

ANNUAL REPORT 2018

Headmaster

Dr D Mulford

Introduction

“To defend a country you need an army, but to defend a civilisation you need education”.

Rabbi Jonathan Sacks

The Newington 2018 story is full of achievement, faith, hope, friendship, effort, relationships, community, some sadness and extraordinary dedication. Our successes in 2018 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 service. 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, specialist approach to educating boys and from our restlessness to always improve and strong focus on character, motivation and purpose. We want boys to be themselves at their best.

This year was Newington College’s 155th year of operation. 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. Newington is about boys seeking a personal-best approach to life.

My Annual Report touches on a few key areas and is a summary of our busy year. A more detailed outline of each section will be contained in *The Newingtonian 2018*. Highlights of 2018 include:

- The successful fourth and final 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 2018 in our two pathways: the HSC and the IB Diploma; A detailed results publication will be posted to all parents in early February 2019;
- The successful fourth biennial STEM Festival (led by Mr D McNaughton). The ongoing sponsorship and practical support of the Stanmore P&F for such boy-focused endeavours is acknowledged and appreciated;
- Strengthening our extensive wellbeing and co-curricular programs;
- Success within the sporting, performing and creative arts fields;
- The significant impact of Year 12, 2018 with their driving theme of ‘One for Many’;
- The successful first year of our new Early Learning Centre for 3 and 4-year-olds;
- A major focus and review of all risk, compliance and WHS policies and practices for the College;
- Our growing relationship with Macleay Valley Vocational College – a strongly Indigenous school in Kempsey, NSW (Mr S Muir). In addition, the commencement of an Indigenous Studies elective for Years 9 and 10 (Mr T Dyer) proved to be very successful and our annual Red Centre tour adds a great understanding of Indigenous matters (Mr M Madden);
- The wonderful growth of our Endowment Fund with the noble goal of significantly boosting the number of means-tested bursaries for Newington (Mr R Bosman), and
- The successful follow-up to our extensive parent/staff/student survey of 2017. A report on the five main focus areas for 2018 is published on the website.

This report will concentrate on the major Strategic Plan pillars of College life: Learning and Teaching, Wellbeing, 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 records 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 2018 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 2017 securing a place at prestigious Australian and overseas universities;
- A major review at the secondary level of parent-teacher sessions, assessment, examinations and feedback (Mr T Driver);
- 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 commencement of a new Year 6 Centre and STEM Laboratory at Wyvern Prep.

The 2018 HSC, IB Diploma Programme and NAPLAN results are recorded in the Academic Curriculum section of this publication.

The AJ Rae Centre on the secondary campus is a pivotal place of learning for all our community. I thank Ms L Munns-Conry and 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. Extended hours for Senior boys to 7.30pm have been well patronised, particularly in the exam and heavy assessment periods, as the boys know library and teaching support is available for them. The new initiative of academic tutoring sessions for Years 10–12 with university students and Master of Teaching university students from 5.30pm to 8.30pm proved to be very successful and has reached full capacity.

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 and Mr R Baker (Deputy Heads of Wyvern); Mr P Czerwenka (Deputy Head of Lindfield); Mrs A Bradshaw, Ms S Gough 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 (Librarian); and the Secondary Heads of Department for their excellent leadership of the academic program. The Secondary Heads of Department were Mr R Wheeldon (English); Mr D Vass (Mathematics); Mr A Millar (Science); Mr P Laurence (History); Mr K Watson (ON 1986) (Economics and Geography); Ms C Priest (IBDP); Mr R Burgess and Ms S Carruthers (Technology); Ms T Smith (Drama), Mr A Thompson and Ms H Chapman (Visual Arts); Mrs M Foster (Languages); Mr M Scott (Music); Mrs R Panagopoulos (Learning Enhancement); Mr N Wainman (ON 1991) (PDHPE) and Dr J Hall and Mr D Bartlett (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.

Wellbeing, Character and Service (Boys)

I thank Ms S Gray and Mr R Baker (Wyvern), Mr P Czerwenka (Lindfield), Mr C Jensen-Robilliard (counsellor), Pastor R La'Brooy and Mr I Williams (chaplains) and teachers and specialists for the extensive prep school pastoral programs.

In the secondary school I thank Mr A Quinane and Ms L Munns-Conry (Deputy Head – Students); Mrs J Burke (Student Welfare); Mr S Comino and Mr L Nicholls (counsellors); Rev G Barham and Pastor R La’Brooy (chaplains); Mr S Serhon and Mr S Roberts (Careers and VET); Mr M Madden (Service Learning); the eight Heads of House – Mr C Quince (Fletcher), Mr G Potter (Le Couteur), Miss R Bateren (Metcalf), Mr T Lever (Prescott), Mr G Phillips (Manton), Mr A Pyne and Mr A Light (Kelynack), Mr S Muir (Moulton) and Mr J Mountain (Johnstone); Ms C Scalone and Ms K Lak (Head of Year 7), Mr N Coull (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 boarding house, and all 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, Ms K Lak and Ms J Christian and the 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 2018 was on boys’ education, positive psychology, digital citizenship, resilience, mental health, adolescence, leadership education, gender issues and alcohol/drugs awareness. The College continued to implement elements of Seligman’s positive psychology methodology in 2018. An additional 16 staff were trained in these core elements in Term 4 and a strong integrated focus for Year 9 2019 is planned.

This year, the maintenance of a comprehensive teaching of responsible digital citizenship was 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 and rights, and the potential impact of their online communication. Careers education continues to be an important focus (Mr S Serhon and Mr S Roberts) and the Annual Careers Expo was a success, with strong support from Old Boys.

The P&F kindly sponsored lectures by Mr T Southworth and Mr B Sanders on adolescent issues. Another initiative included visits and presentations by adolescent psychologist Dr M Carr-Gregg on the theme of ‘The Prince Boofhead Syndrome’.

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’ work every morning at the Rev Bill Crews’ Exodus Foundation’s breakfast program (called ‘Loaves and Fishes’), which serves meals to more than 400 disadvantaged people every day; staffing a Friday night food van in the city (Mr M Madden); 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 Moulton House adopting Macleay Vocational College (a strongly Indigenous school on the north coast of NSW). In each example, boys are encouraged and challenged to serve others relationally and practically. It is the best way to learn of the complexities and issues that our society faces.

Our guest of honour during NAIDOC week was Dr Dawn Casey. Her presence and stories well suited the NAIDOC theme for 2018 of Because of Her, We Can.

In a wonderful spirit of sharing expertise, Ms K Stellmacher (Mathematics) and Mrs M Nosworthy (English) spent a year at our brother school Tupou College, Tonga to help train teachers and assist them with their future educational plans. This has proven most valuable. I thank Mr M Madden and his team for their overall leadership of this vital Service Learning initiative.

Student leadership was very impressive in 2018. The tone and style were set in the secondary campus by L McIntyre (Senior Prefect), A Humphreys and M Dyster (Deputy Senior Prefects) and R Sear (Senior Boarder); at Wyvern by R Lewis (School Captain), J Fulton and J Tollemache (Vice Captains); and at Lindfield by F Bourne (School Captain), F Wicks (Kingswood House Captain) and S Vasili (Rydal House

Captain). The Student Representative Councils on each campus provided another conduit for student leadership, communication, input and contribution.

A special mention and great praise must go to the Class of 2018 with their theme of 'One for Many'. They made a huge impact, particularly highlighting issues around mental health and supporting your mates. At all campuses, 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, a sense of commitment and the need for personal organisation. Our dedicated staff and supportive parents have been excellent in nurturing numerous opportunities to 'Discover what's possible' for each boy.

Our Performing Arts programs 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 *Guys and Dolls* (the biennial College musical), *A Midsummer Night's Dream* (the Middle School production) and *Luke Lloyd: Alienoid* (Junior production). The musical demonstrated the superb co-operation between our Music and Drama departments. In Theatresports, our teams placed equal first in the Junior division with Smith's Hill High School, equal first in the Intermediate division with PLC (Sydney) and first 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 continued to be most impressive. The Founders Concert, themed 'Passion and Purpose' and held this year at the impressive City Recital Hall, Angel Place, and the Rockfest concert, themed 'Icons – Women who changed the face of music', were both of exceptionally high standards. In our annual Concerto competition the winners were L Ma (Juniors) and A Wang (Seniors). 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 (Wyvern) 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 2018, 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 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 am 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. In addition, a new positive sport methodology was introduced with coaches being trained in positive psychology skills.

Special achievements include boys competing at national level for their sport: A Bell (Rugby); M Malauch, B Freire and R Nottage (Basketball); D O'Shannessy (Cricket); A Varol and N Sims (Rifle Shooting); T Goldschmidt, A Grgurevic and T Harris (Water Polo); H Larkings (Sailing) and A Beer (Athletics). A Bell (Year 12) had the honour of captaining the Australian Schoolboys Rugby side. In addition, we had boys competing at various national championships for their sport. There have been many sporting highlights and these will be recorded in *The Newingtonian*.

Over the summer season, AAGPS competitions were won by 1sts Basketball, Seniors Swimming and the AAGPS Swimming Relay, Water Polo 1sts and 2nds and Tennis 1sts. Over the winter season, Newington won the 2nd XI Football, Junior Cross Country and 1sts Rifle Shooting. Newington had a highly successful Athletics campaign, achieving a second (Juniors) and third (Seniors) at the AAGPS

Carnival. Finally, our 1st Basketball team was named Champion School of NSW for the fourth year in a row.

I thank the hardworking Head of Sport (Stanmore 7–12) Mr M Dickens (ON 1985) and preparatory school sportsmasters Miss E Monaghan (Lindfield K–6) and Mr J Wilson (Stanmore K–6); the coaching directors Mr M Dickens (ON 1985) (Athletics), Mr J Randall (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 C Steel (Tennis) and Mr M Ha (Volleyball); our Sports Administrators Mr P Robertson (Sports Facilities), Mr E Summers (ON 2003) and Mr C Scardilli (ON 2012) (Stanmore 7-12); the various and valued parent support groups and all coaches, managers, referees and officials for the success of the 2018 sporting season.

At Lindfield and Wyvern, a new structure for sport resulted in greater student participation, enthusiasm and 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. In Term 1, the College hosted artists-in-residence Dr I Penn (ON 1970) with his *Stepwise Journey* exhibition and Mr J Drinkwater with his exhibition *Hammer and Breath*. In Term 2, New Women and the P&F sponsored *Displeasing the Masses*, an exhibition presenting work from Mr J Burnie, Ms C Garcia, Mr J Muir, Ms B Ra, Mr J Shoulder and Ms S Tawale. In Term 3, the HSC exhibition, *Mapping Questions*, and the IB exhibition, 'Unravelling', were held, and in Term 4 an exhibition titled *Lakebed* included works by Ms S Ohlsen, Ms S Newstead, Ms B Nicholls, Mrs N O'Connor and Ms L O'Reilly. All 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 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. After many years waiting, Debating joined the ISDA co-educational debating competition and performed particularly well for our first year in the 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, there was increased interest and a wider array of Ancient History topics. Sadly, our teams were knocked out in the first round but they look forward to next year. In Public Speaking we had students compete in the Plain English Speaking, Legacy, United Nations Voice of Youth and Lawrence Campbell Oratory competitions. R Gandhi (Year 9) made the state finals of the Legacy competition. I thank Ms K Shepherd and Mr P Laurence and all the other staff and external coaches who helped the boys in developing their speaking skills throughout the year.

Chess involvement and results continue to be strong. I thank Mr G Downward (Secondary), Miss C Harding (Wyvern) and Mrs V South (Lindfield) 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 the associated staff teams in these areas for their leadership of this important aspect of the Newington experience.

There were five Gold Duke of Edinburgh Awards for Year 12 students. They were M Dyster, A Humphreys, J Raja, K Wu and C Yu.

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. 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, preparatory school camps and excursions took place. There were interstate and overseas tours

including a Service Learning trip to Tonga, a Red Centre tour to the Northern Territory, a Classics tour to Greece, a Football tour to Japan, a China tour, a Nepal tour, USA Basketball tour, an U13 Rugby tour to the Gold Coast, a Football tour to the Kanga Cup in Canberra and two Rugby trips to South Africa (Opens) and Ireland (U16s). So many other exciting co-curricular opportunities took place and will be recorded in *The Newingtonian* for 2018.

I thank Mr P Wilkins (Head of Co-curricular) and his team for their co-ordination of a busy Secondary School co-curricular program. Mr Wilkins departs us for a senior housemaster position at Geelong Grammar for 2019. He made a very positive impact on our co-curricular policies and practices.

Spirituality, Values and Ethics

We are fortunate that our staff continue to provide the best kind of Christian leadership, creating role models of faith in action. Newington has always been 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, preparatory 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 community church service is held each Sunday afternoon and our Tongan bursary students take part in a weekly 'Polotu' prayer group.

I thank our three chaplains Rev G Barham (Stanmore and Wyvern), Pastor R La'Brooy (Lindfield and Stanmore) and Mr I Williams (Wyvern) for their leadership of the spiritual dimension of the College.

The Philosophy and Religious Studies curriculum continues to be constantly improved and I thank Dr J Hall (Head of Philosophy and Religious Studies), Pastor R La'Brooy, 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 G Bell, Professor P Singer, Professor P Greste, Mr S Grant, Dr C West, Fr A Mowe SJ, Rev Dr G Preece and Mr J Cleary.

Community

We endeavour to keep the community well informed about College directions, events and issues. There were many initiatives including further development of 'Insites' (micro websites) for online course selection, orientation for new students and the STEM Festival; further development of our 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 A Markey (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 D Sanders – Stanmore 7–12, Mrs L Fadel – Wyvern, Mr D Cooper - 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 Black and White Shop 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) (Director of Community and Development), Mrs J Gigg (Community Officer), 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. I thank Mr R Bosman (ON 1978) and Ms J Chapman (Alumni Officer) 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 Mr H Wheatley (ON 1961) and their 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 continues detailed work on updating the P Swain *A History of Newington College* (published 1998) for the period 1998–2018.

The College, over the years, has embarked on a major fundraising drive to boost bursaries for Newington via the Endowment Fund, and increase bequests via the Founders Society. I thank 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), Mr R Wild (ON 1965), Dr R Thomas (ON 1960) and Mr D Torrible for their respective leadership of our Founders Society Bequest, ONU Centennial Trust 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) and Miss R Payne (Development Officer) for their administration of the numerous initiatives in this area.

Finally, I thank the College Council members for their exceptional service to Newington. The College Council membership is published on our 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. Mr P Holey (ON 1970), Rev N Reid and Rev H Kailahi retired during 2018 and Rev D Williams joined the College Council. Mr P Holey (ON 1970) served on the Council for fifteen years and chaired the Property and Assets Committee for over ten years. He had oversight of a massive upgrading of all three campuses at the College. His service to the College has been outstanding.

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 October 2018

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

Year	ELC	Lindfield	Stanmore	Wyvern	G Total
ELC	59				59
K		21		42	63
1		16		39	55
2		23		44	67
3		20		72	92
4		22		70	92
5		50		94	144
6		51		103	154
7			221		221
8			225		225
9			224		224
10			227		227
11			227		227
12			233		233
G Total	59	203	1357	464	2083

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.

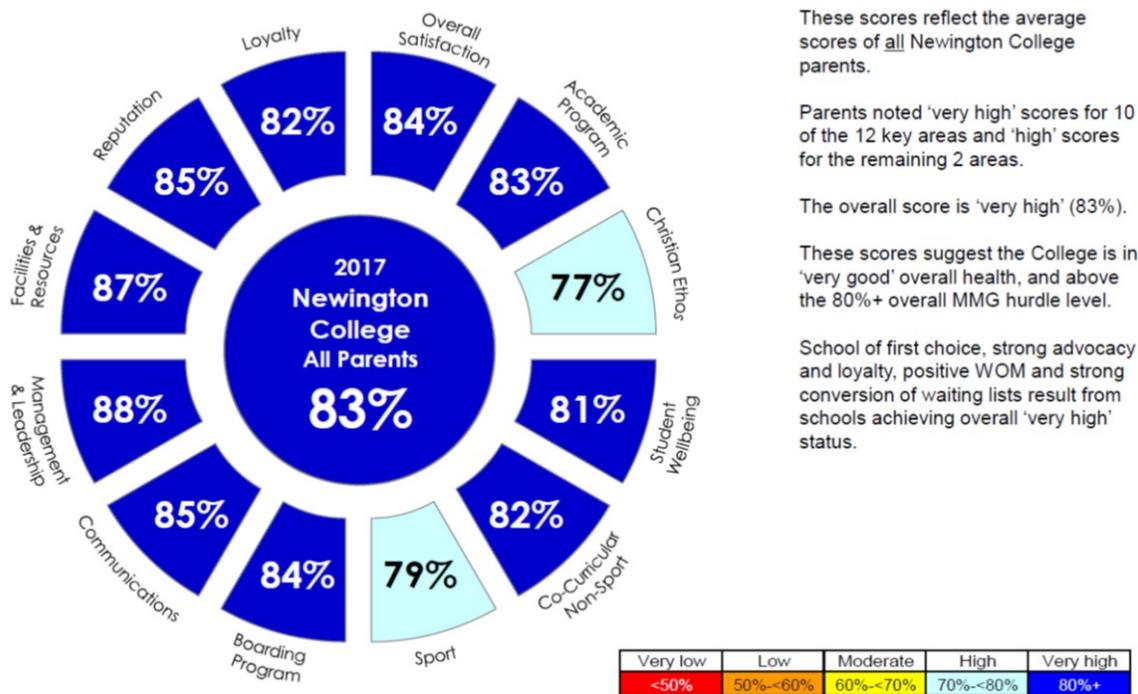
The enrolment agreement and policies are published on the College website. The retention rates for 2018 will be published in the Annual Compliance Document. I thank Mrs Y Kaloterakis (Director of Admissions), Mrs S Brideson (Admissions Officer), Mr D Roberts and Mrs S Aiken (Stanmore), Mr I Holden and Mrs K O'Brien (Wyvern), and Mr B Barrington-Higgs and 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:

Overview of Key Areas – All Parents



These scores reflect the average scores of all Newington College parents.

Parents noted 'very high' scores for 10 of the 12 key areas and 'high' scores for the remaining 2 areas.

The overall score is 'very high' (83%).

These scores suggest the College is in 'very good' overall health, and above the 80%+ overall MMG hurdle level.

School of first choice, strong advocacy and loyalty, positive WOM and strong conversion of waiting lists result from schools achieving overall 'very high' status.

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 was issued to parents at the start of 2018.

A report on the progress of the five major focus areas identified for 2018 arising from the 2017 extensive survey is published on the website.

Finances

Our finances are illustrated by the following 2018 pre-audited percentages. They do not include capital expenditure. They will be updated in March 2019 after our annual audit.

Unaudited Income for 2018

School fees	79%
Commonwealth Govt grants	13%
State Govt grants	4%
Other income	1%
Non-operating activities	3%

Unaudited Expenditure for 2018 (excluding capital expenditure)

Salary and employee benefits	54%	* This includes expenses for tuition, sports and other co-curricular activities, boarding, grounds and property maintenance, and administration.
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 C Collings (ON 1984) 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 have been actively seeking to reduce energy usage. We strive to be good environmental citizens by our 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 Ewaste recycling system;
- A 56,000-litre water collection for grounds and toilets at the Tupou College Centre;
- Energy management systems in all new or upgraded buildings to have efficient 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 that are occupied 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 rooves;
- 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 system undergoing upgrade;
- Replacement of old water-heating boiler systems in the Taylor Sports Centre with new energy-efficient gas boilers for domestic hot water and pool water heating.

Facilities

There was deliberately no major project for 2018. A series of smaller projects were completed at all three campuses.

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. As noted earlier, the College has been in great debt to Mr P Holey for his outstanding service. He retired from Council at the end of 2018. 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 hardworking staff. The success of any school is dependent upon its people: their energy, drive, vision, commitment and professionalism. We are 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 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), Ms M Durnan (HR), 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 A Quinane (Deputy Head – Students), Heads of Department and relevant staff in each department or area for their work. I thank Mrs A Poulos, my Executive Assistant, as she smoothly and expertly dealt with the hectic nature of my office.

We welcomed a number of new staff in 2018.

1. Teaching staff: Mr P Laurence, Ms M Foster, Mr N Coull, Mr A Quinane, Mr K Ng, Mr D Conway, Mr J Nowlan, Mr M Carrar, Mr R Robinson, Mr V Ansourian, Dr A Singh, Miss E Tan, Mr T Wales, Mr S Cook, Mr I McPherson, Mr B

Horsburgh, Ms M Triantafyllou, Mr S Johnson, Mr A Lawson, Miss H Kitamura, Mr A Miles, Mr P Jones, Ms S Hastie, Ms C Harding

2. The Early Learning Centre: Miss M Puna, Ms J Green, Mrs M Lynch, Mrs P Turnell, Mr T Honig, Mrs A Ryan, Ms Z Kang, Mrs J Liao, Mrs P Latu, Mrs H Parkinson, Ms A Lam
3. Support and operational staff: (three campuses) Mr C Black, Mr R Carroll, Ms J Brown, Ms E Santifort, Mrs A Trikilis, Mrs J Coull, Ms D Russell, Mr P Bhandary, Mr E Shackloth-Bertinetti, Mrs J Graetz, Ms E Whiteman, Mr C Bowen, Miss M Thompson.

We hosted six Sydney University or UTS interns for the year – Ms A Halls, Ms A Williams, Ms N Said, Mr H Tomkins, Ms G Vanderham and Ms M Bown. A number of staff members were engaged to cover for temporary leave situations such as maternity or long service leave. They included Mr D Cameron, Miss E Dalton, Miss K Drake, Mr J Glover, Miss D Haralambidis, Ms S Hastie, Miss C Hilder, Ms A Joseph, Miss P Kazacos, Ms A Koulouris, Mrs P Latu, Ms S Lee, Ms L Macaulay, Mr A Miles, Mr D Munnoch, Mrs M Nottage, Mrs N O'Connor, Mr P Reid, Mr T Robinson, Mrs G Rubbo, Miss N So, Mr B Talbot, Mr T Thoroughgood, Mr N Tout (ON 1972), Ms J Tu, Mr R Wilson and Mrs C Wiersma.

At the end or during 2018 we sadly farewelled the following staff who were on permanent contracts. They have their Newington commencement year in brackets.

A. Teachers across the three campuses:

- (i) Retirement: Mr P O'Rourke (1979), Mr G Pike (1996), Mr V Branson (2017)
- (ii) Movement interstate or to NSW country or overseas: Mr P Wilkins (2014), Mr W Van Asperen (2012), Mrs C McMillan (2015), Ms N Tsvirko (2016), Mr M Ha (2015), Ms V Perry (2017), Mr A Lawson (2018)
- (iii) Movement to another Sydney school: Mr R Burgess (2003), Mr A Pawley (2012), Mr B Horsburgh (2018)
- (iv) Movement to a promotion position within Sydney: Ms R Grubb (2004), Mr B Gill (ON 1992) (2005), Mr M Carrick (2011), Ms K Nickless (2017)

B. Support operational staff across three campuses: Mr P Robertson, Mr C Smith, Mr J Godfrey (ON 1993), Mr J Dodson, Mr O Fainga'anuku, Ms T Nichols, Mr T Clark, Mr A Bate, Mr B Manion, Ms H Kakaris, Mr S Tarring.

In October 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 L Raven, Mrs A Jagger, Mr B Harris, Mr D Phillips, Mr T Fowell, Mr G Potter, Mr J Canning, Mr S Serhon, Mr N Fox, Mr W Gibson (ON 1982), Mr M Madden, Miss C Priest, Mr P Woods, Mr A Davies, Mrs J Campbell, Mr K Watson (ON 1986), Mr G Arkey, Mr A Pyne, Mr G Downward, Mr R Wood, Mr S Roberts, Mr P Clifford, Mr J Mountain, Ms J Heaume, Ms J Wiseman, Mrs K O'Brien, Mrs I Mendonca, Ms D Braz and Mrs V South.

During 2018 the College mourned the loss of two long-serving former teachers. They were Mr C Woosnam OAM and Mr J Yeo. Mr Woosnam served Newington College from 1970 to 2004 as a teacher and held many other leadership portfolios until his retirement including Head of Geography, Senior Housemaster, Kelynack Housemaster, Registrar, Alumni Manager and Archivist.

Special mention must be made of three departing staff. Mr P O'Rourke retires after 40 years. He served with distinction as Head of Metcalfe House, Head of the Boarding House and Head of Mathematics. Mr G Pike retires after 23 years and served with many co-curricular leadership roles. Mr M Carrick (Director of ICT) moves to a promotion position at Instructure Inc (USA). He made an enormous difference to our ICT provision, security, stability and ensuring the use of ICT was for a strong educational focus. These staff members had a massive impact for good for Newington.

Our staff consists of incredibly hardworking 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 Mr B Barrington-Higgs, Mr T Driver, Mr A Quinane 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 M Carrick, Mr W Cox, Mr P Wilkins, Ms A Markey, Mr A Quinane, Ms L Munns-Conry and Mrs Y Kaloterakis
- (iii) Preparatory 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 preparatory 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 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. An interim strategic plan for 2019 will be posted on the College website. This allows the new Headmaster to work with staff, boys, parents and College Council to develop the next strategic plan.

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 have been privileged to play a part in its direction and its contribution to the wellbeing of future societies. I retire at the end of 2018 after 27 years as a Headmaster and 10 years at Newington College. It has been a great honour to have served at such an exceptional place of learning, and inspiring to watch Newington boys 'Discover what's possible'.

Dr David Mulford
December 2018