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It gives me great pleasure to present the 2013 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 the Report concerns 2013, 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 Annual Report is evidence of this.

In 2013, Fintona enjoyed another wonderful year. As usual, the students were involved in a great variety of activities across a myriad of interests, a pleasing reflection of the fact that they are able to pursue areas of interest as well as mandated areas of study.

In the latter arena, we were placed first in the state for our VCE results amongst non-selective schools and second in the State for our NAPLAN results, a source of enormous satisfaction, especially for the staff who work so hard to support the students in their endeavours.

Fintona sees education as beginning from birth and our youngest students are very important. It was therefore gratifying to see that the ELC exceeded the National Quality Standard for Education and Care, which is a new Federal government demand.

It brings me 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 to continue to offer a first class education for our leaders of the future.

Suzy Chandler
Principal
WHO WE ARE

WE WERE PLACED FIRST IN THE STATE FOR OUR VCE RESULTS AMONGST NON-SELECTIVE SCHOOLS AND SECOND IN THE STATE FOR OUR NAPLAN RESULTS, A SOURCE OF ENORMOUS SATISFACTION, ESPECIALLY FOR THE STAFF WHO WORK SO HARD TO SUPPORT THE STUDENTS IN THEIR ENDEAVOURS.

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 themselves 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.
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.

We had unprecedented VCE and NAPLAN success which placed us first in the state for VCE results amongst non-selective schools and second best in the state for NAPLAN results.

In the Science Talent Search competition, Fintona students received a total of 37 awards in the Primary Division and 41 awards in the Secondary Division. The projects of six of these students were selected for entry into the prestigious BHP Billiton Science and Engineering Awards.

Fintona’s Early Learning Centre (ELC) exceeded the National Quality Standard for Education and Care.

We announced the Art Precinct project - an exciting new building to be completed in 2015.

Junior School students put on a spectacular performance of ‘Rainmaker’.

Georgia Griffith finished first in the Victorian School Athletics Championships.

Tournament of Minds Team reached the Australasian Pacific Finals in Canberra.

Emma Schwerkolt was invited to attend the Australian Science Olympiad Summer School.

Abby Johnston was selected to perform in Top Acts at the Melbourne Recital Centre.

Olivia Plymin was chosen to perform in the Top Dance event held at the Melbourne Recital Centre.

Members of the Fintona family joined members of the Victorian Mobile Land Care group and the Macclesfield and Yarra Ranges Land Care group to plant 1000 trees on a farm at Yellingbo.

Jessica Greenan was the Victorian winner of The Simpson Prize. She travelled to Turkey in April along with other state winners, and attended the dawn service at Gallipoli on ANZAC Day.

Fintona Girls’ School students performed extremely well in the Berthe Mouchette Poetry Competition, winning a number of major prizes.

The Cooking Club was launched for Middle School girls and has now become a very popular activity.

Students performed a wonderful interpretation of Voltaire’s ‘Candide’.

Fintona Theatre Studies students performed ‘Working Title’ by Richard Baines.

Friends of Rowing hosted a Trivia Night to raise funds for the rowing program.

The amazing talent, creativity and imagination of our students was showcased in our Annual Art Show.

The Fintona Parents’ Association organised the inaugural Dads’ Beef and Burgundy night which was a great opportunity for Fintona dads to socialise.

The Music Faculty presented their Annual Music Concert which displayed the talents of girls from Year 3 to 12.
OUTSTANDING RESULTS

VCE SUCCESS

Fintona is the no.1 non-selective school in Victoria for 2013 VCE results.*

Fintona Girls’ School is renowned for consistently achieving remarkable VCE results. Fintona not only among the highest performing schools in Victoria but also in the country.

WITH A MEDIAN ATAR OF 95.1, FINTONA IS RANKED THE NO.1 NON-SELECTIVE SCHOOL IN THE STATE (THE AGE 18/12/2013), OUR BEST RESULT ON RECORD. MORE THAN TWO THIRDS OF THE CLASS OF 2013 ACHIEVED AN ATAR OF 90+ AND ALMOST ONE THIRD ACHIEVED AN ATAR OF 99+. THE CLASS OF 2013 IS TO BE COMMENDED FOR THEIR EXTRAORDINARY ACHIEVEMENTS BOTH ACADEMICALLY AND PERSONALLY.

2013 VCE HIGHLIGHTS AT A GLANCE

<table>
<thead>
<tr>
<th>Percentage of Students</th>
<th>Achievement</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>68%</td>
<td>Achieved an ATAR of 90+ placing them in the top 10% of the State</td>
<td></td>
</tr>
<tr>
<td>50%</td>
<td>Achieved an ATAR of 95+ placing them in the top 5% of the State</td>
<td></td>
</tr>
<tr>
<td>32%</td>
<td>Achieved an ATAR of 98+ placing them in the top 2% of the State</td>
<td></td>
</tr>
<tr>
<td>16%</td>
<td>Achieved an ATAR of 99+ placing them in the top 1% of the State</td>
<td></td>
</tr>
</tbody>
</table>

There were 7 perfect study scores of 50

Median study score is 38

36% of students achieved a study score of 40 and above

Our 5 year median ATAR is 94.15

2013 TERTIARY COURSES AND DESTINATIONS

There were 54 students who completed Year 12 in 2013

100% of our students received a first round university offer and these offers show the diversity of interest among our students from Medicine to Commerce to Fashion.

*The Age 18/12/2013
The following table is a comparison between Fintona’s 2013 ATARs and those of Victoria as a whole.
The 2013 NAPLAN results, released on the MySchool website, place Fintona as the second best performing school in Victoria. Our overall results for Writing, in particular, demonstrate that we are the best performing non-selective school in Australia. For Reading we are the second best performing non-selective school in Victoria and in the top two best non-selective secondary schools in Australia for Reading, Writing 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 amazing staff.

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

### PROPORTION OF YEAR 3, 5, 7 AND 9 STUDENTS ACHIEVING ABOVE THE NATIONAL MINIMUM STANDARD IN 2013

<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>96%</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>Writing</td>
<td>100%</td>
<td>96%</td>
<td>97%</td>
<td>98%</td>
</tr>
<tr>
<td>Spelling</td>
<td>100%</td>
<td>96%</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>Grammar &amp; Punctuation</td>
<td>100%</td>
<td>93%</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>Numeracy</td>
<td>100%</td>
<td>96%</td>
<td>100%</td>
<td>100%</td>
</tr>
</tbody>
</table>

SOURCE: NAPLAN DATA SERVICE, 2013
THE PERFORMANCE OF OUR STUDENTS WAS SUBSTANTIALLY ABOVE THE AUSTRALIAN SCHOOLS’ AVERAGE FOR EACH CATEGORY AND AT EVERY YEAR LEVEL TESTED.

2013 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></th>
<th>2012 Year 3</th>
<th>2012 Year 5</th>
<th>2012 Year 7</th>
<th>2012 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><strong>Reading</strong></td>
<td>499</td>
<td>419</td>
<td>576</td>
<td>502</td>
</tr>
<tr>
<td><strong>Writing</strong></td>
<td>496</td>
<td>416</td>
<td>554</td>
<td>478</td>
</tr>
<tr>
<td><strong>Spelling</strong></td>
<td>494</td>
<td>411</td>
<td>552</td>
<td>494</td>
</tr>
<tr>
<td><strong>Grammar &amp; Punctuation</strong></td>
<td>530</td>
<td>428</td>
<td>557</td>
<td>501</td>
</tr>
<tr>
<td><strong>Numeracy</strong></td>
<td>484</td>
<td>397</td>
<td>539</td>
<td>486</td>
</tr>
</tbody>
</table>

SUBSTANTIALLY ABOVE THE AUSTRALIAN SCHOOLS’ AVERAGE

SOURCE: MYSCHOOL WEBSITE WWW.MYSCHOOL.EDU.AU
OUR STUDENTS

FINTONA IS A WELCOMING AND SAFE ENVIRONMENT WHERE A SENSE OF BELONGING AND CONNECTEDNESS IS EXPERIENCED.

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 91%.

STUDENT ATTENDANCE RATES 2013

<table>
<thead>
<tr>
<th>Year</th>
<th>Attendance Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prep</td>
<td>94.6%</td>
</tr>
<tr>
<td>Year 1</td>
<td>94.9%</td>
</tr>
<tr>
<td>Year 2</td>
<td>94.8%</td>
</tr>
<tr>
<td>Year 3</td>
<td>93.2%</td>
</tr>
<tr>
<td>Year 4</td>
<td>96.9%</td>
</tr>
<tr>
<td>Year 5</td>
<td>95.2%</td>
</tr>
<tr>
<td>Year 6</td>
<td>94.7%</td>
</tr>
<tr>
<td>Year 7</td>
<td>96.7%</td>
</tr>
<tr>
<td>Year 8</td>
<td>92.9%</td>
</tr>
<tr>
<td>Year 9</td>
<td>95.2%</td>
</tr>
<tr>
<td>Year 10</td>
<td>95.0%</td>
</tr>
<tr>
<td>Year 11</td>
<td>95.5%</td>
</tr>
<tr>
<td>Year 12</td>
<td>97.2%</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 2013, the average staff attendance was 97.7% while the retention rate was 92% (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 110 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. Erica McWilliam, an educational consultant and professor at the Queensland University of Technology, ran sessions with staff on how to apply the latest educational research in the classroom and provided insight into where education and particularly employment is heading in the future.

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

The average expenditure per staff member was approximately $570.

Our staff are highly qualified and enjoy working in a close and supportive community. There were a total of 74 academic staff and 22 support staff employed in 2013. The following chart provides an analysis of our teachers’ highest qualifications and shows that 94.6% of our teaching staff have a Bachelor Degree or higher qualification.
We are very proud of our staff and recognise that they work tirelessly to produce outstanding outcomes for their students.

Teachers’ Highest Qualifications

64.9% Bachelor Degree

5.4% Diploma

4.0% Doctorate Degree

25.7% Masters Degree
We did not undertake a formal set of surveys this year, except for the annual Bullying Survey, but instead used other avenues to ascertain parent and student satisfaction. Various focus groups throughout the year, confirmed that the School’s key aims and ethos are viewed positively by parents and students alike. These are:

- Small class sizes which deliver a focused, personal and differentiated education
- A recognition of the individual as paramount to the School, combined with encouraging a sense of community
- Consistently outstanding results amongst a group of non-selected students
- A real satisfaction with the breadth of the opportunities for students outside the classroom and a recognition that participation is the most important aspect
- A recognition that staff are always willing to go the extra mile to support students in their endeavours
- Through the Bullying Survey, acknowledgment that interpersonal relationships are of prime importance and that as a school we fare well in maintaining positive relationships and deal well with any issues.

As a school, we are very aware of a need to avoid complacency and we are constantly monitoring the responses we receive to ensure that if there are areas to be noted for change, that we attend to them if required.
FUTURE DIRECTIONS

2013 included several initiatives that were a reflection of our ongoing commitment to education at the highest level and ensured the building blocks of a good education; literacy, numeracy, good citizenship and human decency remain the same, all of which prepare our students for the future.

To celebrate our 120th anniversary in 2016, the Board agreed to write an updated school history. The historian selected is Claire Levi, an Old Fintonian with strong connections to the School.

We also began our new Art Precinct which has been designed by Corbett Lyon, one of Australia’s foremost architects and a Fintona parent. The new Art Precinct will provide creative, 21st century facilities for our students and expand our offerings in Art to include a new Design unit.

We completed further refurbishments in various parts of the School and planning began for a refurbishment of the Middle School playground, the Meeting Room, Buick Hall and the Drama Room, to be completed over the course of 2014.

Work continued on various parts of the curriculum, most especially work on new electives to be offered in 2014, including Humanities and Art. We invited Erica McWilliam, an educational consultant and professor at the Queensland University of Technology, to run a series of professional development sessions with staff and parents. The focus of the sessions was the continuation of the work we have already undertaken on creating independent thinkers and learners and placing students at the centre of their own learning. Erica also spoke about Future Directions as part of our ongoing focus on where education and particularly employment is heading.

The Board adopted a progressive approach to its new Strategic Plan for 2015 to 2020 in line with our forthcoming Master Plan. The Board intends to work collaboratively with all members of staff in a session at the start of 2014 to obtain valuable input which will form the basis of the new Strategic Plan.
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 2013, underpinned by consistently high student numbers and the School’s financial discipline. Over the course of 2013 the School maintained student numbers around 585 with most year levels at or close to capacity.

The School has been in a strong financial position for many years and 2013 continues to build on this position.

The IT department continued to provide support and services in line with its operational plan. Work 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 continue to ensure the grounds are presented neatly. During the year, many classrooms and the Student Services office were refurbished. Work also began on the development of an Art Precinct area to be completed in 2015.
FINTONA RECORDED ANOTHER POSITIVE FINANCIAL RESULT FOR 2013 UNDERPINNED BY CONSISTENTLY HIGH STUDENT NUMBERS AND THE SCHOOL’S FINANCIAL DISCIPLINE.

REVENUE AND EXPENDITURE FOR THE YEAR ENDING 31 DECEMBER 2013

REVENUE SOURCES 2013 ($000)
- Government Grants: 1,853
- Donations: 259
- Other: 344
- Fees: 11,855

EXPENSES 2013 ($000)
- Scholarships: 1,605
- Repairs & Maintenance: 368
- Teaching Materials: 1,237
- Other: 1,251
- Employment Cost: 8,802
- Depreciation: 700