“It isn’t the mountain ahead that wears you out, it’s the pebble in your shoe”

Attributed to Muhammad Ali or Robert Service

The Newington 2017 story is full of achievement, faith, hope, friendship, effort, relationships, community, some sadness and extraordinary dedication and success. Our successes in 2017 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, core values and character traits that have stood the test of time, incredible contributions by so many, and our strong and caring community.

The history of Newington is about people and their contribution. The quality of our staff and boys creates a dynamic force for an exciting and enjoyable education. Newington gains enormous strength from its diversity; multicultural and multi-faith backgrounds; Methodist and Uniting Church ethos and specialist approach to educating boys, and from our strong focus on character, motivation and purpose. We want boys to be themselves at their best.

Newington College was in its 154th year of operation in 2017. It continues to foster meaning, connection, thought, courage, perseverance, commitment, resilience and belonging. We promote strength of character and aim for quiet achievement through effort and persistence. We encourage boys to address the “pebble in their shoe” early so that they can reach their “mountain”. Newington is about boys seeking a “personal best” approach to life.

My Annual Report touches on a few key areas and is a brief summary of our busy year. A more detailed outline of each section will be contained in The Newingtonian 2017. Highlights of 2017 included:

- The successful third year of the implementation of the Strategic Plan for 2015–2018 (published on the website with annual reporting on the yearly goals);
- The excellent academic results for 2017 in our two pathways: the HSC and the IB Diploma. A detailed results publication will be posted to all parents in early February 2018;
- The wonderfully encouraging feedback in an extensive, externally run survey of boys, parents, staff and Old Boys;
- The successful eighth biennial Literature Festival (led by Mrs A Jagger). The ongoing sponsorship and practical support of the Stanmore P&F for such boy-focused endeavours is acknowledged and appreciated;
- The strengthening of our extensive well-being and co-curricular programs;
- The successes in the sporting, performing and creative arts fields, and
- The significant impact of Year 12 2017 with their driving theme of “My Strength is Your Support”.

This report will focus on the major Strategic Plan pillars 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 2017 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, Lindfield and Wyvern House. Key academic initiatives and successes in 2017 include:

- Visits to Newington by leading educators to work with staff, as well as a strong in-house professional development focus;
- The ongoing implementation of our innovative learning framework for Years 7–12 (Mr T Driver, Mr W Cox and the Heads of Department);
- Increasing opportunities for deeper learning through excursions, overseas student exchanges, guest speakers and Mentor programs;
- A large number of Year 12 graduates from 2016 securing a place at prestigious Australian and overseas universities for 2017;
- 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 focussed on sustainability (Mr W Cox);
- The successful introduction of a new Stage 5 (Year 9) curriculum for 2017 (Mr T Driver and Heads of Department). It will move into Year 10 for 2018;
- 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);
- The successful registration approval for the International Baccalaureate Diploma program after an extensive external audit (Ms B Morath)

A. HSC and IBDP

The 2017 academic year commenced impressively with excellent Year 12 results for 2016. Three boys, S Iannuzzi, M Li and E Sheng, achieved a maximum possible ATAR of 99.95 and shared the Hardy Medal for the overall Dux of the College for 2016. A detailed results publication on the 2016 data was distributed to all parents in February 2017. The results publication for 2017 will be distributed early February 2018.

For the Year 12 Class of 2017 _______ boys achieved an ATAR over 99. The Hardy Medal (Dux of the College) for 2017 was awarded to _____________. At the 2017 Annual Prize Giving _________________ were awarded Dux of the IB course and __________ Dux of the HSC course.

The following table illustrates the ATAR results for 2017 and historical trend.

<table>
<thead>
<tr>
<th></th>
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<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>ATAR &gt; 99 (top 1%)</td>
<td>6.7%</td>
<td>3.4%</td>
<td>3%</td>
<td></td>
</tr>
<tr>
<td>ATAR &gt; 95 (top 5%)</td>
<td>22%</td>
<td>17%</td>
<td>17%</td>
<td></td>
</tr>
<tr>
<td>ATAR &gt; 90 (top 10%)</td>
<td>38%</td>
<td>30%</td>
<td>36%</td>
<td></td>
</tr>
<tr>
<td>ATAR &gt; 80 (top 20%)</td>
<td>62%</td>
<td>55%</td>
<td>58%</td>
<td></td>
</tr>
<tr>
<td>ATAR &gt; 70 (top 30%)</td>
<td>79%</td>
<td>77%</td>
<td>67%</td>
<td></td>
</tr>
</tbody>
</table>

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 2017, 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.

<table>
<thead>
<tr>
<th>Band</th>
<th>Year 7</th>
<th>Reading</th>
<th>Writing</th>
<th>Spelling</th>
<th>Grammar &amp; Punctuation</th>
<th>Numeracy</th>
<th>Data, Measurement, Space &amp; Geometry</th>
<th>Number, Patterns &amp; Algebra</th>
</tr>
</thead>
<tbody>
<tr>
<td>Band 9</td>
<td>Newington</td>
<td>25.3</td>
<td>11.1</td>
<td>20.4</td>
<td>18.2</td>
<td>33.8</td>
<td>*</td>
<td>44.9</td>
</tr>
<tr>
<td>State</td>
<td>11.8</td>
<td>5.4</td>
<td>14.3</td>
<td>12.8</td>
<td>17.1</td>
<td>*</td>
<td>21.2</td>
<td></td>
</tr>
<tr>
<td>Band 8</td>
<td>Newington</td>
<td>28.4</td>
<td>21.8</td>
<td>31.1</td>
<td>23.6</td>
<td>31.6</td>
<td>60.0</td>
<td>26.7</td>
</tr>
<tr>
<td>State</td>
<td>18.8</td>
<td>15.9</td>
<td>27.0</td>
<td>17.3</td>
<td>17.8</td>
<td>33.3</td>
<td>17.9</td>
<td></td>
</tr>
</tbody>
</table>

* 2017 NAPLAN testing did not assess students beyond Band 8 in Data and Measurement in Year 7.

<table>
<thead>
<tr>
<th>Band</th>
<th>Year 9</th>
<th>Reading</th>
<th>Writing</th>
<th>Spelling</th>
<th>Grammar &amp; Punctuation</th>
<th>Numeracy</th>
<th>Data, Measurement, Space &amp; Geometry</th>
<th>Number, Patterns &amp; Algebra</th>
</tr>
</thead>
<tbody>
<tr>
<td>Band 10</td>
<td>Newington</td>
<td>15.8</td>
<td>17.7</td>
<td>14.5</td>
<td>23.2</td>
<td>29.8</td>
<td>31.2</td>
<td>27.5</td>
</tr>
<tr>
<td>State</td>
<td>7.6</td>
<td>7.3</td>
<td>9.1</td>
<td>11.1</td>
<td>12.1</td>
<td>11.5</td>
<td>12.2</td>
<td></td>
</tr>
<tr>
<td>Band 9</td>
<td>Newington</td>
<td>35.7</td>
<td>18.6</td>
<td>31.8</td>
<td>19.1</td>
<td>32.9</td>
<td>25.2</td>
<td>33.0</td>
</tr>
<tr>
<td>State</td>
<td>17.1</td>
<td>10.7</td>
<td>22.0</td>
<td>13.7</td>
<td>17.7</td>
<td>15.7</td>
<td>18.1</td>
<td></td>
</tr>
</tbody>
</table>

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:
Clearly the Newington boys in Years 7 and 9 2017 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 2017
<table>
<thead>
<tr>
<th>Year 3</th>
<th>Wyvern Mean</th>
<th>NSW Mean</th>
<th>AIS Independent Schools (NSW) Mean</th>
<th>NSW Boys’ Mean</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reading</td>
<td>523</td>
<td>436</td>
<td>464</td>
<td>427</td>
</tr>
<tr>
<td>Writing</td>
<td>488</td>
<td>421</td>
<td>442</td>
<td>409</td>
</tr>
<tr>
<td>Spelling</td>
<td>487</td>
<td>426</td>
<td>449</td>
<td>419</td>
</tr>
<tr>
<td>Grammar &amp; Punctuation</td>
<td>518</td>
<td>444</td>
<td>474</td>
<td>433</td>
</tr>
<tr>
<td>Numeracy</td>
<td>489</td>
<td>416</td>
<td>441</td>
<td>419</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Year 5</th>
<th>Wyvern Mean</th>
<th>NSW Mean</th>
<th>AIS Independent Schools (NSW) Mean</th>
<th>NSW Boys’ Mean</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reading</td>
<td>571</td>
<td>508</td>
<td>537</td>
<td>503</td>
</tr>
<tr>
<td>Writing</td>
<td>506</td>
<td>477</td>
<td>496</td>
<td>465</td>
</tr>
<tr>
<td>Spelling</td>
<td>552</td>
<td>507</td>
<td>527</td>
<td>500</td>
</tr>
<tr>
<td>Grammar &amp; Punctuation</td>
<td>563</td>
<td>506</td>
<td>536</td>
<td>494</td>
</tr>
<tr>
<td>Numeracy</td>
<td>571</td>
<td>499</td>
<td>523</td>
<td>503</td>
</tr>
</tbody>
</table>

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, creative research skills and 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.

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 W Cox (Head of Learning and Teaching); Ms S Gray/Mr R Baker (Deputy Heads of Wyvern); Mr P Czerwenka (Deputy Head of Lindfield); Mrs S Gough, Mrs A Bradshaw and Ms C Chan (Team Leaders at Lindfield Prep); Mr M Carrick (Director of ICT); Mr D Phillips (Head of Learning Analytics), Mrs L Munns-Conry (Library) and the Heads of Department for their excellent leadership of the academic program. The Secondary Heads of Department were Mr R Wheeldon (English), Mr G Phillips (Mathematics), Mr A Millar (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 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.
I thank Ms S Gray and Mr R Baker (Wyvern), Mr P Czerwenka (Lindfield), Mr C Jensen-Robilliard (Counsellor), Rev P Morphew (Chaplain) and teachers and specialists for the extensive Prep School pastoral programs.

The theme of ‘Year of the Mentor’ at the Secondary Campus continued from 2016 with Year and House Mentors prioritised in their relationship with each boy. Parent-Mentor meetings at the start of the year helped to build this focus.

In the Secondary School I thank Mr B Meakin (Deputy Head - Students); Mrs J Burke (Head of Middle Years for 7–8); Mr S Comino and Mr L Nicholls (Counsellors); Rev G Barham, Rev P Morphew (Chaplains); Mr S Serhon (Careers); Mr M Madden (Service Learning); the eight Heads of House – Mr C Quince (Fletcher), Mr G Potter (Le Couteur), Ms R Bateren (Metcalf), Mr T Hunnisett (Prescott), Mr M Case (Manton), Mr A Pyne (Kelynack), Mr S Muir (Moulton) and Mr J Mountain (Johnstone); Rev G Barham, Rev P Morphew (Chaplains); Mr S Serhon (Careers); Mr M Madden (Service Learning); the eight Heads of House – Mr C Quince (Fletcher), Mr G Potter (Le Couteur), Ms R Bateren (Metcalf), Mr T Hunnisett (Prescott), Mr M Case (Manton), Mr A Pyne (Kelynack), Mr S Muir (Moulton) and Mr J Mountain (Johnstone); Ms C Scalone (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); 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, Mrs J Burke, Ms J Christian and all Year 7 Mentors. Monitoring student effort and engagement has been a significant focus this year and 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 wellbeing, 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 wellbeing focus in 2017 was on boys’ education, positive psychology, digital citizenship, resilience, mental health, adolescence, leadership education, gender issues and alcohol/drugs awareness. The College has continued to implement elements of the Positive Psychology methodology in 2017. A further 16 staff were trained in these core elements in Term 4 and a strong integrated focus for Year 9 2018 is planned.

This year, with greater emphasis than ever, saw the comprehensive teaching of responsible digital citizenship conducted through our Mentor program by Ms L Young, Ms N Stevens and Mr M Ha. The program was well received by the boys and they are much more aware of their responsibilities, rights and the potential impact of their online communication. Careers Education continues to be an important focus (Mr S Serhon) and the Annual Careers Expo was a 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 Maltman on sleep issues for teenagers and Dr P Robinson on resilience and character. Ms G McMahon and Mr C Voss, from Headspace, presented on mental health issues and Ms M Crabbe spoke on pornography, young people and sexuality.

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. Our senior boys work 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.
for Johnstone and Kelynack Houses and the wonderful work of Le Couteur House with the Eileen O’Connor School. There is now a greater hands on element to all House charities, where boys are encouraged to ‘experience’ service to others. In addition, Mr V Branson has been helping Tupou College in Tonga 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 2017. The tone and style were set in the Secondary Campus by M Long (Senior Prefect), T Langford and J Lindhout (Deputy Senior Prefects) and T Hogan (Senior Boarder); at Wyvern by T Eastway (School Captain), A Lacus-Pisco and E Carney (Vice Captains); and at Lindfield by J Blakeman (School Captain), D Martin (Kingswood House Captain) and C Stewart (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 2017 with their theme of “My Strength is Your Support”. They made a huge impact, particularly highlighting issues around mental health and supporting your mates. 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 Peter Pan (Senior Production), The 39 Steps (Middle School Production) and Where in the World is Frank Sparrow? (Junior Production). In Theatresports, our teams were placed first in the Junior division, third in the Intermediate division and second in the Senior division of the Grand Final of the Impro Australia Schools’ Challenge (NSW Division A). I thank Ms T Smith (Head of Drama) for her leadership of Drama.

In Music there were many concerts, soirées, musical events and functions highlighting musical excellence. Music quality has continued to be most impressive. The Founders Concert, themed “The Traveller”, and Rockfest Concert, themed “Songs of Peace and Protest”, were both of exceptionally high standards. 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 (Head of Wyvern Music) and team, 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 2017, there were more than 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 AFL, 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 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 achievements include boys competing at national level for their sport: A Beer (Year 10), B Habler (Year 7), T Villanias-Small (Year 11) - Athletics/Cross Country; B Freire (Year 11) and M Malauch (Year 12) – Basketball;
T Larkings (Year 10) and H Larkings (Year 11) – Sailing; S Martin (Year 8) – Snowsports; M Sharp (Year 10) – Water Polo; A Bell (Year 11) Rugby, B Diskin (Year 10) – Fencing; L Neil-Smith (Year 12) – Cricket and H Crouch (Year 11) – (Rowing).

Over the summer season, AAGPS competitions were won by 1sts Basketball, Seniors Swimming and the AAGPS Swimming Relay. Combined AAGPS/CAS premierships were won by Water Polo 1sts, 2nds and 16As. Over the winter season, Newington won the 1st XI Football (co-premiers), Volleyball 2nds and both 1sts and 2nds Rifle Shooting. 2017 was the first time in Newington’s history our senior Rifle Shooting teams have won all four available competitions, the 1sts were crowned AAGPS Champions. Newington had a highly successful Athletics campaign, winning both the Junior and Intermediate Trophies for 2017. Finally, our 1st Basketball team was named Champion School of NSW, as was our 1sts Tennis, which won the Combined Independent Schools Tennis and subsequently the NSW Schools Tennis Championship. Across all sports, this was one of Newington’s most successful years on record only surpassed by 1992, when the college achieved the famous “8 out of 8” AAGPS summer premierships.

I thank the hardworking Head of Sport, Mr J Godfrey (ON 1993) (Stanmore 7–12) and Prep School Sportsmasters Miss E Monaghan (Lindfield K–6) and Mr N Brunton/Mr J Wilson (Stanmore K–6); the Coaching Directors Mr M Dickens (ON 1985) (Athletics), Mr B Williams/Mr P Ellis (Badminton), Mr R Nottage (Basketball), Mr R Turner (Cricket), Mr S Astley (ON 1979) (Cross Country and Snowsports), Ms K Lak (Fencing), Mr B McCarthy (Football), Mr R Tredinnick (ON 1982) (Rifle Shooting), Mr R Roach (Rowing), Mr B Manion (Rugby), Mr R Moar (Swimming and Water Polo), Mr A Fisher (ON 2003), (NewFit), Mr J Canning (Table Tennis), Mr G Royle (Tennis) and Mr M Ha (Volleyball); Sports Operations Manager Mr M Dickens (ON 1985); our 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 2017 sporting season.

A special mention must be made of Mr J Godfrey (ON 1993) as he departs us at the end of the year to join the Waratahs organisation. Mr Godfrey has made a most significant impact in sporting culture, sporting success and developing the direct links between sport and character education.

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 Dr I Penn (ON 1970) and Mr N Dorey as artists-in-residence. All exhibitions, as well as the HSC and IB Diploma exhibitions, were curated by Ms K Armstrong-Sommer. I thank Ms K Armstrong-Sommer for her curatorial work developing our Concordia Gallery as a learning laboratory model whilst Ms H Chapman was on maternity leave. I thank Mr A Thompson (Head of Visual Arts 7–12), Ms M Buining (Stanmore K–6) and Mrs K Bain (Lindfield K-6) for their leadership of our Visual Arts.

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. Our GPS Debating squad showed strong promise in the Junior and Intermediate years. In the specialised area of History Debating, a pre-prepared debating competition open to Years 10 and 11, both teams made it to the semi-final rounds. 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. I thank Ms K Shepherd and Dr A Lee 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 M Bryden and Mrs S Gough 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 B Stevenson for his 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 M Holdgate (Newington Challenge), 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 – 18 in total. They were M Bramich, D Charlton, J De Lacy, R James, J Kah, M Laubi, J Lindhout, M Long, J Ly, J Nastasi, M Putt, M Quinn, J Ren, J Smith, H Stathis, C Walsh, J Ward and R Zhang.

The “F1 in Schools” project combines commerce, engineering, physics, mathematics, science, design processes, production and testing and detailed team planning for a world-wide competition. One of our teams qualified for the National Finals held in March and one team had qualified for the State Finals in August. I thank Ms K Lak for her leadership of this enrichment activity. Other traditional events such as the Year 12 Retreat, Year 7 Camp, 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 an Economics tour to USA, a Cricket tour to the UK, a Drama tour to the USA, a History tour to Russia, a Service Learning trip to Tonga, a Red Centre Service Learning trip and a Football trip to Spain. So many other exciting co-curricular opportunities took place and will be recorded in *The Newingtonian* for 2017.

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 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. A Christian faith Church service has begun on Sunday afternoons.

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. We are sad to be losing Rev Morphew due to retirement after 16 years of outstanding ministry at Newington. We were pleased to hear that the new Moderator of the Uniting Church for NSW/ACT for the next three years will be Rev Simon Hansford (ON 1980), he is an Old Boy of Newington.

The Philosophy and Religious Studies curriculum continues to be constantly improved 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 held a series of public lectures throughout the year. Speakers included Professor A.C Grayling, Dr P Vardy, Mr M Leunig, Mr A MacGibbon (ON 1995) Mr S Smee and Ms R Botsman.
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. Ms P Hatfield left us in September to become the Head of Communications at the AISNSW. Her impact across her five years at Newington College was very positive.

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 D Sanders – Stanmore 7–12, Mrs L Fadel – Wyvern, Mrs J Ashworth - Lindfield) and their hard-working executives; the numerous activity support groups; the parent volunteers who helped with special provision requirements at examination time; the volunteers for archives development; the clothing pool volunteers; the Crested Ware volunteers; the Back to Newington Day organisers; the New Women Group; and the numerous parent coaches, managers and officials of various activities.

I thank Mr R Bosman (ON 1978), Ms P Hatfield, Heads of Campus and their teams for their support of the P&F and Support Groups. I thank Mr A Baykitch AM (ON 1982), President of the ONU, for his valued nurturing and development of our Old Boy and Alumni network. He is to be congratulated on his Order of Australia recognition this year for his area of international law. I thank Mr R Bosman (ON 1978) (Director of Community and Development) and his team for their valuable administrative support of the ONU program. The 70 Club continues to nurture our ‘wisest’ old boys. I thank Mr G Morgan (ON 1958) and his executive for their leadership of this group of “tribal elders”.

I thank College archivist Mr D Roberts for his ongoing and wonderful endeavours, along with the great band of volunteers who develop our proud historical records and memorabilia. Mr Roberts has begun detailed work on updating the P Swain History of Newington (published 1998).

The College, over the past five years, has embarked on a major fundraising drive to boost bursaries for Newington via the Endowment Fund, and the increase in bequests via the Founders Society. I thank all members of the Newington community who have supported the Foundation campaign.

I thank Mr P Moffitt (ON 1982), Chairman of the Foundation Board, for his leadership of our fundraising endeavours, and Mr G Mitchell (ON 1970) and Mr D Torrible for their leadership of our Founders Society Bequest and Wild Indigenous Bursary initiatives. Membership of the Founders Society is well over the 100 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 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 with maintaining the essential ethos of this very special school. His Honour Magistrate G Grogin (ON 1976) stood down in 2017 after many years of wise deliberations and service, concluding 16 years as Deputy Chairman. Rev S Faupula stood down mid-year and has been replaced by Rev H Kailahi.

I particularly would like to thank our College Council Chairman Mr T McDonald (ON 1976) for his strong personal support, encouragement and wisdom.
Enrolments as at 1 November 2017

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

<table>
<thead>
<tr>
<th>Year</th>
<th>Lindfield</th>
<th>Stanmore</th>
<th>Wyvern</th>
<th>G Total</th>
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<td>202</td>
<td>198</td>
<td>1359</td>
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</table>

There remains a 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 scholarship) funds so 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 2017 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 S Aiken (Stanmore), Mr I Holden/Mrs K O’Brien (Wyvern), and Mr B Barrington-Higgs/Mrs J Ellam (Lindfield) for their work with admissions, scholarships and bursaries. 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 full parent survey conducted in 2017 and the main results were:

Surveys were also conducted with staff, boys and Old Boys. We were keen to gather data and views as we start to plan for the next Strategic Plan due to start in 2019. A more detailed publication on the results will be issued to parents at the start of 2018.

**Finances**

Our finances are illustrated by the following 2017 pre-audited percentage figures. They do not include capital expenditure. They will be updated in March 2018 after our annual audit.

**Unaudited Income for 2017**

- School fees: 78%
- Commonwealth Govt grants: 13%
- State Govt grants: 4%
- Other income: 2%
- Non-operating activities: 3%

**Unaudited Expenditure for 2017** (without capital expenditure)

- Salary and employee benefits: 54%  
  * This includes expenses for tuition, sports, boarding, maintenance, grounds, administration, co-curricular expenses
- Non-salary expenses*: 46%

Our Finance Department worked exceptionally hard to keep all aspects of the College within 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 include:

- The design of all new buildings with sustainability features to ensure they are environmentally friendly and cost-effective into the future;
- An eWaster recycling system;
- A 56,000 litre water collection for grounds/toilets as the Tupou Centre;
- Energy management systems in all new or upgraded buildings to have energy management systems, to reduce energy use, for lighting and air conditioning;
- Progressive replacement of lights in all buildings with LED lights to lower energy consumption and reduce heat;
- Modern air-conditioning solutions to ensure air-conditioning only operates in the areas occupied and in use at any specific point in time;
- A building management system that ensures lights are automatically switched off after defined periods of no activity;
- A tree management system to monitor all trees;
- A Preventative Maintenance Plan that 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;
- Ongoing review of publications and printed materials to increase online availability and reduction of printing;
- 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) to slow down rainwater run-off from Newington and processing through a JellyFish system that filters out pollutants prior to entry into the Sydney stormwater system;
- A field irrigation and drainage undergoing upgrade.

Facilities

The major projects for 2017 were the new Early Learning Centre, the new Year 6 Centre at Wyvern, updated Music facilities at Wyvern, upgraded Boarding facilities and a new Entry Forecourt for the Secondary Campus combined with an extra tennis/basketball court. The new theatre and Drama Centre was named after Sir T Duckmantion CBE (ON 1938), former Chairman of the ABC and Newington College Council.

Regular maintenance and upkeep took place at all three campuses. I thank Mr S Bowden (Property Manager), Mr P Clifford (Property), 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.
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 A Bowen (Director, Human Resources), Mr D Roberts (Deputy Headmaster/Head of Stanmore), Mr I Holden (Head of Wyvern) and Mr B Barrington-Higgs (Head of Lindfield), Mr T Driver (Deputy Head – Academic), Mr B Meakin (Deputy Head Students), Heads of Department and relevant staff in each Department or area for their work. I thank Mrs A Poulios, my Executive Assistant, as she smoothly dealt with great expertise the hectic nature of my office.

We welcomed a number of new staff in 2017. They were:

**Teaching Staff:**
- Mrs K Stellmacher
- Mr D Bartlett
- Mr I Oosterhoff
- Ms L Munns-Conry
- Mr A Millar
- Mr D Conway
- Mr P Wilson
- Mr J Green
- Mr J Dyer
- Mr T Callaghan
- Mr J Moses
- Ms M Mitreski
- Mrs M Nosworthy
- Ms E Hilberding
- Mr J Randall
- Mr D Musgrove
- Ms L Bosch
- Ms J Yoon
- Mrs Y Rubie
- Mrs K Bain

**Support and Operational Staff:**
- Mr A Bowen
- Ms M Mogielnicki
- Mr S McCarroll
- Ms A Markey
- Mr O Fainga’anuku
- Mr C Steel
- Ms A Eldridge
- Ms J Dwyer
- Ms M Durnan
- Ms J Chapman
- Mr D Bozik
- Ms S Angeloski
- Ms S Aiken

We welcomed on teaching exchange from the United Kingdom Mr R Wood of Dulwich (for Mr J Walsh), Mr R Hartley of Tonbridge (for Mr B Williams) and Ms H Merry of Cranleigh (for Mr T Pym).

We hosted four Sydney University Interns for the year – Mr J Nowlan, Ms M Triantafyllou, Mr A Ko and Ms R Yiang. A number of staff members were engaged to cover for temporary leave situations such as maternity or long service leave. They included Ms B Churchward, Ms J Li, Ms K Vos, Ms D Haralambidis, Mr R Wilson, Ms L Macaulay, Ms A Dunn, Mr N Tout (ON 1972), Dr A Lee, Mr D Cameron, Mrs N O’Connor, Mrs K Wilkie, Mr D Murphy, Mr D Munnoch and Ms D Williams. At the end or during 2017 we sadly farewelled the following list of staff who were on permanent contracts. They have their Newington commencement year in brackets and have input into their broad category of reasons for the departures.
A. Teachers across the three campuses:


(ii) Movement interstate or to NSW country or overseas; Mr T Stanley (ON 1995) (2002), Mr M Case (2010), Mr T Cross (2011), Mr D Hazelton (2014), Mrs B Knowles (2015), Mr A Lowrie (2016) and Ms J Lawson (2016)

(iii) Movement to another Sydney school: Mr N Brunton (1993), Mr P Honeywill (2003), Ms M Brixen (2003), Mr C Seawright (2006), Ms Z Cookson (2007), Mrs P Burnett (2013) and Mr P Ellis (2014),

(iv) Movement to a promotion position within Sydney: Mrs M Bryden (2007), Mr B Meakin (2013)

B. Support operational Staff across three campuses:

In November we held a special event to acknowledge and praise 31 current staff who have provided more than 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, Ms 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, Ms J Wiseman and Ms K O’Brien.

Special mention must be made of four staff. Mr T Hunnisett retires after 33 years. He served with distinction as Head of Prescott House and Head of Economics. Mr P Reid retires after 29 years with 28 years as an outstanding Head of History. Mr T Stanley (ON 1995) moves to a promotion position as Head of Middle School at Camberwell Grammar after being Head of Edmund Webb Boarding House. Running the boarding house is a most intensive vocation and Mr T Stanley has put enormous energy into the role. Mr B Meakin moves to be Deputy Headmaster of Cranbrook after five years as a Deputy Head of Stanmore (Students). His pastoral leadership was first rate.

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 A Bowen, Mr I Holden/Ms S Gray, Mr B Barrington-Higgs, Mr T Driver, Mr B Meakin and Mr M Carrick

(ii) Secondary Leadership Team of Mr D Roberts, Mr A Bowen, Mr T Driver, Mrs J Burke, Mr L Raven, Mr B Meakin, Mr M Carrick, Mr W Cox, Mr P Wilkins, Ms P Hatfield/Ms A Markey 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/Ms A Markey (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
December 2017