

Wenona Annual Report 2017

Message from key bodies

2017 has been a year where Wenona continues to go from strength to strength. Not all in life is straight forward, but as a community, we have helped raise each other's children, reminded ourselves on what matters in life, and encouraged each other to keep reaching for the stars. More than ever, we are focused on empowering and educating our young women to grow into women of courage, strength and wisdom. They must learn to stand up, be strong, and speak out!

In many of our Renaissance Studies classes this year, we have talked of power. What it is, how to recognise it, how to challenge it and how to challenge for it.

We have talked of entitlement and the power that comes from the good fortune of having been born in the right country, at the right time in history.

We have looked at how having a sense of entitlement, whilst powerful, is marked by arrogance rather than humility. And we have looked at what power is like when wielded with wisdom and compassion.

Our vision at Wenona is to empower our women not to sit on the sidelines of life, but to shoulder responsibility, and along with their brothers, to be leaders.

We seek to raise strong, kind and wise women. Women who are adventurers, who take on the big challenges, and who don't shy away from key issues. Women who will be a voice for those who cannot speak. Women who are prepared to lead, women to take responsibility. Women who will persist.

Women who will hold up half the sky.

This is why I believe so passionately in girls' education. I commend Wenona and our community of Renaissance women to you.

Dr Briony Scott
Principal

It can be easy to overlook the inequalities in our world. *Ut Prosim, that I may serve* is an absolute dedication to helping those who do not have the opportunities we do. It is a spirit of kindness and giving, which has become integral to our lives.

Our education is the most valuable gift we will ever receive. We must use it to shape and change the lives of others. We must never stop learning, challenging, asking questions, or trying to make change.

This small but powerful group of young women will be the ones to change the world, because we have already begun to do so.

Nina Marquard-Karp
Head Prefect (2017/2018)

About Wenona

Contextual information about the school

Celebrating excellence in girls' education since 1886, Wenona is an independent, non-denominational day and boarding school for girls K-12 in North Sydney, close to Sydney's cultural centre.

Under Principal Dr Briony Scott, our vision is for Wenonians to graduate as creative, resilient, articulate and well educated women. With close to 1,100 students, including 50 boarders, Wenona offers a rich array of academic and co-curricular opportunities within a creative and caring community.

The School's vibrant learning environment includes a blend of heritage and new spaces, including a pool and modern gymnasium. Leadership and teamwork skills are fostered through international and local service learning initiatives, guided by our motto, *Ut Prosim, that I may serve*.

Vision

Wenona's vision is to educate and empower young women in a global learning community to serve and shape their world.



Wenona

Student outcomes of standardised national literacy and numeracy testing

Student outcomes in NAPLAN 2017

Wenona students are performing well above the national standard in all areas of literacy and numeracy.

From this data the school has identified areas for improvement and has put strategies in place in order to develop student learning outcomes in these areas.

LEGEND	
State result (%)	Wenona result (%)

YEAR 3										
BAND	READING		WRITING		SPELLING		GRAMMAR AND PUNCTUATION		NUMERACY	
6	29.2	55.6	14.5	31.1	28.3	46.7	35.8	62.2	23.0	51.1
5	21.8	22.2	38.7	53.3	24.4	28.9	26.2	26.7	20.3	24.4
4	22.7	11.1	23.1	13.3	21.1	15.6	14.4	6.7	27.3	15.6
3	15.7	6.7	17.7	2.2	14.1	8.9	10.7	2.2	16.9	8.9
2	6.5	4.4	4.3	0.0	9.1	0.0	6.9	0.0	9.6	0.0
1	4.0	0.0	1.6	0.0	3.1	0.0	6.0	2.2	2.9	0.0

YEAR 5										
BAND	READING		WRITING		SPELLING		GRAMMAR AND PUNCTUATION		NUMERACY	
8	18.4	35.9	5.3	15.6	17.4	35.9	21.8	38.5	13.4	19.2
7	21.3	32.1	12.8	31.2	20.8	33.3	14.4	24.4	19.1	34.6
6	26.1	25.6	30.0	41.6	29.5	21.8	25.7	25.6	29.3	35.9
5	17.0	3.8	36.0	10.4	19.3	7.7	16.0	10.3	23.6	10.3
4	12.7	2.6	9.4	1.3	8.1	1.3	15.6	1.3	11.6	0.0
3	4.5	0.0	6.5	0.0	5.0	0.0	6.4	0.0	3.0	0.0

YEAR 7										
BAND	READING		WRITING		SPELLING		GRAMMAR AND PUNCTUATION		NUMERACY	
9	11.8	29.7	5.4	20.4	14.3	23.2	12.7	28.3	17.1	26.1
8	18.8	35.5	15.9	37.2	27.0	43.5	17.3	29.7	17.8	34.1
7	29.6	26.1	21.6	27.0	26.9	24.6	30.2	31.9	29.0	29.0
6	23.5	8.0	27.3	11.7	17.3	8.0	21.5	8.0	22.2	10.1
5	11.1	0.7	21.1	3.6	9.8	0.0	10.5	2.2	11.6	0.0
4	5.2	0.0	8.7	0.0	4.7	0.7	7.8	0.0	2.4	0.7

YEAR 9										
BAND	READING		WRITING		SPELLING		GRAMMAR AND PUNCTUATION		NUMERACY	
10	7.6	23.2	7.3	30.3	9.1	17.6	11.1	23.9	12.1	17.6
9	17.1	34.5	10.7	24.6	22.0	41.5	13.7	24.6	17.7	41.5
8	33.7	35.2	27.2	32.4	24.0	23.9	26.7	38.0	28.7	33.1
7	21.1	5.6	20.0	8.5	25.8	15.5	24.6	11.3	25.9	7.7
6	14.9	1.4	18.7	4.2	12.8	1.4	15.3	2.1	0.0VVVVV	
5	5.6	0.0	16.1	0.0	6.2	0.0	8.5	0.0	1.0	0.0

Record of School Achievement

All students achieved a Record of School Achievement.

School promotion of respect and responsibility

Policies for student management include the Student Code of Behaviour which is reinforced through Pastoral Care Groups and School Assemblies, to support and nurture students toward respect for self and others, personal integrity and responsibility, compassion and appropriate conduct.

Results in HSC

Combined Band 5 and 6 HSC results in comparison to the state.

SUBJECT	STATE	WENONA
Ancient History	36	78.6
Biology	39.3	64.3
Business Studies	36.1	85.7
Chemistry	42.7	58.6
Chinese Continuers	0	0.0
Design & Technology	43.2	100
Drama	42.1	93.3
E & E Science	36	100
Economics	49	55.2
Engineering Studies	36	62.5
English Standard	0	0.0
English Advanced	63.6	87.2
English Ext 1	93.4	95.6
English Ext 2	77.4	100
French Continuers	65.8	54.5
French Extension	93.3	100
Geography	41.9	97.2
German Continuers	58.8	60
German Extension	100	100
Japanese Continuers	61	33.3
Japanese Extension	0	0.0
Legal Studies	43.6	65.2
General Maths	25.5	75.6
Mathematics	53.5	69.8
Mathematics Ext 1	81.6	91.2
Mathematics Ext 2	84	100
Modern History	38.8	88.2
History Extension	79.6	94.5
Music 1	65.2	100
Music 2	89.2	100
Music Extension	94.9	100
PDHPE	30.6	90.9
Physics	33.8	44.4
Senior Science	0	0.0
Studies of Religion	0	0.0
Textiles & Design	50.5	100
Visual Arts	54.6	100

Distinguished achievers

65% of students achieved a mark of 90 or above in one or more subjects.

ATAR 50% - Percentage of students above 90

Post school destinations

University of Newcastle



- University of Sydney
- University of Melbourne
- RMIT
- University of Notre Dame
- University of Technology
- Macquarie University
- Charles Sturt University
- University of Newcastle
- University of NSW
- Australian Catholic University
- Monash University
- National Art School
- Australian National University
- University of Wollongong
- Torrens University
- Bond University

Qualification attainment

1% of students undertook vocational or trade training.

100% of students in Year 12 attained Year 12 certificate or equivalent VET qualification.

Retention

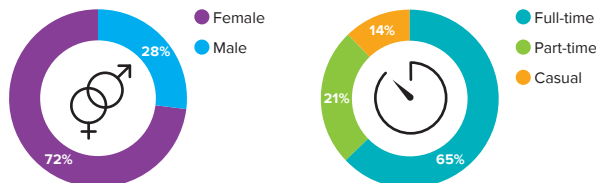
95% of Year 10 students in 2015 were retained through to Year 12 in 2017.

Details of teaching staff

108.90 – Full-time equivalent (FTE) teachers with Australian or AEI-NOOSR teaching qualification from higher education.

0.88 – FTE teacher without formal teaching qualification.

Workforce composition: Total no. of staff = 300



Staff who identified themselves as indigenous = 2.

**Composition of females/males based on Support and Teaching staff only, excludes casual, coaching and peripatetic staff.*

***Composition of employment type excludes music tutors and sports coaches.*

Summary of professional learning undertaken by teachers

At Wenona we see the professional development of all staff as pivotal to the education, wellbeing and learning of our students. Our annual publication, *Upon Reflection*, explores the professional learning journeys of our staff. You can find it here:

www.wenona.nsw.edu.au/wenona/publications



Throughout 2017, 111 staff attended 298 professional development sessions and conferences.

Satisfaction data

School satisfaction 2017 - overall



Expectations met or exceeded

Year 12 parents:

- STEM (Science, technology, engineering, maths) 97%
- Balanced education (96%)
- School's leadership (95%) and Academic standards (95%)

Year 12 students:

- Balanced education (96%) and Academic standards (96%)
- Quality of teaching (94%)
- Co-curricular program (93%)

Snapshot of school improvement targets



Quality teaching

- Piloted a professional learning program that had all K-12 teachers working in ongoing professional learning PODS to develop their expertise through sustained inquiry.

- Continued the school accreditation process as a NESA Endorsed PD provider with all Proficient and some Highly Accomplished standards now endorsed with NESA.



Quality learning

- Reviewed our current Learning Management System and committed to the implementation of a new LMS 'Canvas' that will strengthen digital pedagogies and blended learning K-12.

- Implemented K-12 Literacy and Numeracy Committees that will drive improvement across these foundations.



Empowering school leaders

- Developed the ability of leadership team to set strategic goals that aligned with School goals through targeted professional learning with McKinsey and Co.

- Strengthened the Academic Leadership Team K-12 as a cohesive group focused on whole school goals in literacy, numeracy and deeper learning pedagogies.



Meeting student need

- Implemented the Wenona Pastoral Care Framework K-12.

- Developed and strengthened the parent education program, strengthening the focus on pastoral care and increased community understanding of approaches to, and the significance of, student wellbeing.



Providing detailed information to the community

- Strengthened the relationship between the Alumnae and School, through the piloting of an Alumni Mentoring Program.

- Continued to develop a more strategic focus across the Community Engagement Team.

Student attendance rates

YEAR LEVEL	AVG. DAYS ABSENT	AVERAGE ATTENDANCE
0	2.34	94.9%
1	2.76	93.9%
2	2.46	94.6%
3	1.70	96.2%
4	2.44	94.6%
5	1.77	96.1%
6	2.29	95.0%
7	2.74	94.0%
8	2.93	93.5%
9	3.46	92.4%
10	2.95	93.3%
11	3.83	92.5%
12	2.17	95.3%

School policies

Non-attendance



In case of absence: parents/guardians notify school of absence by email or phone (reception).

Unexplained absences immediately followed up by text message.



Signed note required on return to school to explain reason for absence.

School Enrolment

Full text by link:

www.wenona.nsw.edu.au/wenona/publications

Student welfare, anti-bullying, discipline, complaints and grievances

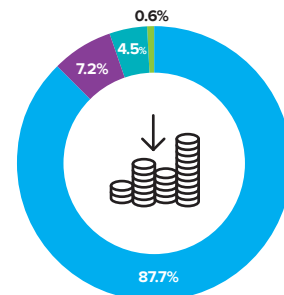
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Summary financial information

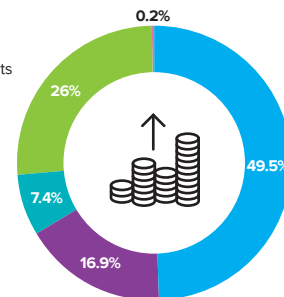
Income

- Fee and private income
- Commonwealth grants
- State grants
- Donations



Expenditure

- Wages and oncosts
- Non salary expenses
- Depreciation
- Capital
- Borrowing costs



Wenona

A 176 Walker Street, North Sydney NSW 2060
T +61 2 9955 3000
E reception@wenona.nsw.edu.au
W www.wenona.nsw.edu.au

