

PLC ANNUAL REVIEW 2014



PLC ANNUAL REVIEW 2014

ABOUT PLC

Presbyterian Ladies' College was founded in 1915 and has since sustained an international reputation for academic excellence and outstanding success in preparing young women to lead active, purposeful lives.

At PLC, every girl is given the opportunity to:

- *Develop an appreciation of intellectual challenge and a love of lifelong learning*
- *Gain the confidence to question, challenge and be creative*
- *Give and receive warmth and human understanding*
- *Belong to a community in which to experience the beauty and joy of life itself*

The School prides itself on being an influential learning community. PLC was one of the first schools in Western Australia to introduce a comprehensive laptop programme (1995) and to develop a Middle School (1996). PLC was also amongst the first schools in WA to introduce the International Baccalaureate programmes – with the Primary Years Programme being adopted by the Junior School in 2004 and the Middle Years Programme being introduced to Year 7s the following year. In 2011, PLC introduced the IB Diploma as a choice for students in Years 11 and 12.

PLC is committed to making a difference in the education of indigenous students. The School Council offers four full-tuition and boarding scholarships annually for Year 8 to 12 Aboriginal students primarily from the Kimberley region where the School has an established relationship with Aboriginal communities.

PLC shares a Memorandum of Understanding with its brother school Scotch College. While remaining committed to single sex education this partnership does allow for the sharing of resources, intellectual property as well as extension of opportunities for students. There are events such as performances (both Music and Drama), Service and educational tours, and co-joined Year 11 and 12 classes that provide meaningful learning experiences for our PLC and Scotch students.

PLC is a vibrant and engaging community strengthened by parental support and firmly committed to issues of social justice, reconciliation and civic engagement.

PLC ANNUAL REVIEW 2014

PRINCIPAL'S NOTES



In August this year, PLC entered its 100th year – an occasion to celebrate and one that will be marked with many special occasions in 2015. We will celebrate the inspiring women that have, and do, make up this community.

One such woman is Agnes Scorgie who established this School's roots, philosophies and traditions. This inspiring woman was only 34 years old when she was appointed PLC's

foundation Principal but she was, according to our School historian, Susan Maushart, already a powerhouse. A master of arts from the University of Glasgow, Scorgie had spent the previous 12 years teaching at the oldest and most prestigious School in Scotland, the fabled High School of Glasgow. It must have been a wrench to trade her position at one of the most prestigious secondary schools in the British Isles for a job at one of the most obscure and least established in the Antipodes. Susan Maushart, the author of our PLC history book, speculates that “the sheer challenge, the downright improbability of the adventure, must have been part of the appeal.”

Throughout her career at PLC, Scorgie advocated strenuously, and as it happened unrealistically for her time, for girls continuing their

education until age 18 or 19 before entering university or “any other calling they may have in mind”. That was quite forward thinking for its time, but especially for a colonial city with a population just over 120,000 and a university that had only just been established two years before our School. It was also at a time when women's role was seen as one of dependence and domestic servitude.

Along with a belief in gender equity, Agnes created a school culture based on hard work, high standards and a healthy dose of humour. A century later, it's a legacy that remains astonishingly intact. Take for example the commitment, talent and hard work that went into the 2014 student production of *Hairspray*. It was a celebration of teamwork, youthfulness and high standards.

2014 marked the final year of schooling for what had become known as ‘the half-year cohort’. Although small in number, this group of Senior School students did not miss a beat in sustaining student leadership, a culture of participation and a positive, caring school culture.

Beth Blackwood
Principal

PLC ANNUAL REVIEW 2014

COUNCIL



Responsible for the governance and strategic direction of the College, Council reports to the Uniting Church in Western Australia. All members are volunteers who offer significant professional skills and experience in areas such as education, law, finance, planning and business.

During 2014, Council sought feedback on the School's Strategic Purpose, existing strategies and initiatives as well as the capital requirements to undertake the Senior School redevelopment. The Strategic Plan focuses on four pillars: Students, Staff, Community and External Partnerships, and Resources and Infrastructure. A full list of the strategies and initiatives is available on the PLC website.

The Development Plan reviews the capital requirements, development options and priorities for the Peppermint Grove campus and beyond. In 2014, the Council committed to the redevelopment of the Senior School. The redeveloped facilities will provide effective teaching and learning areas for independent, small group and lecture-style learning while also providing for flexibility in the rapidly changing pedagogical environment in which we operate. The plans include some remodelling of the Quad that respects this area of the campus as a unique and treasured gathering point for generations of current and past students. The project was put out to tender in August with the successful company P&S Structures commencing Stage 1 of this project at the end of the 2014 school year. Across the year an extension of the current Library, Learning Enrichment Centre and cafeteria outdoor area was undertaken to provide additional recreational and teaching spaces for 2015.

Council gave approval for additional staff appointments to meet the recommendations of the Gifted and Talented Review. Specialist staff will be appointed in the Junior and Middle/Senior School to meet the needs of talented students. Additionally, approval was given for the implementation of a five-year pilot Arrowsmith programme in the Junior School to better meet the needs of students with learning difficulties.

A review of the co-curricular Music programme at PLC was undertaken and a strategic plan determined for the next five years.

Since the inception of the Memorandum of Understanding between

PLC ANNUAL REVIEW 2014

PLC and Scotch College, there have been a number of successful joint initiatives and projects. In 2014, WACE and Diploma students were again offered increased subject choices through cross-campus opportunities. Following the review of PLC's Constitution in 2013, the Council reviewed its Governance Charter to ensure consistency and compliance with legal, governance and risk management requirements.

A Marketing and Communications Sub-committee, chaired by Council member Stuart Love, was established during the year to provide strategic advice on achieving the strategic priority of 'designing and implementing a series of targeted marketing initiatives that differentiates PLC from its competitors.'

A significant undertaking for the Council in 2014 was planning for the selection and appointment of a new Principal to be effective from 2016. Current Principal, Beth Blackwood will complete her time as Principal at PLC at the end of 2015. A Council sub-committee comprised of the Chair, Professor Tracey Horton, Deputy Chair, Katrina Burton, Tony Taylor (Chair of Master Plan & Infrastructure) and Alec O'Connell (Headmaster of Scotch College) commenced the process by appointing a professional search agent. Additionally parents and staff were surveyed with regard what qualities they would seek in a new Principal.

During the year, we welcomed Mr Charlie Bolt (parent/Brookfield Multiplex), to the Finance Committee as an independent member. Former Principal, Mrs Hazel Day, stepped down mid-year as an independent

member of the Master Plan and Infrastructure Committee. We thank her for her service, knowledge and vision.

PLC ANNUAL REVIEW 2014

2014 COUNCIL MEMBERS

REV STEVE FRANCIS - Moderator of the
Uniting Church in Australia (WA)

PROF TRACEY HORTON
Chair of Council/university/business

MRS KATRINA BURTON
Deputy Chair/past student/current parent/law

MR MORGAN BALL
Current parent/finance

MRS KATHY BONUS
Past student/past parent/planning

MR STUART LOVE
Business/strategy

MR ANDREW MCKENZIE
Current parent/business

MRS JENNY PLAYFORD
Current parent/business

MR CHRIS SIMPSON
Current parent/business

W/PROF TONY O'DONNELL
University/Science education

MR TONY TAYLOR
Current parent/finance/recruitment

PLC also thanks the following people who have provided their time, knowledge and experience to Council Sub Committees during the year:

Mrs Hazel Day until June

(Master Plan & Infrastructure)

Mr Ned Franetovich (Master Plan & Infrastructure)

Mr Philip Idle (Master Plan & Infrastructure)

Mr Jamie Lutz (Chair, Audit)

Mr Phil Mirams (Finance)

Mr Charlie Bolt (Finance)

Ms Linda Wayman (Marketing and Communications)

Ms Dixie Marshall

(Marketing and Communications)

Ms Elizabeth Saunders (Marketing and Communications)

PLC ANNUAL REVIEW 2014

COLLEGE LEADERSHIP TEAM

Beth Blackwood
Principal

Keith Anderson
Deputy Principal

Kim Edwards
Deputy Principal

Heather Pope
Head of Junior School

Sharon Anderson
Head of Middle School

Neesha Flint
Head of Senior School

Sam Kronja
Director of Finance and Corporate Services

Chavaune Francis
Director of Community Relations

Chris Robinson
Head of Staff

Anna Hu
Director of Information Systems and Services

PLC ANNUAL REVIEW 2014

STAFF FAREWELLS



KEITH ANDERSON

PLC farewells
long-serving staff member
Keith Anderson.

His longstanding
contribution, dedication
and loyalty to PLC
has been appreciated.

KEITH ANDERSON

After 15 years of loyal service to PLC, our Deputy Principal, Keith Anderson, has retired.

Known for his curriculum organising skills and progressive educational philosophy, Keith will be greatly missed.

Much of what Keith has done at School was unobtrusive but his actions, educational knowledge, strategic thinking and excellent administrative skills have touched the lives of all students and staff.

He is a genius at timetabling. Many schools start with a grid and have students select their subjects according to the pre-determined timetable. Keith started with students' individual choices and sought to create a timetable that allowed for the maximum number of them to be accommodated – such was his commitment to tailoring education to suit the needs and choices of the individual student.

He has been instrumental in realising the co-operative arrangement we have with Scotch College, navigating a pathway between different

cultures, structures and expectations with negotiation skills, creative solution making and compromise.

We thank him for his work ethic, intelligent ability to challenge our thinking, to see things from different perspectives, for his leadership in the integration of technology to teaching and learning and dedication to seeking best practice and excellence in education.

Keith epitomises George Bernard Shaw's definition of a gentleman as "one who puts more into the world than he takes out."

PLC ANNUAL REVIEW 2014

2014 RESULTS SNAPSHOT

Our Year 12 class of 2014 was a small cohort due to a change in school entry age that took effect 12 years ago. In all, PLC had 90 students who either sat WACE or IB Diploma examinations with the goal of gaining entry into tertiary institutions.

IN WACE EXAMINATIONS:

The College's median ATAR was 90.9 compared to the State median of 79. In 2014, 98% of PLC Year 12 students achieved secondary graduation through WACE.

The breakdown of student numbers attaining an ATAR above 80 and where this places them in the WA cohort is represented in the following benchmarks:

49.3% achieved an ATAR above 90, in the top 10%
68 % achieved an ATAR above 80, in the top 20%

As well as the above, 97.5% of students achieved an ATAR that would give them entry into at least one of the five universities in Western Australia



Emilie Ong



Isobel Payne

GENERAL EXHIBITION

Emilie Ong

CERTIFICATES OF DISTINCTION

Certificates of Distinction were awarded to Alexandra Picton-Warlow (Economics, English, Psychology) and Nicola Aniere (English).

TOP PERFORMING SCHOOLS IN WA

PLC was listed among the schools with top performing students in the following 12 WACE courses of study:

Applied Information Technology • Chemistry
Economics • English • English Literature • Food
Science and Technology • French
Mathematics 3AB • Mathematics 3CD
Mathematics 2CD • Physics • Psychology

2014 WACE SUBJECTS

2014 WACE subjects included Applied Information Technology, Biological Sciences, Children Family and Community, Chemistry, Dance, Economics, English, English as an Additional Language, French, Food Science and Technology, Geography, Human Biological Science, Japanese, Literature, Mathematics, Materials Design and Technology, Media Production and Analysis, Music, Politics and Law, Physical Education Studies, Physics, Psychology, Visual Arts.

In 2014, 97% of PLC students applied for university entrance and of those 93% were successful in receiving an offer from universities throughout Australia.

IN IB DIPLOMA:

Our third cohort of IB Diploma students again achieved solid results with 100% being awarded the Diploma and 78% achieving at or above the world average.

Isobel Payne achieved 40 out of 45, placing her in the top 8% of Diploma students worldwide.

PLC ANNUAL REVIEW 2014

ACADEMIC ACHIEVEMENT

Our outstanding academic achievements across national and state competitions for 2014 include:

- The State Medal for the International Competitions and Assessments for Schools (ICAS) Year 6 Mathematics for Sophie Lim (Year 6) achieving the highest score in WA. Ping Yap (Year 8) achieved a High Distinction and ranked in the top 1% of students in Australia who competed.
- The Year 6 team of Elizabeth Crawford, Eloisa Malet, Luciana Treasure and Sophie Lim won the Have Some Fun Online Maths Competition for their Year level.
- The Alliance Française examinations: Mikaela Dunn placed first, Morgan Bowen second and Claire Bredahl third for the Stage 2 exam (Year 11). Abbey Mardon was placed 2nd in the Stage 3 exams (Year 12).
- Isabel Byrne (Year 9) received the Elite Award for French in the Language Perfect World Championships, being placed in the top 0.2% of national and international competitors. Saskia Thomas (Year 8), Lauren Moore (Year 9) and Katherine Curtis (Year 10) were in the top 2% and received the Gold Award.
- In the ACER Language examinations, the following Year 9 students were awarded High Distinctions: Miah Smith and Ava Cadee for Japanese and Isobel Byrne, Emily Bradley, Jane Lai and Alex Cowan for French.
- Arabella Davies (Year 8) placed second in the State Mandarin Speaking Competition.



TOP: The Write-a-Book-in-a-Day competition winners.
BELOW: Natasha Jethwa and Harriet Hinks (Year 9) with their award winning story book.



PLC ANNUAL REVIEW 2014

ACADEMIC ACHIEVEMENT *Continued*

- Tirie Kamide (Year 7) won the Year 7/8 Poetry division in The WA Young Writers' Awards. Olivia Williams (Year 8) was runner-up in the same division. Ping Yap (Year 8) was runner-up in the Prose section of the Year 7/8 division.
- The poems of Year 12 students Serena Green, Sarah Fitzgerald, Ellen Frodsham, Ella Newton and Kate Wilson (Year 11) have been published in the 2014 edition of *Primo Lux*, a collection of work by WA young writers.
- The team of Emily Flynn (Year 9), Rebecca Dunsdon (Year 9), Jamie Krige (Year 9), Jane Lai (Year 9), Natalie Everett (Year 8), Georgia Krige (Year 8) and Kate Curtis (Year 10) won first place in the WA Middle School category of the Write-a-Book-in-a-Day competition for Best Illustrations and Best Book.
- Harriet Hinks and Natasha Jethwa (Year 5) won the Year 4-5 storybook section of Westbooks Australia's 'Make Your Own Storybook' competition.
- Sannah Maclean and Rebecca Jordan (Year 12) won the Secondary Live Action category of the 2014 'Screen It' competition for their film, Transition.
- Phoebe Metcalf (Year 10) won the State Final of the UN Youth Voice Public Speaking Competition and Maia Harlap (Year 7) placed second in her section.
- Elsa Silberstein (Year 11) and Tabitha Malet (Year 10) were selected to attend the UN Youth Australia National Conference in Canberra in July.
- Abbey Mardon (Year 12) was selected as the National Youth Ambassador for World Vision.



ABOVE: Arabella Davies (Year 8) placed second in the State Mandarin Speaking Competition.

PLC ANNUAL REVIEW 2014

National Assessment Program Literacy and Numeracy (NAPLAN) testing for 2014

See below the percentage of our girls achieving in one of three bands nationally (top 20%, middle 60%, or lower 20%) for each area.

READING					
	National	PLC Year 3	PLC Year 5	PLC Year 7	PLC Year 9
Top	20	41	43	44	49
Middle	60	48	55	53	49
Lower	20	11	2	3	2
WRITING					
	National	PLC Year 3	PLC Year 5	PLC Year 7	PLC Year 9
Top	20	49	48	65	41
Middle	60	48	50	34	58
Lower	20	3	2	1	1
SPELLING					
	National	PLC Year 3	PLC Year 5	PLC Year 7	PLC Year 9
Top	20	21	36	43	36
Middle	60	58	60	52	59
Lower	20	21	4	5	5
GRAMMAR & PUNCTUATION					
	National	PLC Year 3	PLC Year 5	PLC Year 7	PLC Year 9
Top	20	36	48	62	44
Middle	60	49	48	34	54
Lower	20	15	4	4	2
NUMERACY					
	National	PLC Year 3	PLC Year 5	PLC Year 7	PLC Year 9
Top	20	35	38	40	38
Middle	60	62	57	54	59
Lower	20	3	5	6	3

PLC ANNUAL REVIEW 2014

PERFORMING AND VISUAL ARTS

The musical *Hairspray* was the highlight of this year's artistic calendar with more than 50 PLC students from Years 9 to 12 showcasing their dramatic, musical and dance talents in Term 3.

Other staged events included the Middle School production of *A Thousand Cranes*, the Year 11 production of *A Midsummer Night's Dream* and Synergy dance showcase.

The Senior School Art Exhibition displayed the creative talents of our Visual Arts students and Katherine Froend had her series of oil paintings, titled *Dysmorphia*, selected for inclusion in Year 12 Perspectives 2014 Exhibition at the Art Gallery of Western Australia.

Our Centenary sculpture artist, Ayad Alqaraghooli, worked as artist-in residence with students

at all levels, involving them in the creative process. His centenary sculpture will be unveiled on Arts Day in August 2015.

Concerts from the Music Department included the annual Proms Concert at the Quarry Amphitheatre, Solo and Chamber Music Concert, Junior School Winter Concert, Vocal Recital Evening, Piano Recitals, Scotch Senior Music Concert, WA Schools' Orchestra Festival, WA Schools' Jazz Festival, WA Schools' Band Festival, Senior Music Showcase, Duet Piano Recital, PLC Spring Concert, Middle School Vocal Recital and AMEB Piano Recital.

Virtual master classes were held with acclaimed musicians, pianist Arnan Wiesel and flautist Vernon Hill. Two students – Amelia Murray on piano and Ailsa

Edwards on flute – were chosen to virtually join students around Australia to perform and receive feedback from the musicians.

Our famous Pipe Band continued to be in hot demand to perform at community events, special occasions and the annual Anzac Day march and finished off the year with a spectacular performance at Speech Night.



ABOVE: The Senior School Art Exhibition
RIGHT: *Hairspray*

PLC ANNUAL REVIEW 2014

SPORTING EXCELLENCE



PLC took out all regattas in this year's rowing season, including the Overall Head of the River Regatta and the Premier Trophy for the most points throughout the season. PLC was also the only school to row a senior 3rd VIII once again, with this crew being placed second in the 2nd VIII Race consistently over the season.

PLC has again finished second in the overall IGSSA sports rankings, proving our School's ongoing competitiveness, particularly in team sports. PLC took out Champion School in hockey and water polo, finished second in soccer and softball and third in tennis and volleyball.

In the Junior School, the Year 5 Cross Country Team came first and the Year 6 team placed second at the School Sport WA Champion Schools Cross Country event.

The Sporting Excellence Programme continues to support our elite sportswomen, offering mentoring and assistance in co-ordinating training, competition and travel commitments, balancing training and homework requirements and developing effective time-management skills. Students in the programme include national pole-vaulting champion Nina Kennedy (Year 12), state fencing champion Alanah Maclaurin (Year 11) and state swimmer Hadley Lindsay (Year 11).

Upgrades to the Sport and Recreation Terrace behind the Junior School were completed at the start of the year. The new area replaces tennis courts and a playground with six new multi-use courts for tennis, netball and basketball, a nature-inspired play area and underground carpark.

PLC ANNUAL REVIEW 2014

CONNECTING THE COMMUNITY

The PLC community stretches from the students and staff on campus to their families and alumni far and wide. The generous support and involvement of so many of our members is what makes PLC such a vibrant and cohesive community.

We are very fortunate to have an enthusiastic and committed band of volunteer helpers who contribute in so many ways, from organising social events to fundraising for the School.

Members of the PLC Auxiliary again led an extraordinary effort in organising our flagship social and fundraising event, the annual Open Garden Day. In addition, there was the Outdoor Cinema Evening, City-Country Afternoon Tea, Country Day Luncheon, Junior School Quiz Night, tennis mornings, orientation days, guest speakers and event gatherings. Funds raised

by the Auxiliary have contributed to the centenary sculpture artist-in-residence programme and resources for functions

The Parents' Committee's fundraising role has focused on providing student scholarships, professional development grants, Speech Night awards for endeavour, the Year 12 Valedictory dinner, sponsorship for Year 12 leadership, parent badges, Support Your Daughter evenings and the annual Sundowner. In addition, funds have been allocated for additional resources such as the centenary sculpture and an alternative outdoor area and seating, initially for Year 12 while the Quad is redeveloped in 2015 and thereafter for Middle School students.

Of course we are also fortunate to have so many parents who are

actively involved in supporting their children and the School day to day and in a myriad of ways, from assisting in class and on excursions to baking goods for fundraising drives and giving their time as guest speakers and mentors.

The Old Collegians' Association has maintained connections to past students through events such as the annual OCA Art Exhibition and networking drinks. It also held a morning tea to welcome the Prefect Leadership of 2014 as well as a Welcome Lunch earlier in the year for past students returning as parents of new students. Once again, the OCA awarded three bursaries to current students who contribute positively to the School community.

In addition, PLC continues to hold reunions for alumni locally, interstate and overseas,



including Melbourne, Sydney and Singapore this year. The School also offers opportunities for alumni to remain involved and assist students through initiatives such as Grandparents' and Special Friends' Day, the PYP mentoring programme and Academic Guest Speaker presentations.

ABOVE: The OCA Welcome Morning,

PLC ANNUAL REVIEW 2014

COMMUNITY AND SERVICE LEARNING *Continued*

Community and service learning is integral to PLC's philosophy of engaging 'head, heart and hands' in its educational experience. All students have the opportunity to serve others through a variety of programmes both at School, locally and in the global community. Such is the commitment to serving others that in 2014, students, staff and the PLC community raised over \$145,000 for community projects.

The School's Service Leadership Awards model continues to see our students' growing commitment to serve by encouraging all students to demonstrate independent service initiatives within their own close communities in addition to the ongoing opportunities available through PLC.

Service Learning and co-curricular projects run throughout the year

work with community partners such as the Mosman Park School for Deaf, Mosman Park Primary, Amana Living, Good Samaritan Industries, Sportslink and Earth Carers. Senior students also volunteer as mentors to younger students and help with before school programmes.

The School supports UnitingCare West through its annual appeals each term, including book donations, blankets in winter, comfort packs for women fleeing domestic violence and Operation Santa, providing vital food and gift donations to those less fortunate during the festive season.

House Tutor Groups continue to run fundraising events to raise awareness for many community organisations, alongside student run events such as Make a Difference (MAD) Week, Relay for



PLC ANNUAL REVIEW 2014

COMMUNITY AND SERVICE LEARNING *Continued*

Life, 40-Hour Famine, Book in a Day, Pancake Day, Plastic Free July, Reconciliation Week, NAIDOC Week and Climb for a Smile. PLC students also launched the 'Keep the Flame Alive' Guinness world record attempt for the longest awareness ribbon in support of the Children's Leukaemia and Cancer Research Foundation.

Our boarding students regularly take part in the Salvation Army Door Knock Appeal, Cancer Council Relay for Life and volunteer as Red Cross ambassadors and for Conservation Volunteers Australia and Keep Australia Beautiful.

Parents have the opportunity to join their daughters in the Middle and Senior Schools to work on Family Service Projects outside school hours. Year 7 families spend time with seniors at Amana Living;

Year 8s collect and deliver bread for Fremantle PCYC Indigenous Youth; Year 9s work with Royal Perth Hospital and West Perth Rotary to package medical supplies and equipment to send to developing countries; Year 10s help feed the homeless in partnership with Manna Industries; Year 11 and 12 families help with the Fremantle Red Cross Soup Patrol and Senior School students also help out at PMH's Ronald McDonald House.

Service Immersion Tours offer students opportunities to learn firsthand what it means to be an active citizen of the world. In 2014, PLC again offered service tours to the Kimberley, Cambodia and Tanzania.



PLC ANNUAL REVIEW 2014

BEYOND MCNEIL STREET



National and international tours and exchange programmes offer students opportunities to learn about themselves, about others and the world around them. The experiences help build resilience, independence, interdependence, cultural awareness and international-mindedness.

In 2014, students were offered opportunities to undertake exchanges to Austria, China, France, Japan and South Africa. These exchanges enabled students to experience different cultures and for language students to practice their speaking and comprehension skills. Students from France and China also spent time undertaking reciprocal study at PLC.



A variety of group tours were available this year offering students cultural, sporting and service immersion experiences. These visited the Kimberley region, Canberra, Sydney (rowing), Indonesia (drama), South Africa (hockey), Cambodia, Tanzania, France and the United States. The latter was a special opportunity for our Gorna Liyarn indigenous dance group to perform at the World Folkfest in Utah and the Chumash Native American Museum in Los Angeles.



Students invariably look back upon their tours as wonderful opportunities to extend their knowledge and understanding while cementing friendships with other students and host citizens.

PLC ANNUAL REVIEW 2014

FOUNDATION

Throughout 2014, Foundation Scholarship recipients Halima Zaini (Year 7), Clare Wray (Year 8), Enya Zankharia (Year 8), Jordanne Mills (Year 9) and Tabitha Malet (Year 10) have flourished in a range of academic and co-curricular activities.

Halima, Clare, Enya, Jordanne and Tabitha all epitomise what the Foundation Scholarship programme aims to offer: the opportunity for a capable girl to benefit and develop from a PLC education who wouldn't otherwise be able to attend the School due to financial circumstances. The Foundation is committed to extending the Scholarship programme each year.

As we enter our Centenary year, Stage 1 of the Senior School redevelopment has been completed, which includes the extension of the Library and Learning Enrichment Centre.

Demolition works have been completed and the refurbished Scorgie extension and auditorium and a new dance studio will be ready for the start of the new school year in 2015. Work has commenced on the Quad restructure, which will see the Quad lowered to the level of the current cafeteria and will create an amphitheatre and allow surrounding buildings to flow out directly onto the space to create an integrated learning environment.

The level of support for this fundraising campaign has been most

encouraging and the Foundation is very pleased to advise that more than \$1.182m in donations and pledges has been achieved as at the conclusion of 2014. The Foundation gratefully acknowledges the generous support of parents, past parents, alumni and friends.

We would like to thank the Campaign committee for its tireless commitment and continued support: James Mactier (Chair), Robyn Ahern, Cathy Donaldson, Tony Grist, Andrew McKenzie, Ian Olson and Jane Whiddon.

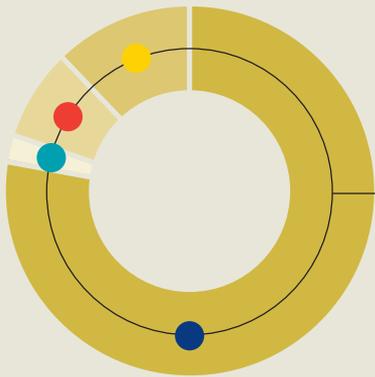
In 2014 the Foundation said farewell to Mimi Packer who retired from her role on the Foundation Board. As a former Old Collegian (1982), a past parent and an accountant, Mimi has contributed tremendously to the work of the Foundation since she joined the Board in 2003.

The School thanks the dedicated and enthusiastic volunteer Board members:

Robyn Ahern (Chair), Cathy Donaldson, Susanne Hobson, Ian Macliver, Andrew McKenzie, and Jane Whiddon.

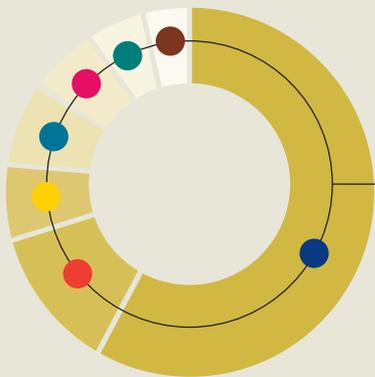
PLC ANNUAL REVIEW 2014

COLLEGE OPERATIONS



2014 Income

- Fees: 83%
- Commonwealth Grants: 8%
- State Grants: 7%
- Other: 2%



2014 Expenditure

- Salaries & oncosts : 72%
- Depreciation: 9%
- Utilities & Services: 7%
- Administration: 4%
- Teaching Resources: 4%
- ICT: 2%
- Boarding: 2%

PLC ANNUAL REVIEW 2014

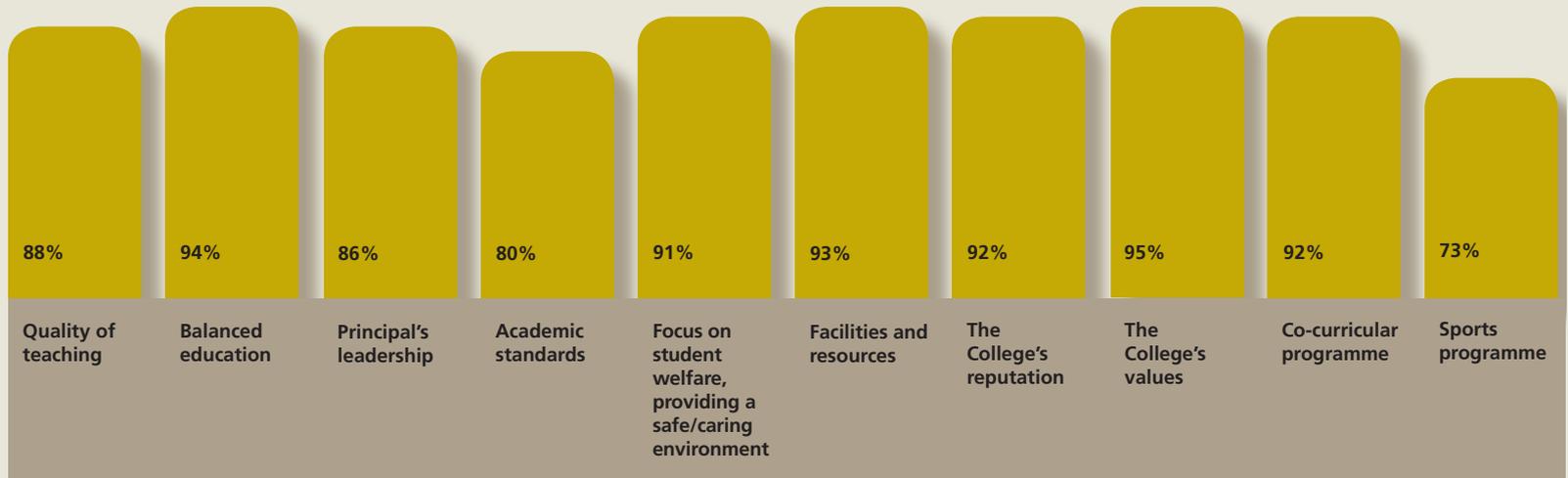
PARENT, STUDENT AND TEACHER SATISFACTION

In October 2014, PLC parents, students and teachers were surveyed through MMG, Sydney to gauge satisfaction with various aspects of life at PLC. The following graphs give an overview of parent, student and staff views. The data from all three surveys will inform future strategic planning and areas for strengthening.

PARENT SURVEY

A selection of the parent top level findings are detailed below, ranked in order of the importance the parents placed on reasons for choosing a school for their child:

2014 PLC PERTH PARENTS - EXPECTATIONS MET/EXCEEDED -TOP 10 (n=480)



Percent Expectations Met/Exceeded

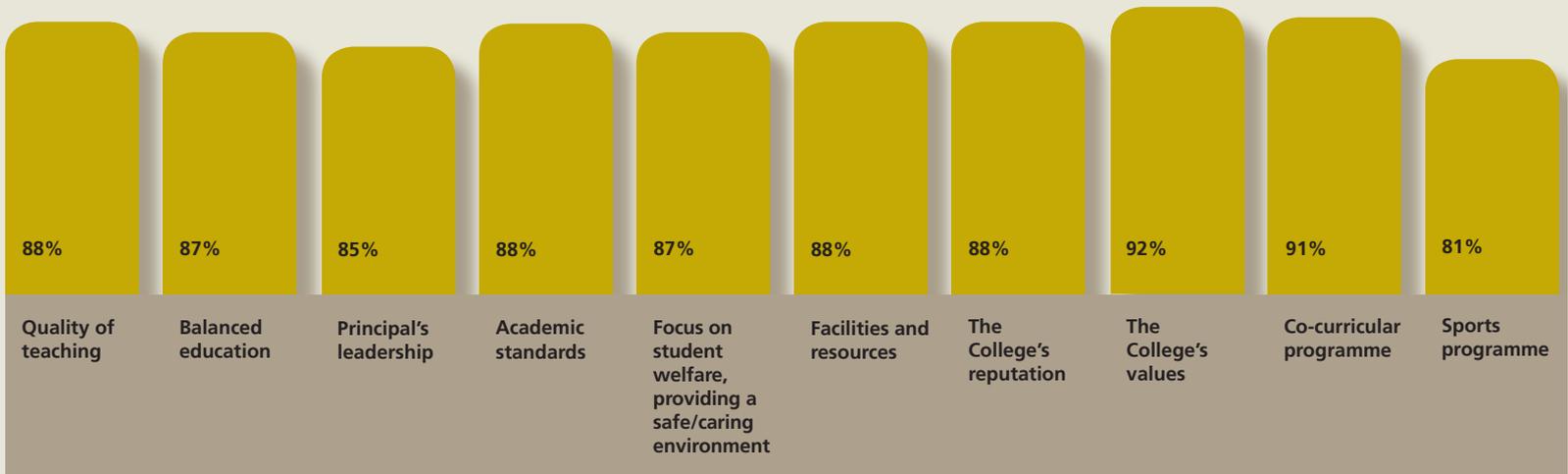
PLC ANNUAL REVIEW 2014

PARENT, STUDENT AND TEACHER SATISFACTION

STUDENT VIEWS

A selection of the student top-level findings is detailed below, ranked in order of the importance the parents placed on reasons for choosing a school:

2014 PLC PERTH MS & SS STUDENTS - EXPECTATIONS MET/EXCEEDED -TOP 10 (n=468)



Percent Expectations Met/Exceeded

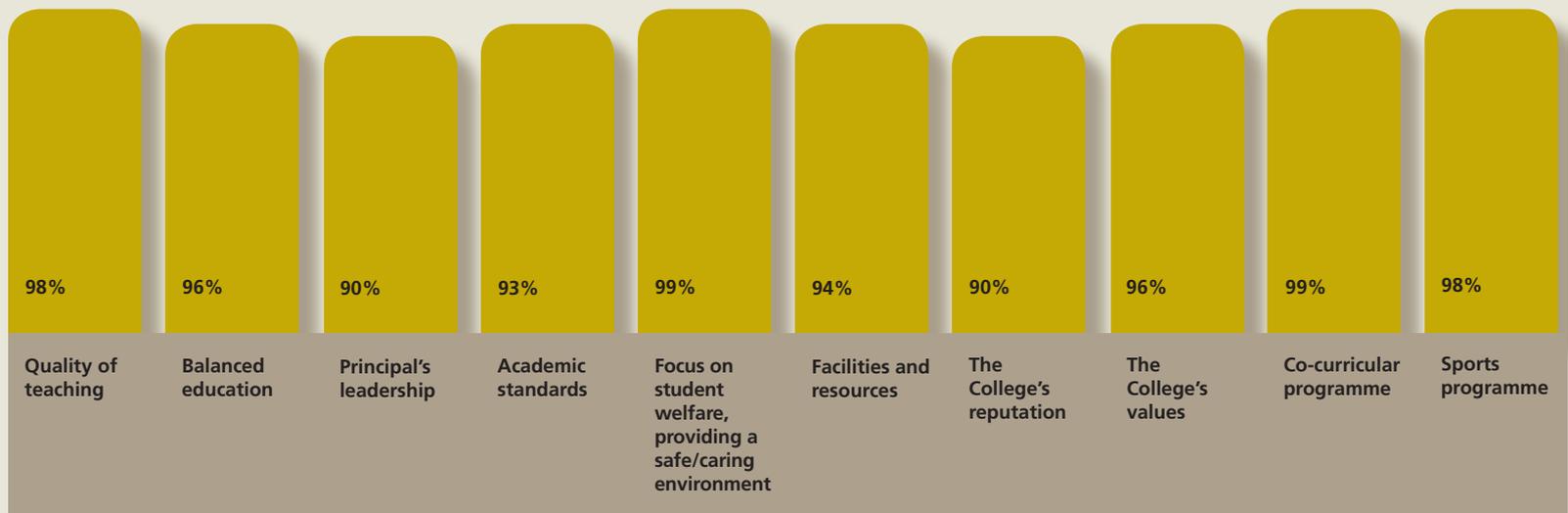
PLC ANNUAL REVIEW 2014

PARENT, STUDENT AND TEACHER SATISFACTION

STAFF VIEWS

A selection of the staff top-level findings is detailed below, ranked in order of the importance the parents placed on reasons for choosing a school:

2014 PLC PERTH STAFF - EXPECTATIONS MET/EXCEEDED -TOP 10 (n=165)



Percent Expectations Met/Exceeded

PLC ANNUAL REVIEW 2014

PARENT, STUDENT AND TEACHER SATISFACTION

PARENTS

PLC provides a number of opportunities, both formal and informal, for parents to be engaged with the School's programmes and with the progress of their daughters. Parents are encouraged to approach the School through the relevant Year Co-ordinator (Middle/Senior Schools) or class teacher (Junior School) at any time for specific discussions and regular exchanges of information are provided through the diary system, Semester Reporting and in Student-Parent-Teacher interviews. Support Your Daughter Evenings are held in first term for each year group and are ideal opportunities for communicating with teachers and other parents for seeking feedback.

At PLC we foster the vital partnership between home and school and we are especially grateful for the ongoing support we receive from our active School community. From loyal alumni to committed and passionate volunteer parent groups, the School relies on the continued dedication of a large number of support groups who foster friendships and communication as well as support for PLC with important events and activities.

The PLC Auxiliary, the Parents' Committee and each of the support groups offer many fundraising and social events as well as providing forums for seeking feedback on academic, pastoral care and co-curricular activities. Our support group representatives facilitate two-way communication between parents, the PLC Council and the Principal.

Our commitment to rural Western Australia saw representatives from the School visit Dowerin, Wagin, Broome, Karratha, Kununurra, Newdegate and Mingenew.

PLC is proud of the contribution past students make to their communities and continues to foster relationships with alumni by hosting a number of events that draw upon their expertise. The Old Collegians' Association, which represents alumni, is actively involved in the School and facilitates direct communication and feedback.

The PLC Links, a weekly e-newsletter and the bi-annual Blackwatch magazine keep parents informed of activities, achievements, opportunities and involvement of their daughters at the School.

STUDENTS

Positive psychology is the foundation for our pastoral care programmes, which encourage students to develop and sustain positive mental health and well-being.

Personal goal setting was introduced to all students from Years 7 to 10 to encourage them to take greater control of their own individual learning. The girls met with their tutors for one-on-one coaching throughout the year to keep track of their personal goal. The results were positive with girls feeling a greater sense of self-reliance and resilience.

An audit of well-being practices at PLC, including Positive Psychology, resilience and cyber-safety programmes has been undertaken by a committee of pastoral care and Physical Education staff. A coordinated, cohesive programme called Sparks has been designed to be implemented through Health and PE curriculum, Tutor time and ultimately Philosophy and Religious Studies. It will commence fully in 2015.

PLC ANNUAL REVIEW 2014

PARENT, STUDENT AND TEACHER SATISFACTION

Classes and House Tutor Group meetings provide a supportive and safe environment in which girls can express their concerns, accept challenges, take risks, and develop confidence and leadership skills, which encourage them to act positively for the good of the community.

Student views are regularly gauged through the Student Council and Middle School Forum where girls are encouraged to raise issues that affect them, to respect the views of others and to implement initiatives.

STAFF

PLC staff are involved in annual performance reviews, which enable expectations to be clarified, constructive feedback to be exchanged and professional development needs to be identified.

In 2014, staff workshops have reviewed the document 'Principles and Practices of Teaching and Learning at PLC' and become familiar with National Professional Standards for Teachers. Guidelines for Professional Leadership 1, 2 and 3 for salary increments for classroom teachers have been aligned with Highly Proficient, Highly Accomplished and head teacher status.

PLC is a trial school for Appretio, the NSW designed database for professional growth and development. All staff will be trained and the programme will be implemented in 2015.

The School has a range of communication channels for staff. These include Departmental and Board of Studies meetings for academic matters and Co-Ordinator/Tutor meetings, Heads of Schools and Senior Leadership meetings for pastoral care.

Furthermore, the Principal has an 'open door' policy for all issues, the Head of Staff and Deputy Principals are readily available and staff meetings are held regularly. In addition, there are Consultative Committees for both Teaching and Non-Teaching staff.

Staff who participate in tours and exchanges report back to the School on the outcomes of these activities via written reports or presentations at assemblies.

The PLC Staff Association provides a forum for airing staff views as well as organising social occasions.

STUDENT ATTENDANCE

The average attendance rate for Year 1 to Year 12 was approximately 96%.

Student absences are actively managed on a daily basis and include direct communication with parents where the School has not been notified by 9.00 am each day.

PLC ANNUAL REVIEW 2014

TEACHER STANDARDS AND QUALIFICATIONS

ALL PLC TEACHING STAFF ARE MEMBERS OF WACOT.

WORKFORCE COMPOSITION

The total number of staff at PLC is 238, including 189.5 Full Time Equivalent staff. The total staff number comprises 80% female 20% male on a FTE basis.

	Male			Female						
	Head Count			FTE		Head Count			FTE	
	Primary	Secondary	Both	Primary	Secondary	Primary	Secondary	Both	Primary	Secondary
Principal								1	0.2	0.8
Teaching	2	8	13	5.5	16.1	32	33	44	38.5	54.7
Specialist Support	0	0	1	0.2	0.8	1	1	4	1.4	2.9
Admin & Clerical	0	0	8	2.8	5.2	11	7	43	19.5	29.8
Operations	0	0	7	2.8	4.2	0	0	7	1.3	2.5
Total	2	8	29	11.3	26.3	44	41	99	60.9	90.7

TEACHING EXCELLENCE

PLC's teachers are committed professionals who model the concept of lifelong learning. In recent years professional development and pedagogy has focussed on concept based teaching; providing effective feedback that informs students (and parents) where they are, where they need to be and what they need to do to achieve the next level of achievement.

The School offers a diverse range of opportunities for staff to build both leadership and teaching capacity. Such opportunities include IB workshops and training courses, a Parents' Committee Grant for

professional development as well as regular in-house professional learning sessions. In 2014, John Fry received such a grant to attend a global conference on Chemistry in Canada. Carey Bouwer also travelled to Canada to undertake training for our Arrowsmith programme.

PLC STAFF QUALIFICATIONS

Staff qualifications are published annually in the Kookaburra magazine and the Community Handbook.

PLC ANNUAL REVIEW 2014

2014 STRATEGIC ACHIEVEMENTS

- Review of opportunities for gifted and talented students undertaken by Dr Ruth Phillips.
- Extension of 1:1 laptop programme to students in Years 1 to 4 with iPads.
- Established a Council Sub-Committee for Marketing and Communications and developed a strategic marketing plan for our centenary year and beyond.
- Introduction of Year 10 Quest Programme for outdoor education, international exchanges and service opportunities.
- Introduction of PLC's seventh House faction, Ross House (colour black), named after PLC co-founder Professor Alexander David Ross, to strengthen student pastoral care.
- Review of Music co-curricular programme and strategic directions established for 2015 – 2020.
- Reviewed Principles and Practices of Teaching and Learning at PLC as context for a Performance Management and Development Framework based on the National Professional Standards for Teachers.
- Senior Leadership completed training for Appretio, a database to support teachers' professional growth and development.
- Monitoring and strengthening of the online reporting and feedback system (Connect) for MYP students.
- Online reporting commenced Term 4 for Year 11 and 12 students.
- Preparation for Centenary celebrations to commence on Founders' Day, 19 August and continue through to Speech Night 2015.
- Implementation of mental health and well-being programme, Sparks, in Year 7.
- Capital campaign for new Senior School development undertaken.
- Extension of west wing of Library and Learning Enrichment Centre built to accommodate additional teaching spaces.
- Stage 2 of Junior School nature play area completed

PLC ANNUAL REVIEW 2014

2015 INITIATIVES

- Ongoing review and refinement of Junior School assessment and reporting policies (2014 – 2017)
- Develop and transform pedagogies and outcomes in Junior School Mathematics within the context of inquiry (2014 – 16)
- Further develop the Junior School Learning Enrichment structure of services and support, which includes providing multiple means of representation for diverse learners, multiple means of action and expression and multiple means of engagement.
- Five-year pilot Arrowsmith programme to commence in the Junior School to better meet the needs of students with learning difficulties.
- Whole school teaching staff professional development to become familiar with the database Appretio while undertaking a task ‘to research, trial and reflect on effective and targeted feedback to inform teaching and/or learning.’
- Implement recommendations from the Gifted and Talented Review including appointment of two specialists to support talented students in Junior and Middle/Senior School.
- Continue implementation of Sparks health and well-being programme across Middle School.
- Review MYP implementation at PLC across the past 10 years.
- Review results of 2015 parent, student and staff survey to identify priority areas for improvement and growth.
- Complete reflection and review process for IB evaluation (August) of all three programmes (PYP, MYP, Diploma)
- State government registration to be undertaken in March.
- Introduction of new Western Australian ATAR and general courses of study and requirements for Year 11, 2015 and Years 11 and 12 from 2016.
- Senior School building and redevelopment of the Quad to commence in November and ready for occupation in April 2016.
- Centenary celebrations including a Pipe Band gathering, launch of the School history, Old Collegian reunions and Art Exhibition, Founders’ Day celebrations and unveiling of a centenary sculpture.

PLC ANNUAL REVIEW 2014

PLC
14 McNeil Street
Peppermint Grove
Western Australia 6011

PO Box 126, Cottesloe
Western Australia 6911

Telephone +61 8 9424 6444
Facsimile +61 8 9424 6466
Internet www.plc.wa.edu.au

CRICOS Provider
Presbyterian Ladies' College 00447B