and 5th (Intermediate) and 2nd (Senior) in the grand-final of the Impro Australia Schools' Challenge (NSW Division). All of our drama community were very excited with the completion of our new 200 seat theatre. It opened with a brilliant commissioned play *Michael Swordfish* by Australian playwright Mr L Philpott and performed by Year 11. I thank Ms T Smith (Head of Drama) and Mr B Williams for their leadership of Drama.

In Music there were so many concerts, soirées, musical events and functions highlighting musical excellence. Music quality has continued to be most impressive. The Founders Concert, themed “Suite 16”, and Rockfest Concert, themed the “Best of British and Bowie”, were both of exceptionally high standards. A special highlight was a performance of “Holy Mother” at the commissioning service of our new Chaplain Rev G Barham. I thank Mr M Scott (Head of Music), Mr J Mann (Director of Bands), Mr T Mee (Head of Strings), Mr C Paton (Head of Contemporary Music) and their teams of talented staff. I thank Ms A Belshaw/Mrs R Tall (Head of Wyvern Music) and teams, and Mrs V South (Lindfield) and all of the music teachers, conductors, managers and individual instrumental teachers across the three campuses for the wonderful musical opportunities and challenges they have created for the boys. In 2016, there were over 700 boys involved in our co-curricular music program from Year 3 to Year 12.

In Sport our performances and participation levels have again improved. Our sports include Athletics, Badminton, Basketball, Cricket, Cross Country, Fencing, Football, New Fit, Rifle Shooting, Rowing, Rugby, Snowsports, Swimming, Table Tennis, Tennis, Volleyball, and Water Polo. I was delighted that our Sporting Cultural Framework continues to be developed and implemented. Key values of the framework are enjoyment, growth, hard work, resilience, respect and unity. There have been so many sporting highlights and these will be recorded in *The Newingtonian*. Some special highlights include boys competing at the National level for their sport: A Beer (Year 9) – Athletics/Cross Country; G Anticevich (Year 12) and M Malauch (Year 12) – Basketball; C Lowe-Griffiths (Year 12) – Life Saving/Swimming; O Helu (Year 12), B Kuenzle (Year 12), T Serhon (Year 12), T Taukamo (Year 12) – Rugby; H Larkings (Year 10) – Sailing; M Inglis (Year 9), S Martin (Year 8) – Snowsports; T Harris (Year 9), M Sharp (Year 10) – Water Polo.

AAGPS Premierships were won by 1^{sts} Tennis; 2^{nds} Tennis; Swimming – Juniors and Seniors; 2^{nds} Water Polo; 2^{nds} Cricket; 1^{sts} and 2^{nds} Basketball and Cross Country – Intermediate. Our 1st Basketball team were the State Champions for 2016.

I thank the hardworking Head of Sport, Mr J Godfrey (ON 1993) (Stanmore 7–12), and Prep School Sportsmasters, Mr M Caulfield/Miss E Monaghan (Lindfield K–6) and Mr N Brunton/Mr J Wilson (Stanmore K–6); as well as the Coaching Directors: Mr M Dickens (ON 1985) (Athletics), Mr B Williams (Badminton), Mr R Nottage (Basketball), Mr R Turner (Cricket), Mr S Astley (ON 1979) (Cross Country and Snowsports), Ms Karen Lak (Fencing), Mr B McCarthy (Football), Mr N Parnham (New-Fit), Mr R Tredinnick (ON 1982) (Rifle Shooting), Mr R Roach (Rowing), Mr B Manion (Rugby), Mr R Moar (Swimming and Waterpolo), Mr A Fisher (ON 2003), (New-Fit), Mr J Canning (Table Tennis), Mr G Royle (Tennis) and Mr M Ha (Volleyball); Sports Operations Manager, Mr M Dickens (ON 1985); and the three sports administrators – Mr J Wilson (Wyvern K–6), Mr P Robertson (Sports Facilities) and Mr E Summers (ON 2003) (Stanmore 7-12); the various and valued parent support groups; and all coaches, managers, referees, and officials for the success of the 2016 sporting season.

At both Lindfield and Wyvern, a new structure for sport resulted in greater student participation, enthusiasm and more competitive interaction within the Independent Primary Schools Heads Association (IPSHA) competitions.

In Visual Arts there were numerous exhibitions and opportunities for boys to express themselves. The College hosted the following artists in residence: Mr R Hannaford, Ms M Dwyer and Ms C Delavare. All exhibitions, as well as the HSC and IB Diploma exhibitions were curated by Ms H Chapman. I thank Mr A Thompson (Head of Visual Arts 7–12), Ms M Buining (Stanmore K–6) and Mrs P Burnett/Mrs K Bain (Lindfield K-6) for their leadership of our Visual Arts. I thank Ms H Chapman for her ongoing excellent curatorial work developing our Concordia Gallery as a learning laboratory model.

In Debating, Mooting and Public Speaking our squads were very competitive. All Debating teams performed well this year, with an excellent social round of the FED Competition and a well-deserved success for the Year 10 Squad who managed to bring home the trophy for first place in their division. The Senior A team also made it to the Semi-Finals. Our GPS Debating squad showed strong promise in the Junior and Intermediate years, with the 7B team undefeated throughout the season. In the specialised area of History Debating, a pre-prepared debating competition open to Years 10 and 11, our Year 11 team has made it to the Grand Final and is currently awaiting the final debate. Both teams worked well together throughout the season. In Public Speaking we had students compete in the Plain English Speaking, Legacy, Rostrum and Lawrence Campbell Oratory Competitions. Our senior competitor in the Plain English Speaking Competition made it to the state finals. I thank Ms K Shepherd and Mr C Del Villar and all of the other staff coaches and external coaches who have helped the boys in developing their speaking skills throughout the year.

Chess involvement and results continue to be strong. I thank Mr G Downward, Mr M Chambers, Mrs S Gough and Mrs E O'Rourke for their promotion of chess. *New Enigma*, the creative writing and artwork anthology, was published in November and contains works from all three campuses. I thank Dr Y Smith for her oversight of the publication and the editorial team.

In Outdoor Education (Cadets, Duke of Edinburgh and Newington Challenge) all activities were well organised and appropriately challenging. I thank Major R Wood (Cadets), Mr J Norman (Newington Challenge) and Mr D Garner (Duke of Edinburgh) and all of the associated staff teams in these areas for their leadership of this important aspect of the Newington experience.

There were an amazing number of Gold Duke of Edinburgh Awards for Year 12 Students – 16 in total. They were E Barrett, L Burgess, A Chan, S Chan, C Cooper, L Garner, T Harding, N James, T Lance, A Miller, D Murray, C Poidevin, B Tran, C Tran, S Yu and A Yuen.

The “F1 in Schools” project combines engineering, physics, commerce, science, design processes, production and testing, and detailed team planning for a world-wide competition. At the time of writing, one of our teams has made the National Finals. I thank Ms K Lak for her leadership of this enrichment activity. Other traditional events such as the Year 12 Retreat, Year 7 Camp, STEM Festival, Newington Film Festival, academic and co-curricular camps or clinics, Prep School Camps and excursions took place. There were interstate and overseas tours such as a Classics History tour to Europe; a Languages tour to China; Rugby tour to Japan; Basketball tour to the USA; a Music tour to Europe; a Nepal Service Learning tour; a Water Polo tour to New Zealand; a Red Centre Service Learning tour, a group of 120 boys, staff, Council Members and Old Boys to Tonga to help celebrate the Tupou College Sesquicentenary and our annual Service Learning tour to Tonga. So many other exciting co-curricular opportunities took place and will be recorded in *The Newingtonian* for 2016.

I thank Mr P Wilkins (Head of Co-curricular) and his team for their co-ordination of a busy Secondary School co-curricular program.

Spirituality, Values and Ethics

We are very fortunate that our staff continue to provide the best kind of Christian leadership, creating a role model of their faith in action. Newington has always been highly inclusive of all faiths and religions. Our policies and programs are influenced by our proud Uniting Church ethos and Methodist foundations.

The Chapel program has been designed to encourage boys to explore their personal beliefs; to develop an awareness of spirituality; to encourage respect and understanding of all in their search for truth; and to develop a strong sense of morality, values and ethics. The Chapel serves numerous needs of the College by holding House Chapel services, Prep School services, College services and

other special community services such as weddings, funerals and baptisms. It provides a quiet location for staff, students, parents and friends for prayer or reflection.

We welcomed our new Chaplain, Rev G Barham to Newington in Term 2. He joined us from Knox Grammar. I thank Rev P Morphew and Rev G Barham and Assistant Chaplain Mr I Williams (Wyvern) for their leadership of the spiritual dimension of the College. I thank Rev D Williams for staying on for an extra term before retirement to allow for the transition for Rev G Barham. We were pleased to hear that the next Moderator of the Uniting Church, Rev Simon Hansford (ON 1980) is an Old Boy of Newington.

The Philosophy and Religious Studies curriculum continues to be improved upon and I thank Dr J Hall (Head of Philosophy and Religious Studies), Rev P Morphew, Mr I Williams and the various religious studies teachers for their leadership of this area. The College has continued with its Centre for Ethics under the leadership of Dr J Hall and there was a series of public lectures throughout the year. Speakers included Dr J Baggini, Assoc. Prof. J Lynch, Mr G Nicol, Prof. G Zuckermann, Dr S Carland, Ven R Courtin, Fr A Mowe, Rabbi J Ninio, Mr J Cleary and Mr S Mushin.

Community

We endeavour to keep the community well informed about College directions, events and issues. There were many initiatives including the launch of a new public website for the College, further development of the “Insites” (micro websites) for online Course Selection, orientation for new students and the STEM Festival, further development of the ‘SPACES’ Intranet; extended use of SMS for immediate and timely communication; Foundation, Fundraising and Facility Hire; and a range of outstanding publications. I thank Ms P Hatfield (Director of Communications) and her team for their leadership of this area.

Support groups continued to provide expertise, talent, enthusiasm, zest and finances to the College. These groups and College spirit create a culture that is positive and conducive to good learning. The P&F Executives for all three campuses worked together to refine their collective message around the organisational elements of the Association, with a vision for “a stronger community through a connected community”. I thank the three P&F Presidents (Mr A Loveridge – Stanmore 7–12, Mrs N Mina – Wyvern, Mrs J Ashworth - Lindfield) and their hard working executives; the numerous activity support groups; the parent volunteers that helped with special provision requirements at examination time; the Newington Ball Committee, the volunteers for Archives development; the clothing pool volunteers; the crested ware volunteers; the Back to Newington Day organisers; New Women Group; online initiative introduced by the P&F for second hand book sales and the numerous parent coaches, managers, and officials of the various activities. The Newington Ball with over 500 parents and friends attending was a special event.

I thank Mr R Bosman (ON 1978), Ms P Hatfield, Heads of Campus and their teams for their support of the P&F & Support Groups. I thank Mr B Mellor (ON 1982), President of the ONU, for his valued nurturing and development of our Old Boy and Alumni network. I thank Mr R Bosman (ON 1978) (Director of Community and Development) and his team for their valuable administrative support of a very ambitious ONU program. The 70 Club continue to nurture our ‘wisest’ old boys. I thank Mr G Morgan (ON 1958) and his executive for their leadership of this group.

I thank Mr D Roberts, our first professional archivist, for his ongoing wonderful endeavours, along with a great band of volunteers who develop our proud historical records and memorabilia. His work around the link with Tupou College Tonga was particularly outstanding and he has begun detailed work on updating the P Swain History of Newington (published 1998).

The College over the past five years embarked on a major fundraising drive with four distinct targets. They were the Capital Campaign for the building projects, the Annual Appeal, the boosting of Bursaries for Newington, and finally the growth in Bequests via the Founders Society. I thank all members of the Newington community who have supported the Foundation campaign. I particularly thank Mr C Collings from the College Council for his work with the detailed financial planning of the Bursary scheme. We have embarked on a major drive to build our Endowment Fund with the goal to increase our Bursaries.

I thank Mr P Moffitt (ON 1982) Chairman of the Foundation Board, for his leadership of our fundraising endeavours and Dr R Thomas (ON 1960) and Mr G Mitchell (ON 1970) for their leadership of our Founders Society Bequest initiatives. Membership of the Founders Society is well over the one hundred mark. The Foundation will be crucial for the long term success of the College and to achieve our ambitious goals. I thank Mr R Bosman (ON 1978) (Director of Community and Development) for the numerous initiatives and his team for their administration of this area.

Finally, I thank the College Council members for their exceptional service to Newington. The College Council membership is published on the website. This group of dedicated volunteers gives greatly appreciated time, expertise, wisdom and guidance. They have the long term viability of the College at the core of their thinking and planning and are charged to maintain the essential ethos of this very special school. Rev Dr M Ghosh stood down in 2016 after many years of wise deliberations and service. Ms R Kelly joined the College Council in the first part of 2016.

I particularly would like to thank the Chairman Mr T McDonald (ON 1976), for his strong personal support, encouragement and wisdom.

Enrolments as at 1 November 2016.

Newington caters for the education of boys across Kindergarten to Year 12. Newington has a non-selective enrolment policy.

Year	Lindfield		Stanmore		Wyvern		G Total	
	2016	2017	2016	2017	2016	2017	2016	2017
K	22	15			40	41	62	56
1	22	23			46	43	68	66
2	23	21			48	47	71	68
3	23	24			72	72	95	96
4	24	23			76	73	100	96
5	48	47			96	103	144	150
6	37	48			102	96	139	144
7			224	224			224	224
8			224	223			224	223
9			224	222			224	222
10			239	224			239	224
11			234	238			234	238
12			215	234			215	234
G Total	199	201	1360	1365	480	475	2039	2041

The above represents a record number for Newington due to a large surge in demand for places. The Year groups have been capped as we do not wish to get any larger. The College has a long waiting list for most year groups.

The College is seeking to significantly grow its Bursary (means tested scholarships) funds so that more boys from all walks of life can benefit from attending Newington.

The enrolment agreement and policies are published on the College website. The retention rates for 2016 will be published in the Annual Compliance Document. I thank Mrs Y Kaloterakis (Director of Admissions), Mrs S Brideson (Admissions Officer), Mr D Roberts/Mrs K Zabaks (Stanmore), Mr I Holden/Mrs K O'Brien (Wyvern), and Mr B Barrington-Higgs/Mrs J Ellam (Lindfield), for their work with admissions and scholarships. In addition, I thank Mrs Y Kaloterakis (Director of Admissions) for her role with developing a strong sense of family, community and associated communications.

Feedback/Satisfaction Levels

Satisfaction levels with the College remain exceptionally high. Our enrolments have grown and this is a strong indicator of confidence in our programs. Many avenues are provided for parents and students to express any concerns or views. The College conducted the annual Year 12 Exit Survey via an external body (Association of Independent Schools of Victoria) and the results were incredibly encouraging. A Year 6 Exit Survey was conducted for both Wyvern and Lindfield Preps. The results provided wonderful feedback and proved to be most positive and encouraging.

There was a parent survey conducted in 2016 and the main results were:

Overall Satisfaction – Stanmore Campus

		Strongly Agree %	Agree %	Somewhat Agree %	Don't Know %	Somewhat Disagree %	Disagree %	Strongly Disagree %
Q48	College has a clear understanding of its overall educational purpose	42	46	8	2	1	1	-
Q49	The goals I have for my son are consistent with the College	50	40	8	1	1	-	-
Q50	I would recommend Newington College to other parents	60	30	4	3	2	1	-

Overall Satisfaction – Wyvern Prep

		Strongly Agree %	Agree %	Somewhat Agree %	Don't Know %	Somewhat Disagree %	Disagree %	Strongly Disagree %
Q29	I have confidence in how Wyvern House is managed	60	32	5	2	1	-	-
Q46	I would recommend Wyvern House to other parents	65	29	4	2	-	-	-

Overall Satisfaction – Lindfield Prep

		Strongly Agree %	Agree %	Somewhat Agree %	Don't Know %	Somewhat Disagree %	Disagree %	Strongly Disagree %
Q31	I have confidence in how Lindfield is managed	39	47	7	1	5	-	1
Q48	I would recommend Lindfield Prep to other parents	45	36	12	3	4	-	-

The College will conduct another full parent survey for all three campuses in 2017. It will be run by a specialist external company. We are keen to gather data and views as we start to plan for the next Strategic Plan due to start in 2019.

Finances

Our finances are illustrated by the following 2016 pre-audited percentage figures. They will be updated in March 2017 after our annual audit.

Unaudited Income for 2016

School fees	78%
Commonwealth Govt grants	12%
State Govt grants	4%
Other income	1%
Non-operating activities	5%

Unaudited Expenditure for 2016

Salary and employee benefits	40%	* This includes expenses for tuition, sports, boarding, maintenance, grounds, administration, other co-curricular
Capital expenditure**	24%	
Non-salary expenses*	36%	** Major new facilities in 2016

Our Finance Department worked exceptionally hard to keep all aspects of the College to our strict budget. We adopt a very conservative approach to finances. I thank Mr P Yates (Head of Corporate Services) and his team, and the College Council Finance Committee with Mr M Isaias (ON 1978) as Chair for their wise and prudent oversight of our finances.

Environment

The College is committed to reducing its impact on the environment. We have water collection systems and we have been actively seeking to reduce energy usage. We must be good environmental citizens by actions rather than 'teaching' about it. Recent initiatives have included:

- all new buildings are designed with sustainability features to ensure they are environmentally friendly and cost-effective into the future
- all new or upgraded buildings have energy management systems, to reduce energy use, for lighting and air conditioning
- lights in all buildings are being progressively replaced with LED lights to lower energy consumption and reduce heat
- modern air-conditioning solutions ensure air-conditioning is only operated to the areas occupied and in use at any specific point in time
- the building management system also ensures that lights are automatically switched off after defined periods of no activity
- a tree management system to monitor all trees
- a Preventative Maintenance Plan includes the removal of air conditioning systems with R22 refrigerants (CFCs) and the installation of air conditioning with environmentally friendly refrigerants
- boy-led environmental initiatives such as an Environmental Sustainability Committee at Stanmore seeking new environmental ideas for the College
- 56 Kilolitre rain water collection tank in Tupou College Centre enables the reuse of water for toilets and garden irrigation
- rain water collection system for the tennis courts (connected to the oval irrigation system tanks) and the Rae and Tupou College Centres
- provision of bike racks for staff and students

- ongoing review of publications and printed materials to increase online availability and reduction of printing
- paper, print cartridge and plastic recycling
- energy efficient gas hot water systems in the new Tupou College Centre
- newer, more energy efficient computers, printers, and other electronic devices
- reduction of packaging within the canteen
- more solar panels on various roofs
- New drinking stations with bottle re-filling – replacing old bubblers
- Water meter usage monitoring systems
- Stormwater retention systems (Johnson Oval) – slowing down rainwater run-off from Newington into the Sydney stormwater system.
- Field irrigation and drainage undergoing upgrade.

Facilities

The major project of a new Year 7 Centre and Drama Centre at the Secondary Campus was completed at the end of Term 2 2016. The facilities were opened by His Majesty King Tupou VI of Tonga on July 18. As part of this celebration, we hosted His Majesty, Her Majesty Queen Nanasipau'u of Tonga, the Tongan High Commissioner to Australia Princess Angelika Latufuipeka Tuku'ah, Rev Myung Hwa Park (UCA Moderator), Rev. Dr Finau Paila 'Ahio (President of free Wesleyan Church of Tonga), Lord Tangi 'o Vaonukonuka (Chairman of Tupou College) and Rev. 'Alifeleti 'Atiola (Principal of Tupou College). The Foundation Stones were also laid on that day by The Hon G Grogin (ON 1976) for the Drama Centre and Rev A 'Atiola for the Tupou College Centre. As part of the building works, a new Health Centre was completed and named after Dr R Davidson (ON 1940). In addition, the Cadet Centre was upgraded and named after Major General S Pearson (ON 1936). Other projects completed during 2016 were the Michael Morgan (ON 1964) Rowing Centre, the removal of the Sevington classrooms, the commencement of the Entrance Project at the front of the College and the re-dedication of the Millner Gates and Memorial Drive.

Regular maintenance and upkeep took place for all three campuses. I thank Mr S Bowden (Property Manager), Mr F Doulougeris (Grounds), Mr P Yates (Head of Corporate Services) and the staff involved in each project; Mr R Hudson (College Architect); and the Council Building and Grounds Committee with Mr P Holey (ON 1970) as Chairman for their valued involvement.

A detailed Facilities Master Plan for the College, published as part of our Strategic Plan, continues to guide our planning.

Staff

My great appreciation goes to our very hard working staff. The success of any school is dependent upon its people: their energy, drive, vision, commitment and professionalism. We are very fortunate with the quality of the Newington teaching staff. All teachers are involved with the five pillars of a Newington education.

We are also blessed with the quality of the support and operational staff. They are valued highly and are equal partners in the delivery of a first class education.

The level of commitment by staff is demonstrated by their increasing participation in a range of professional development activities including course writing workshops, pastoral care initiatives,

leadership training, information technology training and, in particular, post-graduate studies in leadership and pedagogical practices. Staff professional development remains incredibly strong. The College has strengthened its teacher observation model, its professional development strategies and its professional learning and reflection approaches via the AISNSW Appretio Model. Details will be published in the Annual Compliance Document.

I thank Mr N Martin (Director, Human Resources) and Ms K Baylis (HR Operations Manager), Mr D Roberts (Deputy Headmaster/Head of Stanmore) and his Executive Assistant, Mrs K Zabaks, Mr I Holden and Mr B Barrington-Higgs (Heads of Campus), Mr T Driver (Deputy Head – Academic), Mr B Meakin (Deputy – Students), Mr P Yates (Head of Corporate Services), Heads of Department and relevant staff in each Department or area for their work for the Human Resources operation of the College. I thank Mrs A Poulis, my Executive Assistant, as she smoothly dealt with great expertise the hectic nature of my office.

We welcomed a number of new permanent staff in 2016. They were:

Teaching Staff: (3 Campuses)	Mr D Roberts (Deputy Headmaster), Mrs J Lawson, Mr P Willis, Ms E Portmann, Mrs S Carruthers, Dr B Hall, Ms G Hayes, Mr J Battaglia, Mrs N Tsvirko, Ms C Naguib, Mr V Branson, Ms L Sanderson-Green, Mr R Jessurun, Mr I Williams, Mrs A Dalman, Mrs H Brodie, Mrs E Angel, Mrs A Bradshaw, Rev G Barham, Dr B Stevenson, Mrs E Monaghan, Mrs A Moylan and Miss A Parkinson.
Support and Operational Staff: (3 Campuses)	Mr L Nicholls, Ms T Nichols, Mr D Tancred, Miss S O'Brien, Mr M Lindfield-Seager, Mr R Roach, Ms L Levsen, Ms J Kahn, Mr V Mhatre, Miss J Ali, Mr D Samson, Mr T Fisher, Ms T Wood and Mrs J Gigg

We welcomed on exchange from the UK Ms H Merry of Cranleigh School (for Mr T Pym).

We hosted two Sydney University Interns for the year – Mr J Green and Ms C Harding and our regular Nepalese GAP student, Mr A Sharma. A number of staff members were engaged to cover for temporary leave situations such as maternity or long service leave. They included Ms M Saker, Dr C Pride, Mr J Beauflis, Ms R O'Brien, Mrs P Hopkins, Mr A Lowrie and Mrs A Dalman. At the end or during 2016 we sadly farewelled the following list of staff who were on permanent contracts. They have their Newington commencement year in brackets and sections are according to a broad category of reasons for the departure.

- A. Teachers across the three campuses:
- (i) Retirement from Teaching: Dr A Pride (2010), Dr Y Smith (2013)
 - (ii) Movement Interstate or NSW Country or Overseas; Mr C Parkin (2003), Ms L Wright (2005), Mr M Caulfield (2010), Mr C Del Villar (2011), Mr T Wyatt (2012), Mr T Giese (2015), Mr J English (2015).
 - (iii) Movement to another Sydney school – Ms G Blomfield-Brown (2011), Ms Bustamante (2012). Mr D Burrow (2012), Mr M Chadwick (2014) and Ms C Lowe (2015).
 - (iv) Movement to a promotion position within Sydney – Mr S Corcoran (2002), Mr J Norman (2012) and Mrs H Cush (2013).
- B. Support Operational Staff across three campuses – Mrs R Thomas (2002), Ms J Wynn-Jones (2006), Mr K Parasu (2007), Ms N Kriz (2008), Mr J Selig (2010), Mrs M Grant (2012), Mrs M Angelo (2012), Mrs M De Araujo (2013), Ms G Simmonds (2014) and Mrs O Caristo (2015).

In October we held a special event to acknowledge and praise 33 staff who have served over 20 years of dedicated service to date at Newington College. They were Mr S Comino, Mr S Zuffo, Mr P O'Rourke, Mr L Raven, Ms A Jagger, Mr B Harris, Mr D Phillips, Mr T Hunnisett, Mr T Fowell, Mr G Potter, Mr J Canning, Mr S Serhon, Mr N Fox, Mr W Gibson (ON 1982), Mr M Madden, Mr P Reid, Ms C Priest, Mr P Woods, Mr A Davies, Ms J Campbell, Mr K Watson (ON 1986), Mr G Arkey, Mr N Brunton, Mr A Pyne, Mr G Downward, Mr R Wood, Mr S Roberts, Ms C Balmer, Mr P Clifford, Mr G Pike, Mr J Mountain, Ms J Heaume and Ms J Wiseman.

Special mention must be made of four staff. Mr S Corcoran served with distinction as Head of English for many years and was appointed in 2013 to be our inaugural Head of Learning and Teaching. He departs for a senior promotion position at another school. Mr C Seawright (Science) and Mr W Cox (PDHPE) both step down as Head of Departments after 10 and 12 years respectively. Mr W Cox has moved into the Head of Learning and Teaching role. In a tragedy mid-year, Ms D Organ sadly died of a brain aneurysm. Diana joined Newington in 2008 as a young specialist Physics teacher. She made a great impact with Science teaching, many valued co-curricular contributions and in well-being roles as a Mentor with a particular focus on Year 7.

I also acknowledge two wonderful educators who have given such distinguished service to education across a number of schools. Dr Y Smith and Dr A Pride are retiring at the end of 2016.

Our staff consists of incredibly hard-working and committed professionals who we must acknowledge and thank for the culture and ethos of the College. I thank the members of the various executives who have been key advisors for the Headmaster. They included:

- (i) Senior Executive Team of Mr D Roberts, Mr P Yates, Mr N Martin, Mr I Holden, Mr B Barrington-Higgs, Mr T Driver, Mr B Meakin and Mr M Carrick
- (ii) Secondary Leadership Team of Mr D Roberts, Mr N Martin, Mr T Driver, Ms C Scalone, Mr L Raven, Mr B Meakin, Mr M Carrick, Mr S Corcoran/Mr W Cox, Dr Y Smith, Mr P Wilkins, Ms P Hatfield and Mrs Y Kaloterakis.
- (iii) Prep Leadership Team of Mr I Holden, Mr B Barrington Higgs, Mr P Czerwenka, Ms S Gray and Mr R Baker
- (iv) Academic and Pastoral Executives and Prep Team Leaders of Year Groups
- (v) Counsellors and Chaplains
- (vi) Staff Common Room executives at each campus
- (vii) Leaders in the operational side of the College – Mr R Bosman (ON 1978) (Community and Development), Mrs Y Kaloterakis (Admissions), Ms P Hatfield (Communications), Mr S Bowden (Property) and Mr A Craig (Finance).

Future

Our vision for the future is clearly articulated in the Strategic Plan 2015 – 2018 published on the College website. Regular updates on each initiative and the specific goals for each year are also published.

Conclusion

It is the quality of thinking, feeling, believing and striving that is of paramount importance in the educational process. Newington College is a superb school and I feel privileged to play a part in its direction and its contribution to the well-being of future societies.

Dr David Mulford
January 2017