



## Annual School Report

**2023**

### Governing Body

#### School Board Members

Board member names	Date that the board member joined the Board
Rowena Stocks (Chair of the Board)	2020
Des Cook	1984
Lee Wills	2014
Philip Martell	2006
George Papuga	2012
Christine Georgiou	2019
Darralyn Cusack	2020
Kylie Payne	2023

### Our Vision

To be a world-leading school known for its unique and innovative neurodiverse educational programs where students' potential is unlocked so they can achieve their best as global citizens.

## Our Values



## Our Students

Because Rossbourne School is unique and one of a kind across Australia, our student community comes from a broad range of areas including some, whose families have moved to Melbourne from interstate and overseas so a child can attend Rossbourne School.

### Report from the Chair of Rossbourne School Board

It is with great pride that I present to you the Chairperson's report for the School's 2023 Annual Report.

Throughout 2023, our School continued to uphold its legacy while embracing evolution and growth. At the heart of our mission lies a dedication to enhancing the life chances of our students by placing them at the forefront of learning and fostering independence, social

connections, resilience, and respectful relationships. Under the leadership of Mr Shane Kamsner supported by our school executive and teams of exceptional educators, we have relentlessly pursued this mission across all facets of the School experience.

One of our key strengths lies in our unwavering commitment to continuous improvement. In 2023, we focused on enhancing our systems, fortifying compliance processes and policies, and augmenting our learning support and well-being resources to cater to the evolving needs of our students and staff.

Thanks to the strong leadership exhibited throughout the year, our School returned to full force, delivering a comprehensive education, encompassing both academic and extracurricular programs, throughout the entirety of the year. We also took significant strides in integrating Rossbourne Connect, our alumni network, as a cornerstone of our School community, culminating in the inaugural inclusion of graduating students and their families into the Alumni during the final assembly ceremony.

In this Annual Report, you will find evidence of our dedication to providing a diverse range of programs tailored to meet the unique needs of each student, celebrating student achievements within and beyond the classroom, and our commitment to sustainability and serving the broader needs of our community.

None of our achievements would have been possible without the steadfast support of our dedicated school community. I extend my heartfelt gratitude to our parents, carers, parent representatives, alumni, and friends for their unwavering support and collaboration.

The Board has played a pivotal role in stabilizing the School post-Covid and steering it towards a new era of growth and innovation. As we embark on formulating a new strategic vision in 2024, I am confident that together, we will continue to uphold our commitment to excellence and make a lasting impact on the lives of our students and their families.

I extend my sincerest gratitude to my fellow Board members, the school executive, and staff for their tireless dedication and contributions towards all that we have achieved. As you peruse through this report, I invite you to share in our collective pride and celebrate the remarkable accomplishments of our students and staff.

Rowena Stocks

Chairperson

## Rossbourne's Strategic Priorities

2021-2026

Strategic Priority	Level of Achievement
<p><b>A Safe and Supportive School</b></p> <p>Supporting and enhancing student and staff wellbeing is one of our most important priorities for Rossbourne. The creation of a safe, supportive environment is fundamental to the achievement of this endeavour and drives our approach to developing student learning resources, activities and curriculum. We embrace the legal and moral obligation this entails.</p>	<p><b>Ongoing</b></p>
<p><b>Quality teaching and learning</b></p> <p>Students at the centre of the learning program will be supported by a structured and sequenced approach to teaching and learning. This ensures that programs are effectively differentiated to support student learning and personal development needs and authentically assessed to determine student progress. Students and families will be supported to engage in planning a transition from Rossbourne, providing further opportunities following graduation from a full 6-year secondary program, where potential has been achieved.</p>	<p><b>Ongoing</b></p>
<p><b>Nurturing staff Development</b></p> <p>Staff are at the centre of delivering our learning programs and are committed to a wellbeing approach to education. Staff wellbeing is supported and staff are presented with opportunities to develop their skills and attain advancements in a meaningful way.</p>	<p><b>Ongoing</b></p>
<p><b>Community and Partnerships</b></p> <p>Rossbourne is part of a network of education and social communities. Communication and building sound relationships with these communities and networks are important to Rossbourne's ongoing development. To strengthen the experiences of Rossbourne students, connections with the alumni and past parents are fostered. Support for our graduates can be achieved through establishing relationships with educational and independent organisations.</p>	<p><b>In progress</b></p>

<p><b>Technology to Strengthen Teaching and Learning</b>          We must be future-focused in our approach to the relationship between technology and learning to ensure that Rossbourne students are educated in a contemporary manner. Teaching through technology will deliver experiential opportunities for students as they develop the skills essential for successful functioning in future social and work settings.</p>	<p><b>In progress</b></p>
<p><b>Stewardship and Sustainability</b>          Rossbourne will continue to evolve as a good corporate citizen and invest in developments that serve and deliver our priorities achieving these sustainably - both environmentally and financially. How to operate and manage these elements will provide a learning opportunity for students – one which we relish as we move toward the 60<sup>th</sup> anniversary of our service to the education community.</p>	<p><b>Ongoing</b></p>

## Principal’s Report

Rossbourne School continued to build on its culture and mission in nurturing our students as they develop self-worth and confidence. We support and empower students to realise their strengths so they will build foundations for personal achievements and create opportunities to define their own success in making a positive contribution to our community.

With a focus on student wellbeing, Rossbourne aims to enhance the life chances of its students by putting them at the centre of learning, and creating opportunities to develop independence, social connection, resilience, and respectful relationships.

Our commitment to co-education for students with unique learning needs dates back to 1967 and we continue to support a wide range of neurodiverse students, embracing them for who they are and providing a breadth of educational and personal development programs for students to explore their world, develop interests and to learn and refine their knowledge and skills.

In 2023, Rossbourne continued to focus on reviewing and reforming our educational offerings and student experiences so we can be confident we are providing the best possible learning and personal development opportunities for our students as they engage with a world that continues to change exponentially. We embrace the challenge of supporting our students to become “Life Ready Citizens” as we build a culture of continuous improvement.

Students were able to participate in our full range of learning experiences and received the specialist care and support of our dedicated staff. Among the learning opportunities that students engaged in over the 2023 school year were camps and outdoor education programs, theatrical and dance performances, inter and intra-school sporting events and competitions, creative writing competition, book week, NAIDOC week and a range of other cultural celebrations that supported students learning and understanding society, culture

and history. Our 12 students were the first Rossbourne students to complete both years of the Victorian Pathways Certificate (formally known as Foundation VCAL) and we concluded the year by celebrating the achievements of our graduating students with a formal Graduation dinner and ceremony.

Governance of Rossbourne School continued to be strong in 2023 led by our School Board Chair, Ms. Rowena Stocks. The school is very grateful for the dedication of its Board members and the range of knowledge and skills that make for a robust School Board, supportive of the school's leadership team and making sure that the best interests of the school are held paramount.

Our community continues to thrive and we look forward to embracing the future and developing the life chances of our students as they move towards adulthood.

Shane Kamsner  
Principal, Rossbourne School.

## **Awards**

- Wakakirri, a story dance performance; our students won a state award and were chosen as one of six finalists to perform at the State Awards Night. This group won recognition for costumes, lights and visuals and teamwork. Amy Walker, Michael Chan and Mimi Verasdi received special recognition for their public speaking skills.
- Rossbourne's A Grade soccer team were premiers for the second year in a row, winning the interschool sports competition against Emerson School.
- Rossbourne's A Grade netball team was successful in winning the premiership.
- Rossbourne's snow sports team was successful in the interschool competition held at Mt Buller, winning a total of seven medals.

## **School Events**

The range of organised events across the school year is not only designed to enhance the learning experiences of our students but also act to bring our community together. Some of the more substantial events were the Rossbourne Connect (Alumni) BBQ, International Women's Day Assembly, the student Disco Night, the Rossbourne Connect Disco Night, the Art, Design Technology, and ITC Exhibition, Speech Day Final Assembly, Creative Writing Competition and visiting author, sports carnivals, Human Powered Vehicle race, camps, parent social functions, Wakakirri – story dance production and our Graduation Ceremony.

## Bursaries

Rossbourne School offers Bursaries to families who can demonstrate significant financial hardship. Given Rossbourne School is the only school of its type in Melbourne and we have very limited places, we believe that a family's financial circumstance should not preclude a student from taking up an enrolment offer. In 2023, six Bursaries were accepted by families: two full Bursaries and four pro rata Bursaries.

## Board Supported Key Improvement Initiatives

<b>Improvement Initiatives</b>	<b>Level of Achievement</b>
Curriculum Framework – Revision and Reform (resulting in Rossbourne's Student Learning and Development Charter)	<b>Complete</b>
Laptops for Teachers	<b>Complete</b>
12 Plus Program – Conceptual blueprint and commissioning of report	<b>Complete</b>
Pathways Committee	<b>In progress</b>
IT Strategic Plan	<b>Complete</b>
Cyber Security – Audit and Implementation of Security Strategies	<b>Complete</b>
Enhancing Staff Wellbeing	<b>Ongoing</b>
Manningtree Rd – Building Development	<b>In progress</b>
Reconciliation Action Plan	<b>In progress</b>
Structured Annual Review Process	<b>Ongoing</b>
Staff Professional Development/Performance Plans	<b>Complete</b>
Enrolment and Admissions Process Restructure	<b>Complete</b>

## Attendance

Rossbourne School's priority is the wellbeing and welfare of its students and our processes and protocols are designed to support the safety of our students and know where they are at all times throughout the school day. Parents are required to notify Homeroom teachers by phone or email if their child will be late or absent from school for any part of the day by 8.15am. When arriving late to school or leaving early, students must sign in/out at the main school reception area. The table below provides the attendance levels for 2022. The figures reflect not only the commitment of students to attending school but also the fact that a number of our students do have regular appointments with external professionals in support of a range of neuro-developmental challenges.

<b>Attendance 2023 *</b>			
<b>Equivalent Year</b>	<b>Female</b>	<b>Male</b>	<b>Overall</b>
Year 7	89.2%	90.8%	90.2%
Year 8	89.6%	89.5%	89.6%
Year 9	90.6%	90.8%	90.7%
Year 10	83.6%	90.4%	89.4%
Rossbourne			

\*Reportable Attendance 2023 – Semester 1 & Term 3, full-time students Year 7-10 or equivalent

## Student Outcomes

Rossbourne is a Specialist School, and as such we have the flexibility to provide personalised curricular that are based on the specific needs of our students. Our holistic approach to providing education is very much integrated, combining academic programs with life skills as well as supporting students to develop independence and social capacities that will enhance their chances of achieving their defined success in school and socially as they mature into young adulthood. Students' learning outcomes are based on specific goals that relate to a student's neuro-developmental difficulties and these goals are set within Individual Learning Plans that are reviewed and adjusted as students progress through the year.



## Student Pathways

Rossbourne aims to prepare our students so they can make a meaningful contribution to our society. The majority of our graduates moved to the TAFE sector, either by enrolling in Supported TAFE courses or other TAFE pathways. Below is a table showing the percentage of 2023 Rossbourne graduates and their destinations for 2023.

Type of Course	% Graduates Attending
VPC (supported TAFE)	0
TAFE courses (mainstream)	5
TAFE courses (Supported)	10
VCE VM (TAFE)	3
Employment	5
NDIS-funded individual program	3
Not Known	1

## Staff

Rossbourne staff are dedicated professionals, motivated to deliver high quality meaningful curricular, administrative and practical enterprise to the school and its students. Rossbourne staff are part of a strong and supportive culture, where they access significant professional development opportunities, mentorship, career advancement opportunities and where staff contribute to the development and direction of the school and its programs.

Rossbourne can be considered an employer of choice as staff turnover is comparably low and there are consistent inquiries from prospective staff about the possibility of joining Rossbourne School.

The table below provides a breakdown of Rossbourne staff numbers by category as of the end of 2023.

Department	Staffing
Teaching Staff	27
Specialist Support Staff	3
Administrative Staff	8
Maintenance/Canteen Staff	2

## Finances

### Operating Revenue & Expenses for the Year Ending 2023

Rossbourne's combined revenue for 2023 was \$10,902,836 (2022 - \$9,502,850), primarily made up of State and Commonwealth funding grants and tuition fees.

The graphs below provide a percentage breakdown of revenue and expenditure for the 2023 year.

