“AS NEW PARENTS, WE HAVE BEEN VERY IMPRESSED BY THE SENSE OF SCHOOL COMMUNITY THE GIRLS HAVE. THE SMALL SIZE OF THE SCHOOL HAS MEANT THAT OUR DAUGHTER HAS PARTICIPATED IN SO MANY SPORTS AND EXTRA ACTIVITIES. SHE LOVES HER NEW SCHOOL AND HAS A GREAT SENSE OF PRIDE IN BEING A STUDENT AT FINTONA. AS PARENTS WE COULD NOT BE HAPPIER.”

From Parent Satisfaction Survey 2012
It gives me great pleasure to present the 2012 Annual Report. Its primary purpose is to inform both the School and the wider community of our current position including our outcomes and achievements. Whilst this report concerns 2012, it also mirrors the commitment the School has had historically to maintaining a high standard in all areas of its operation. This will continue to be the case in the years ahead. Fintona has always held true to its motto – Age Quod Agis – Do what you do well, and the report is evidence of this.

2012 was our 116th year and we are grateful to the vision and work of the founding Principal, Miss Annie Hughston and Miss Margaret Cunningham who re-established the School on its current site and developed so many of its core values.

THIS YEAR, AS A WHOLE STAFF, WE REWROTE THE SCHOOL ETHOS WHICH NOW EMULATES, IN A VIVID WAY, THE SCHOOL’S AIMS AND THE TYPE OF STUDENT WE ARE ASPIRING TO DEVELOP.
WE HAD MUCH TO CELEBRATE DURING THE YEAR. OUR GIRLS CONTINUED TO PERFORM ADMIRABLY IN ANY NUMBER OF AREAS INCLUDING ACADEMIC, CO AND EXTRA CURRICULA.

In addition, they displayed their ongoing support for the School motto in their capacity to work well with each other as well as the Staff and to find joy in the life of the School.

Whilst their performance in many arenas was exemplary, perhaps our median ATAR of 95.3 gave us the most pleasure, coming as it did from a non-selective cohort of students. The girls not only worked hard, took on responsibilities and participated in a huge range of activities outside of the classroom, but also represented the School with enthusiasm and distinction.

It is gratifying and a source of enormous professional and personal satisfaction to be the Principal of Fintona, and this Annual Report provides the whole school community with the opportunity to contemplate our progress and achievements and our continuing commitment to offer a first class education for our citizens and leaders of the future.

Suzy Chandler
Principal
WHO WE ARE

Fintona is an independent, non-denominational day school for girls, which is renowned for high academic and personal achievement.

Situated in the inner eastern suburb of Balwyn, we cater for girls from Prep to Year 12 and offer a co-educational early learning program for girls and boys. The International Baccalaureate is taught from ELC to Year 6.

Fintona holds fast to its motto *Age Quod Agis* - Do what you do well. From its commencement in 1896, Fintona has espoused the view that ‘girls can do anything’ and has encouraged students to be critical, independent thinkers empowered to take their place as active, effective citizens and leaders.

With the extra attention we provide in a small school environment, our girls consistently achieve among the highest VCE and NAPLAN results in Australia.

Our friendly, supportive and caring environment, together with our broad-based education programs, provide our girls with many experiences to stretch them beyond expectation and to cope with life beyond school.

Inspired by exceptional teachers, a Fintona girl will find the confidence to soar and achieve her highest academic and personal aspirations.
OUR ETHOS

Fintona aims to cater for individual student needs through a broad education. We have the same aims for every student which, whilst aspirational, represent a worthy set of goals that fulfil our school motto, Age Quod Agis - Do what you do well.

A Fintona student can be recognised as one who faces her life with the simple belief that to live is to learn. In every endeavour, she aspires to do the very best she can. She is able to learn and work independently, yet enjoys the opportunity for interdependent and collaborative work. She holds secure moral principles and beliefs, believes in a healthy body, whilst remaining attuned to the intellectual, emotional and spiritual dimensions of her being.

As a communicator she is poised and confident, is largely self-directed but will ask for help if needed. For her, the pursuit of excellence is assumed, not contrived, and she knows this innately. We hope that she accepts her limitations and believes that within those limits she can be inspired to make a difference.

She nurtures a love of tradition and heritage whilst maintaining a positive vision for the future. She is protective and proud of the School’s reputation and her own and aspires to be truthful and kind in her interactions with others.

Her outlook is optimistic and global, essentially because she is tolerant and believes in the inherent decency of all people. She tries to look upon others as individuals rather than a crowd, and is respectful of difference. Like all people, we hope she understands that she has her faults, yet she also reflects on her own behaviour. In all aspects of her life, she eschews what is vulgar and mean-spirited, and directs herself to what is good and noble.
Fintona celebrated 116 years since its founding in 1896.

Fintona Girls’ School was announced as Australia’s highest scoring, non-selective primary and secondary school for 2011 NAPLAN results.

We launched our superb new prospectus which went on to win a Gold Award in the School Marketing Awards.

Sajini Perara won the VCAA Plain English Speaking competition and Amanda Ngo received a Commendation for her impromptu speech in the same competition.

The Middle School playground was completely renovated.

Georgia Macdonald participated in the International Biology Olympiad at Monash University.

Abby Johnston attended the 17th National Schools’ Constitutional Convention in Canberra.

Kane Ellis from Danila Dilba presented the School with a painting by a local Aboriginal artist to mark the ongoing relationship between us.

Georgia Griffith participated in various GSV carnivals winning the 800m final race.

Joanna Bleakley won the State Final in the Debaters Association of Victoria (DAV) Junior Division.

Teachers Ruth Barclay and Kathleen Buchanan both attained PhDs.

Saffi Kiellerup won the Year 3 Alliance Française Competition and Joanna Bleakley won the Year 7 competition.

Year 5 to 8 Science students won the Hugh McKnight Encouragement Award in the Science Talent Search for the high quality of entries received.

Year 9s, 10s and 11s went to Ecuador on the World Challenge Trip.

Fintona Girls’ School
OUTSTANDING RESULTS

VCE SUCCESS

Fintona Girls’ School is renowned for consistently achieving outstanding VCE results, placing Fintona among the top girls’ schools in the State. The VCE results from the Class of 2012 once again affirm this position.

WITH A MEDIAN ATAR SCORE OF 95.35, ONE OF OUR HIGHEST ON RECORD, AND TWO THIRDS OF THE CLASS ACHIEVING AN ATAR SCORE OF 90+, THE CLASS OF 2012 IS TO BE COMMENDED FOR THEIR EXTRAORDINARY ACHIEVEMENTS BOTH ACADEMICALLY AND PERSONALLY.

2012 VCE highlights at a glance

100% of our students successfully completed the VCE in 2012

62% of students achieved an ATAR of 90+ placing them in the top 10% of the State

52% of students achieved an ATAR of 95+ placing them in the top 5% of the State

14% of students achieved an ATAR of 99+ placing them in the top 1% of the State

The School Dux was Joey Chan with an ATAR of 99.90

Amanda Ngo received a Victorian Premier’s Award in English

Seven students received ATARs of 99 or above

Median VCE score was 37

33.7% of VCE students achieved a study score of 40+

10 year median ATAR is 93.8

2012 Tertiary Courses and Destinations

There were 50 students who completed Year 12 in 2012

98% of our VCE students received a university offer in their first round and these offers show the diversity of interest among our students from Commerce to Fashion to Pharmacy
2012 ATAR scores comparison chart

The following table is a comparison between Fintona’s 2012 ATARs and those of Victoria as a whole.
The 2012 NAPLAN results, released on the MySchool website, place Fintona amongst the highest achieving independent girls’ schools in Australia, once again confirming our position as a consistently high performing school. Our Year 9 results, in particular, place us at the top in Writing and Spelling and top two and three in Grammar & Punctuation and Reading respectively.

The following table provides the percentage of Fintona students performing ABOVE the national minimum standard in Reading, Writing, Spelling, Grammar & Punctuation and Numeracy.

These excellent results are a reflection of the extra attention we provide in a small school environment as well as the dedication and commitment of our staff.

Proportion of Year 3, 5, 7 and 9 students achieving ABOVE the National Minimum Standard in 2012

<table>
<thead>
<tr>
<th></th>
<th>Year 3</th>
<th>Year 5</th>
<th>Year 7</th>
<th>Year 9</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reading</td>
<td>100%</td>
<td>97%</td>
<td>98%</td>
<td>98%</td>
</tr>
<tr>
<td>Writing</td>
<td>100%</td>
<td>100%</td>
<td>98%</td>
<td>100%</td>
</tr>
<tr>
<td>Spelling</td>
<td>100%</td>
<td>94%</td>
<td>95%</td>
<td>100%</td>
</tr>
<tr>
<td>Grammar &amp; Punctuation</td>
<td>100%</td>
<td>94%</td>
<td>100%</td>
<td>98%</td>
</tr>
<tr>
<td>Numeracy</td>
<td>100%</td>
<td>100%</td>
<td>95%</td>
<td>98%</td>
</tr>
</tbody>
</table>

Source: NAPLAN Data Service, 2012
THE PERFORMANCE OF OUR STUDENTS WAS SUBSTANTIALLY ABOVE THE AUSTRALIAN SCHOOLS’ AVERAGE

2012 NAPLAN results for Years 3, 5, 7 and 9

The following table shows Fintona’s results compared to the Australian schools’ average for each NAPLAN category. The performance of our students was substantially above the Australian schools’ average for each category and at every year level tested.

<table>
<thead>
<tr>
<th>2012</th>
<th>Year 3</th>
<th>Year 5</th>
<th>Year 7</th>
<th>Year 9</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Fintona</td>
<td>All Schools</td>
<td>Fintona</td>
<td>All Schools</td>
</tr>
<tr>
<td>Reading</td>
<td>517</td>
<td>420</td>
<td>570</td>
<td>494</td>
</tr>
<tr>
<td>Writing</td>
<td>488</td>
<td>416</td>
<td>541</td>
<td>477</td>
</tr>
<tr>
<td>Spelling</td>
<td>480</td>
<td>414</td>
<td>545</td>
<td>495</td>
</tr>
<tr>
<td>Grammar &amp; Punctuation</td>
<td>524</td>
<td>424</td>
<td>580</td>
<td>491</td>
</tr>
<tr>
<td>Numeracy</td>
<td>485</td>
<td>396</td>
<td>562</td>
<td>489</td>
</tr>
</tbody>
</table>

Substantially above the Australian schools’ average

Source: MySchool Website www.myschool.edu.au
For approximately 600 students (including ELC), Fintona is a welcoming and safe environment where a sense of belonging and connectedness is experienced.

**Retention Rate**

Our student retention rate across the School is 93%.

**Student Attendance Rates 2012**

<table>
<thead>
<tr>
<th>Year</th>
<th>Attendance Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prep</td>
<td>94.8%</td>
</tr>
<tr>
<td>Year 1</td>
<td>96.5%</td>
</tr>
<tr>
<td>Year 2</td>
<td>96.7%</td>
</tr>
<tr>
<td>Year 3</td>
<td>97.8%</td>
</tr>
<tr>
<td>Year 4</td>
<td>95.5%</td>
</tr>
<tr>
<td>Year 5</td>
<td>97.4%</td>
</tr>
<tr>
<td>Year 6</td>
<td>97.3%</td>
</tr>
<tr>
<td>Year 7</td>
<td>96.5%</td>
</tr>
<tr>
<td>Year 8</td>
<td>97.2%</td>
</tr>
<tr>
<td>Year 9</td>
<td>96.5%</td>
</tr>
<tr>
<td>Year 10</td>
<td>95.4%</td>
</tr>
<tr>
<td>Year 11</td>
<td>96.8%</td>
</tr>
<tr>
<td>Year 12</td>
<td>93.1%</td>
</tr>
</tbody>
</table>
At Fintona, we believe that our teachers are one of our greatest assets. We are very proud of our staff and recognise that they work tirelessly to produce outstanding outcomes for their students. In 2012, the average staff attendance was 98.7% while the retention rate was 82% (this figure includes retirements).

The Professional Learning attended by staff was part of the School’s Professional Learning Plan which aims to provide staff with the opportunities to strengthen their academic knowledge and teaching skills whilst at the same time encouraging participation in broader areas of interest.

Staff attended Professional Learning sessions outside the School on 116 days during the year.

As well as this, all staff attended Professional Learning sessions provided by experts in various fields, brought into the School for Staff Days at the start of each term and on other occasions during the year.

Staff attended a wide variety of conferences and seminars. Many were subject and VCE related but others dealt with such topics as Leadership, Anxiety, First Aid, Asthma Awareness, Risk Management, Conducting Appraisals and Drafting Contracts.

The average expenditure per staff member was approximately $487.

Our staff are highly qualified and enjoy working in a close and supportive community. There were a total of 79 academic staff and 19 support staff employed in 2012. The following chart provides an analysis of our teachers’ highest qualifications and shows that 94.9% of our teaching staff have a Bachelors Degree or higher qualification.
OUR STAFF ARE HIGHLY QUALIFIED AND ENJOY WORKING IN A CLOSE AND SUPPORTIVE COMMUNITY

Teachers’ Highest Qualifications

- Bachelor Degree: 70.9%
- Masters Degree: 20.2%
- Graduate Diploma: 5.1%
- Doctorate Degree: 3.8%
Providing the best possible education for our students is Fintona’s primary objective. To help meet this commitment, we undertook two important surveys: a Parent Satisfaction Survey through ISV (Independent Schools Victoria) and a Student Satisfaction Survey conducted internally.

Parent Satisfaction

The aim of the Parent Satisfaction Survey was to gain valuable feedback from parents, and to understand perceptions regarding the quality of the educational experience at Fintona.

Data was obtained from 241 respondents from the ELC through to Year 12 representing almost 45% of our current families – a very pleasing result.

The Parent Satisfaction Survey measured parents’ responses across eight domains including Curriculum/Academic Program, Quality of Teaching, Learning Outcomes, Pastoral Care, Discipline and Safety, Resources, Parental Involvement and, Year Transition. In addition, the survey asked parents to rate their overall experience and whether they would recommend Fintona to others.

Parents were asked several questions in each of these domains on an 11-point satisfaction scale from 0 to 10 where 0=complete disagreement and 10=complete agreement with the statement.

Overall, the results demonstrate that Fintona parents have a very high satisfaction level in every domain at ELC, Primary and Secondary levels with the mean for each domain being higher than the ISV reference group.

On the whole parents commented positively on the following key areas of the School:

- Our small class sizes and high teacher:student ratio enables outstanding teaching and pastoral care so that students feel known and acknowledged as individuals.
- Our small size enables students to participate in a variety of co and extra curricula activities catering for many different individual interests.
- Consistently high academic achievements are a source of pride for many students.
• The curriculum provides exceptional educational opportunities enabling the fulfilment of students' aspirations.
• The teaching staff are committed, dedicated, approachable and excellent role models.
• The vast majority of students are very happy at school, motivated to learn and feel a strong sense of belonging.
• The ELC's educational philosophy and strong reputation are the main reasons why parents send their children to our ELC.

A summary of the data from the 2012 survey completed by Fintona parents is provided in the charts on the right.

Chart 1 shows the overall parent satisfaction means of each domain for the Primary and Secondary Schools, compared to the relevant Independent Schools Victoria reference groups.

Chart 2 shows the overall parent satisfaction means of each domain for the ELC, compared to the relevant Independent Schools Victoria mean. Overall satisfaction with the ELC was a very high mean of 9.5.
Students from Years 5 to 12 were also surveyed to gauge their satisfaction with the School, identify areas of improvement as well as understand the major challenges facing students today.

Responses to the Student Satisfaction Survey indicated that:

- The most popular aspects of Fintona among Middle and Senior School students are the small size and small class sizes of the School, excellent teaching staff and a friendly and welcoming community.

- Students also felt a confidence and willingness to participate in a wide range of activities and that the School equipped them well with key life skills including organisational, public speaking and problem solving in preparation for life beyond school. Opportunities for leadership were also highly valued.

- The major concerns for students right now relate to their careers and the competition they may encounter once they leave university, access to too much technology, cyber bullying, the environment and global warming, body image and peer pressure.

Any issues arising from both the Parent and Student Satisfaction Surveys have been considered by the Senior Management Team with initiatives put into place to address the areas of concern that fall within our domain.
2012 saw the implementation of our new Prospectus which we feel accurately reflects our core values, ethos and our educational approach. The feedback has been very gratifying and it is a pleasure to see prospective parent and student reaction to our new Prospectus. As a staff, we also developed a new School ethos as a further reflection of a fresh and original approach to our aims at Fintona.

We have continued our discussions about best practice both in the classroom and in our use of technology, the latter perhaps the cause of the strongest debate about how to embrace innovation without developing IT use for its own sake. We will continue to discuss issues as they arise and believe that it is an area best served by a ‘just in time response’ given the rapidity of change and research in the area.

In 2012, we also planned for staff development in teaching and learning continuing our belief that teachers can make the biggest difference to student learning best borne out by our VCE and NAPLAN results.

We continued with our renovation and renewal projects, renovating a number of rooms and bought new lockers, again as part of our plans to replace all lockers by 2014.

Planning began on a new ELC playground to conform to the Department of Education and Early Childhood Development’s (DEECD) policies but also to conform to the ELC’s desire to reflect International Baccalaureate and Reggio Emilia values and aesthetics.

The Board embarked on discussions for the next building and we hope to announce this sometime during the latter part of 2013. The building will conform to our Strategic Plan, 2009 – 2014, and be within a fiscally responsible budget.

Teachers responsible for the four core subjects, Mathematics, English, History and Science spent time planning for the implementation of the National Curriculum despite some uncertainty about the timing of its full implementation.

Various planning papers and meetings were also held about other aspects of the National Curriculum to prepare for the possibility that other areas would also need to be introduced such as Civics and Commerce with the implicit flow on effect on a crowded curriculum. New textbooks were ordered and staff attended various professional development sessions around the changes, which also included some reviewing of assessment and reporting.

FINTONA REMAINS FIRMLY FOCUSED ON THE FUTURE BUT ALWAYS WITH A CRITICAL AND DISCRIMINATING APPROACH THAT COMBINES THE BEST OF THE NEW WITH THE CONFIDENCE ENGENDERED BY A LONG HISTORY OF EDUCATING GIRLS AT THE HIGHEST LEVEL.
FINANCIAL OPERATIONS

THE SCHOOL HAS BEEN IN A STRONG FINANCIAL POSITION FOR MANY YEARS AND 2012 CONTINUES TO BUILD ON THIS POSITION.

The Finance and Administration team is responsible for providing information and process systems to all layers of the School and continually strives for efficiencies to best utilise the resources available to the School whilst meeting all statutory and compliance needs.

Fintona recorded another positive financial result for 2012, underpinned by consistently high student numbers and the School’s financial discipline. Over the course of 2012, the School maintained student numbers around 600 with most year levels at or close to capacity.

The IT department continued to provide support and services in line with its Strategic Plan. Planning commenced to upgrade the core IT infrastructure around the School, including high speed internet utilising a fibre optic service, upgrading data back up and disaster recovery equipment and the systematic rollout of desktops and laptops around the School.

The Maintenance department completed a number of special projects and continued to ensure the grounds were presented neatly. In addition, Maintenance also worked through its Classroom Maintenance Plan. During the year, the Library administration area was refurbished and a total renovation of the ELC playground commenced.
REVENUE AND EXPENDITURE FOR THE YEAR ENDING 31 DECEMBER 2012

Revenue Sources 2012:
- Fees 82%
- Government Grants 13%
- Donations 2%
- Other 3%

Expenses 2012:
- Employee Costs 63%
- Scholarships 12%
- Teaching Materials 8%
- Repairs & Maintenance 3%
- Depreciation 6%
- Other 8%
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