

# PRESHIL



[www.preshil.vic.edu.au](http://www.preshil.vic.edu.au)

2023

## Table of Contents

# **01** Council President

A message from Preshil's School Council President, Emma Zipper.

# **05** Principal

A message from Preshil's Principal, Aaron Mackinnon.

# **09** Business Manager

A message from Preshil's Business Manager, Larry E. Roadcap.

## Acknowledgment of Country

Aboriginal or Torres Strait Islander people.

We acknowledge the Wurundjeri Woi Wurrung people of the Kulin Nation, as the Traditional Custodians of the Land on which we are situated. We pay respects to Elders past and present, and extend this respect to all

**11** Governance Governance

at Preshil.

**13** Staff

Preshil staff and qualifications.

# Council President's Report

## *Completion of Strategic Plan*

I am pleased to announce that over the course of the past year we have successfully completed our strategic planning process for the next five years (2024–2029). This comprehensive effort involved input from our entire community, including staff, students, parents, and alumni. The resulting strategic plan will guide our actions and decisions as we continue to evolve and thrive.

## *New Mission and Vision Statements*

Our first step considered how to best articulate Preshil's mission and vision, balancing Preshil's rich history as Australia's oldest and most eminent progressive school, honouring the legacy of the innovative and creative educators that have graced its beautiful grounds over the past 90 years, with the need for innovation and change to keep pace with Preshil's ideals for the next 90 years.

Preshil's Mission is now succinctly captured in the following statement:

**“Fostering a community to support students to forge their pathways for themselves informed by their passions and talents.”**

This mission reflects our commitment to personalised learning, individual growth, and empowerment.

Preshil's Vision is summarised in the following statement:

**“We envision a school that is progressive and embraces new ideas in a learning community enriched by its diversity.”**

## *Six New Strategic Pillars*

Through our extensive consultation, we identified our Six Strategic Pillars that will guide our actions over the next five years:

- 1. Student-Centric:** Our focus will remain on each student's unique journey. We will tailor experiences to their needs, aspirations, and talents.
- 2. A Clear Preshil Identity:** We celebrate our distinctiveness. Our identity is rooted in progressive education, creativity, and community. Preshil has its own distinct approach to educational and

pedagogical practices developed over 90 years of leading in progressive education. These Preshil educational principles are an integral part of the Preshil identity.

**3. Built for Purpose:** Our facilities, programs, and resources will align with our mission, vision, and unique educational approach. We will invest strategically to enhance the student experience, with Preshil's educational principles in mind.

**4. Aligned Educational Program:** Our newly articulated mission guides our educational principles, programs, pedagogical practice, and implementation of curriculum. We will continue to evolve, integrating innovation, interdisciplinary learning, and real-world relevance, within the context of the Preshil approach to education.

**5. One Preshil:** We will foster unity across year levels, campuses, and stakeholders. Together, we will shape the Preshil experience.

**6. Operational Excellence:** Rigorous governance, risk management, and compliance will ensure our efficient and transparent operations. Our successful Victorian Registration and Qualifications Authority audit and The International Baccalaureate Organization (IBO) reviews of the Diploma Programme in 2023 and Middle Years Programme in 2022 attest to this commitment. **1**

## ***Additional Highlights***

**1. VCE (Victorian Certificate of Education) Vocational Major Commencement:** In 2023, we were excited to introduce the VCE Vocational Major – Creative Industries, providing senior secondary students with more choice through a vocational pathway. Preshil has a strong history and is able to connect students with work experience in creative sectors. This initiative aligns with our commitment to personalised learning and holistic development.

**2. Reconciliation Action Plan (RAP):** Our RAP reflects our dedication to reconciliation, respect, and understanding. We will continue to collaborate with Indigenous communities, embed Indigenous perspectives, and promote cultural awareness. In 2023, staff undertook cultural safety awareness training as part of our RAP, to better support our Indigenous students.

**3. 90th Anniversary Celebrations at Summer Sol:** We welcomed the Preshil community to celebrate our 90th Anniversary at the Summer Sol Music Festival. Our dedicated and caring archivists, Libby and Felicity, put on an amazing display of Preshil gallery exhibits over a 90-year history, connecting the past to Preshil today. Summer Sol featured planned and impromptu musical acts from our talented staff and student musicians. The evening closed with a spontaneous finale dance to the Nutbush in an "Only At Preshil" moment. Thank you to our Head of Music, Michelle for her energy in bringing the event together in a fun communal celebration of what makes Preshil so special.

**4. Celebrating Our Graduating Class of 2023:** Our graduates have left an indelible mark on Preshil. We celebrate their achievements and anticipate the positive impact they will make beyond our school gates. Every year our graduates shine with intelligence and maturity at the Valedictory Celebrations attended by students, parents, teachers, and members of our Board. Each student is individually honoured by our dedicated staff with a personalised slide show and an Ode to them that brings a tear to the eye. The relationship between teachers and students where they are truly seen and understood is never clearer or more personal than in this touching tribute to each student as they move on to forge their own pathway for themselves. Our graduates are now in their chosen pathways and we are delighted to see them flourish. Preshil's encouragement of self actualisation is seen in the many different pathways. Our graduating class of 2023 were such impressive and articulate young people, and as one student said in a speech at the valedictory event, "Preshil has allowed me to be more of myself," I reflected on how many students I have heard express this sentiment over the years. Preshil students know who they are, they are taught that who they are matters and they leave us with a strong sense of self. They have a confidence and capacity to express what matters to them and tackle the challenges thrown their way in the world in which they live.

## ***Embedding Our Values***

In 2023, we consulted with our community to broaden our values and behaviours to a new set of core values that the community considered most important - **Kindness and Respect, Courage to Learn and Grow, and a Community that Collaborates**. These were successfully embedded throughout our school community in 2023. These values guide our actions, interactions, and decision-making.

## ***Thank you to our former Principal***

We also say a fond farewell and express our gratitude to our former Principal, Joshua Brody who served us over the past 2 years, moving here from the United States. Josh was integral to the strategic planning process and especially, the embedding of the core values across the staff and students, leading the community engagement for our Strategic Planning process in 2023. Having his international perspective on progressive education was helpful as we considered the community feedback on what we were doing well and where there is room for growth. We enjoyed having Josh, Angelica, Noa, and Teo as part of our Preshil family and we wish them all the best as they return home to the United States.

2

# **Council President's Report (Cont'd)**

## ***2023 Challenges***

The school faced some challenges over the past several years as have many independent schools – a global pandemic and the impacts of lockdown on students' learning and wellbeing, new laws that impact schools, and cost of living challenges for families. We have also seen a changed competitive landscape for schools, particularly in the senior secondary market, with many schools marketing themselves as “progressive” both in the independent and Government school sector.

Following the Royal Commission into Institutional Responses to Child Sexual Abuse, the statute of limitations on historical claims was retrospectively removed pursuant to the Limitation of Actions Amendment (Child Abuse) Act 2015 (Vic). The consequence of this was that, since 2015, claims that were previously statute-barred because they occurred many decades ago, could now be made. Like other Victorian schools, since this change in law, we have faced and taken responsibility as an institution for the awful impact of past instances of historical child abuse suffered as the result of conduct of an individual former staff member who left the school decades ago. Our compassion is entirely with the victim survivors of this perpetrator, and we commend the victim survivors for their bravery in coming forward. As such, a change in law with retrospective application was not able to be anticipated by past administrations, historical claims made after the change in law in 2015 have had a financial impact on the School which carried over into 2023.

In addition, in June 2023, the Victorian Minister for Education announced the introduction of payroll tax for non Government schools from 1 July 2024, including Preshil. This has also impacted the school finances and operations going forward.

Even though Preshil's balance sheet remained strong over 2023, investment in the infrastructure, resources, and programs is needed to ensure the school will continue on as a leader in progressive education for the next 90 years. This has been incorporated into the Strategic Pillars that underpin the new five year Strategic Plan.

## ***Upcoming change***

Following the Strategic Plan, it was decided that the school should review its balance sheet to assess how Preshil was placed for future investment to deliver on the Strategic Pillars and achieve growth. An initiative was undertaken to review the current use of space and resources to consider current and

future student needs.

## ***Investing in the Future***

We have recently announced that in order to realise the dream of creating state-of-the-art, purpose-built facilities and recreational spaces for the future, we have:

- agreed with our long-term neighbour, Carey Baptist Grammar, for them to acquire a segment of the secondary school campus, comprised of the old music rooms and the old mansion called “Kalimna” closest to the Carey campus; and
- decided to retain The Pines for use by our Arlington kindergarten and primary students.

We have agreed with Carey that Preshil will continue to occupy that segment of the secondary school campus until the beginning of 2028 to ensure that there will be no disruption to our senior students’ learning experience in the coming years whilst we plan for changes to our campus sites to live up to our ideals. Importantly, we still retain a very large footprint for our secondary campus, even after 2028, where there is ample opportunity to make better use of our indoor and outdoor spaces.

## **3**

Our Building and Environment Committee, which has significant architectural expertise, is already commencing work on a Master Plan and will invite collaboration and co-design with our students and staff - an approach, which helped to successfully guide the design and building of our award-winning Arlington Campus. We are excited about the prospect of creating new purpose-built spaces, state-of-the-art facilities, enhanced landscaped gardens and recreational spaces with Preshil’s unique educational principles and sustainability in mind.

Importantly, through these decisions, Preshil is now able to fund long-overdue capital improvements across both our senior and junior campuses, as well as invest in the programs and services on offer for our students in the context of the new mission and vision.

## ***Education of Tomorrow***

We recently announced a comprehensive expert educational review. We have great plans to offer our students more choice and agency in forging pathways for themselves informed by their talents and passions. Our experienced and talented Education Committee and Educational leadership team have worked hard balancing Preshil’s rich history as a leader and pioneer in progressive education with innovations that will help our students from Kindergarten to Year 12 to thrive in today’s context. Importantly, Preshil has its own ethos, culture, philosophy, and pedagogical practices that will be the lens through which all academic programs will be viewed and implemented.

We are now in a position to invest financially in innovation and best practice programs, and we have the in-house expertise to make it happen, with our talented staff and expert educational leadership. A new hive of activity is already underway which reconnects our beautiful school intelligently with our roots to drive a future that improves the student experience and their outcomes. The continuation of the IB is complemented but the introduction of the VCE. Through innovative scheduling and highly capable staff, Preshill can offer a wider selection of program options for their students than many other school of our size.

As we venture forth into the coming year with a renewed sense of optimism, we welcome Aaron Mackinnon as our new Principal to our Preshil family. He is an immensely talented leader in the progressive educational market in Australia who has significant runs on the board innovating in Victorian schools to deliver successful outcomes. There are bright days ahead with Aaron at the helm to lead us into a new era.

This is an exciting and transformational moment for Preshil.

Thank you for your continued support as we shape the future of Preshil together.

Warm regards,

# Principal's Report

## ***Overview***

The 2023 school year was one of great change and progress. Significant progress was made on the development of Preshil's first Strategic Plan in a decade. Preshil successfully completed the IB Diploma Programme evaluation. To support our secondary school students, Preshil received approval to deliver a VCE Vocational Major offering for Year 11 & 12 starting from the 2024 school year.

## ***School Leadership***

Preshil's 2023 year began with the appointment of Shell Hove as the new Business Manager, starting in the first part of the year. In December 2023, the previous Principal, Dr Joshua Brody, resigned, prompting a recruitment search for a new Principal that spanned from December 2023 into 2024.

## ***Student Achievement for Year 12 - The Third IB Diploma Cohort***

In 2023, 17 DP students (plus 2 resits from 2022) completed their studies. 89% of students who applied for courses received first-round offers. The top ATAR was 99.25, and all of our graduating class received their Diploma.

## ***National Assessment Program – Literacy and Numeracy (NAPLAN)***

66 students received NAPLAN results in 2023 across Years 3, 5, 7, and 9. The 2023 revision of NAPLAN reporting, from the Australian Curriculum Assessment and Reporting Authority (ACARA), describes a shift from reporting student achievement against a numerical band to a proficiency level. The standards against which children are now benchmarked are Exceeding, Strong, Developing, and Needs additional support. Given the changes in reporting structure, 2023 results cannot be measured against the results from years prior. As in previous years, our children performed most strongly in the Reading and Writing assessments across all year levels.

## ***Student Attendance***

In 2023, overall class attendance for students from Prep to Year 12 was 80%, with 73% of students

maintaining attendance rates of 80% or higher.

## ***Kindergarten and Primary Years***

The Primary Years Program (PYP) is a framework that aligns with the localised Victorian standard curricula. Preshil utilised this program's strengths to emphasise some of the inherent Preshilian approaches of inquiry and interdisciplinary learning. This supported teachers to work within a framework of educational standards while embracing the experiential and inquiry-based learning approaches central to Preshil. A dedicated staff member assumed the role of PYP Coordinator, ensuring adherence to IBO requirements. This role is crucial for maintaining program integrity and compliance and supporting our teaching staff with their various IBO responsibilities.

## ***Commitment to Inquiry-Based Learning***

Our focus remained true to nurturing curiosity and fostering a love for learning. We leveraged inquiry-based learning opportunities to create dynamic and engaging educational environments where students actively participated in their learning journey. Using play worlds as a tool, we encouraged creativity, the arts, and self expression.

# **5**

## ***Middle Years Program (Years 7-10)***

As students transition into Years 7 and 8, they enter the IB Middle Years Program (MYP). This program further embeds the Victorian curriculum within our Preshil-aligned approaches and IB MYB framework, ensuring continuity and depth in learning. An MYP Coordinator oversees the implementation of the program, ensuring alignment with IBO guidelines and the unique Preshil approach. The MYP serves as a preparatory platform for students, establishing a foundation for their continued academic journey into Years 9 and 10 of the MYP.

## ***Senior Secondary (Years 11-12)***

In our Senior Secondary years, we offer the IB Diploma Program (IBDP): a comprehensive two-year program allowing students to engage deeply with their studies. Importantly, Preshil does not impose eligibility criteria based on academic results; instead, we hope to support all students as they navigate the rigours of this highly academic offering. The Partial DP option enables students to select specific subjects of interest, providing flexibility without resulting in a formal Year 12 qualification. Although the school's initial plan when implementing the IB was to include the IB Careers Program, a state-imposed restriction led the school to explore the VCE Vocational Major as an option. In 2023, Preshil was accredited to offer this pathway from the commencement of the 2024 school year. The VCE VM is designed for students seeking a targeted and applied learning approach, or who prefer an alternative to the rigours of the IBDP. It combines on-site skills development with VET studies from external providers.

## ***DP Evaluation Report***

In 2023, Preshil completed the IB Diploma Programme evaluation process. This review required considerable time and effort from the entire school community, with a special thank you to our IB Diploma Programme Coordinator, Cat Pacitti, for her hard work.

## ***Other Key Aspects of the School Program 2023***

2023 saw Music remain at the forefront of our program across both campuses, both as a continued curriculum offering and as a co-curricular opportunity. Taran Carter finished up as Preshil's Head of Music at the end of the school year, with Michelle Berner taking over as Head of Music leading into the 2024 school year.

The Electives program sessions are always a great opportunity for students to collaborate in a variety of

multi aged experiences. 2023 activities included jewellery making, coding, cooking, environmental art and sewing, claymation, Japanese, board games, inventions, digitech, fencing, chess, survival skills, skateboarding, graffiti art, Arduino programming, watercolour painting, and more. These activities allow students to follow a passion or discover a new one.

The Careers Hub has continued to strengthen its position as a key resource for all secondary students, alongside the Careers Website and continuation of our Year 10 Careers Activity Week, which includes accredited qualifications in First Aid, Food Handling, and Barista training, preparing them for the world of work. This is an outstanding creation and a testament to the extraordinary work of Bronte Howell.

The Kindergarten ceased its partnership with Kelly Club and expanded its in-house Aftercare and Holiday programs. Other notable events include the Winter Solstice celebration, Year 9 Experience to the Northern Territory, the annual Wollangarra Camp (Gunaikurnai and Bunurong Country), Spring Dinner, the 2023 PIFF (Preshil In-house Film Festival) successfully held off-site at the local LIDO Cinema complex in Hawthorn, the IB Diploma Art Exhibition, Valedictory Dinner held at Kevin Borland Hall (hosted by Preshil's School Council), and the re-launch of our Summer Sol paired with Preshil's 90th Anniversary celebration.

## Principal's Report (Cont'd)

### ***Wellbeing***

In 2023, Benji Gersh joined Preshil to coordinate and consult on whole school wellbeing frameworks, processes, and structures. Benji completed this work at Preshil in December 2023. As part of this consultation, Natalie Kisilevich was recruited into the wellbeing team as a Student Youth Worker in May 2023. She has worked closely with Benji on our whole school approaches to wellbeing and has formally transitioned into the role of Student Wellbeing Leader. Natalie and Veronica, our Student Counsellor, continue to work together to support the wellbeing needs of Preshil students and families.

### ***Reconciliation Action Plan (RAP)***

Following a months-long process and extensive efforts by Preshil's Reconciliation Action Committee Chairperson, Jason Shulman, our Reconciliation Action Plan (RAP) was ratified by Narragunnawali: Reconciliation in Education. Jason's passion and commitment to this initiative has been pivotal in Preshil launching the RAP and ensuring that it affects real change throughout our school community.

### ***Campus Facilities and Resources***

2023 saw a number of general maintenance projects completed, in addition to an audit on long-term planned capital works. These included an engineering report on Blackhall to survey required future works, quotes on significant works at Kevin Borland Hall (windows and flooring), quotes to replace the flooring in the Kindergarten, and quotes on replacement fencing along Mount Street. Major works were postponed during this period pending the outcomes of Preshil's Strategic Plan.

### ***School Archives***

We continued to be supported by our two volunteer Archivists, Libby Shade, assisted by Felicity Renowden, and we are very grateful to them both for their commitment to Preshil.

## ***Financial Security***

As the new incoming Business Manager, Shell Hove implemented a series of practical cost-cutting measures during the 2023 year across all areas of the school's operations to improve cash flow and ensure that all outgoing obligations were met.

## ***Marketing***

Lawrence Fox was hired as Communications & Marketing Manager in late August 2023. In conjunction with Shell Hove, Lawrence reviewed Preshil's communications and marketing partnerships with third-party providers and ended non-binding agreements for high-cost, low-return services in order to focus the budget on student enrolment campaigns and other critical marketing efforts. Open Days and Tours continued with a 10% conversion rate across each campus. A new student enrolment campaign was run from Oct-Dec, capturing prospective parents' names, emails, and phone numbers for Preshil's Registrar to contact directly. A total of 223 prospective parent leads were obtained from this campaign activity. Video production studio, Milk, was engaged to produce a range of professional promotional videos for Preshil for use in paid advertising to build enrolments.

# **7**

## ***Student Numbers***

In 2023 the following student numbers were achieved:

**KINDERGARTEN: 13**

**PRIMARY: 88**

FOUNDATION: 13

YEAR 1: 18

YEAR 2: 10

YEAR 3: 16

YEAR 4: 13

YEAR 5: 11

YEAR 6: 7

**SECONDARY: 153**

YEAR 7: 25

YEAR 8: 23

YEAR 9: 27

YEAR 10: 32

YEAR 11: 26

YEAR 12: 20

**TOTAL: 254**

# Business Manager's Report

As we reflect on the 2023 financial year, I am pleased to share with you a summary of our financial performance and ongoing initiatives aimed at ensuring the long-term sustainability and growth of our beloved school. ***Financial Summary for 2023***

Our revenue for the year increased from \$8,997,000 in 2022 to \$10,052,000 in 2023, a commendable achievement that includes a significant gift to the school, boosting donations from \$149,000 to an impressive \$531,000. This generosity from our community is deeply appreciated and underscores the strong support for Preshil's mission and vision.

However, our expenses also rose from \$11,339,000 to \$12,536,000. This increase reflects our commitment to investing in our staff and the settlement of a legal claim, alongside the persistent challenges of inflation throughout the year.

## ***Looking Ahead with Optimism***

Despite financial pressures, our balance sheet remains robust, thanks to strategic financial management and the recent sale of the property known as Kalimna to Carey Baptist Grammar School in July 2024 for approximately \$16 million. This sale has allowed us to pay off our debt and substantially improve our reserves, thus supporting the new strategic plan and setting the stage for enduring financial sustainability. The introduction of a new payroll tax from 1 July 2024 has undoubtedly increased our expenses. However, we proactively adjusted our tuition fees to accommodate this change, to ensure that we continue to work towards improving our financial position.

The new strategic plan, including the introduction of the VCE from 2025, is a beacon of hope and progress for Preshil and its community. This initiative will offer our students greater flexibility and support our ability to retain students who may not be inclined towards the IB Diploma Programme. We believe that this diversification in our educational offerings will provide more pathways for our students to thrive and achieve their full potential.

Our commitment to investing in our learning programmes, and campus facilities remains unwavering. We continue to seek to prioritise the equitable distribution of revenue to deliver high-quality education and excellent student outcomes. The strong relationships between students, teachers, and families, a hallmark of the Preshil ethos, will continue to be our guiding principle.

As Preshil embarks on this exciting new chapter, we are confident that the important steps we are taking today will pave the way for a brighter future for Preshil. Preshil's vibrant culture of philanthropy and fundraising, combined with prudent financial management, will ensure that it remains at the forefront of progressive education in Australia.

Thank you for your continued support and dedication to our school. Together, we are shaping a promising future for Preshil and our students.

Warm regards,

Larry E. Roadcap

***Business Manager, Preshil***

## 2023 Staff Changes

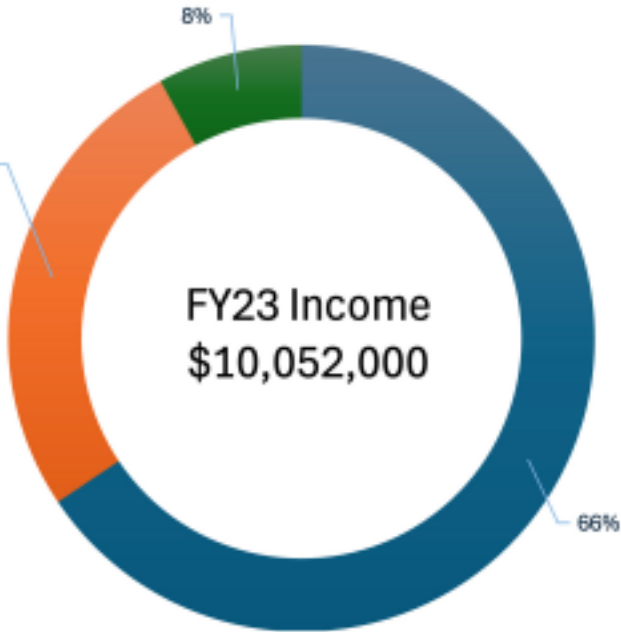
### DEPARTING STAFF:

- Bin Wang (26/1/2023) Teacher - Secondary
- Elizabeth Alvarez (26/1/2023) Teacher - Secondary
- Rose Fearon (26/1/2023) Teacher - Secondary
- Kirsten Rumbles (26/1/2023) Teacher - Kinder
- Victor Toufas (26/1/2023) Teacher - Primary
- Anthony Cavagna (26/1/2023) Teacher - Secondary
- Steve Kapsalis (6/4/2023) Student Wellbeing Coordinator
- Ben Paddick (6/4/2023) Teacher - Music
- Julia Strentz (19/5/2023) Teacher - Secondary
- Emma Amory (30/6/2023) Comms & Marketing Manager
- Pamela Bruce (23/6/2023) Business Manager
- Nanaki Kaur (19/7/2023) Teacher - Primary
- Paul O'Leary (14/8/2023) Teacher - Primary
- Courtney Booth (18/8/2023) Kinder - Assistant
- Lynden Fielding (17/11/2023) Teacher - Secondary
- Elisabeth Arnaldi (15/12/2023) Teacher - Assistant
- Lucette Beggs (15/12/2023) Learning Support
- Oliver Breedon (15/12/2023) Teacher - Primary
- Narelle Brown (15/12/2023) Teacher - Secondary
- Caitlin Bruns (15/12/2023) Teacher - Secondary
- Taran Carter (15/12/2023) Teacher - Music
- Gillian Couzens (15/12/2023) Teacher - Primary

### NEW STAFF:

- Michelle Berner (27/1/2023) Teacher - Music
- Heesun Choi (27/1/2023) Kinder - Assistant
- Karri Hedge (27/1/2023) Teacher - Kinder
- Anastasia La Fey (27/1/2023) Learning Support
- Anson Li (27/1/2023) Teacher - Kinder
- Cherry Montgomery (27/1/2023) Teacher - Primary
- Chelsea Prove (27/1/2023) Teacher - Kinder
- Jessica Wu (27/1/2023) Teacher - Secondary
- Libby Gronn (15/2/2023) Teacher - Kinder

FY23 Income  
\$10,052,000



- Tuition and Fees
- Government Grants (Commonwealth and State)
- Other Income (Donations, Interest, and Sundry Income)

FY23 Expenditures  
\$12,536,000



- Employee Salaries (Staff Salaries and Benefits)
- Legal Settlements
- Administration Expenses (Overheads, Marketing, and Insurance)
- Education Expenses
- Occupancy and Maintenance
- Depreciation Expenses and Finance Costs

Natalie Kisilevich (29/5/2023) Student Wellbeing  
Leader Lawrence Fox (21/8/2023) Comms &  
Marketing Manager Emma Borland (28/8/2023)  
Teacher - Secondary Julie Yan (2/10/2023)  
Learning Support

10

# Governance

Preshil seeks to adopt best practice governance standards. Preshil is a company limited by guarantee, the most common legal structure for independent schools and other not-for-profit entities. In Preshil's case, the Board is also referred to historically as the Council and its directors are also referred to as Council Members.

Preshil has no shareholders or owners, but rather Preshil Association members act in a stewardship capacity with certain rights in a general meeting. The Board maintains the register of members and approves membership. All profits are invested back into the School for its purposes as described in the company's Constitution. These include providing students with a progressive education which empower them to develop naturally along their own lines and to provide opportunities for members of the teaching staff and others to become familiar with and practise new and progressive methods of education as a changing society requires.

As the School is a company that is also registered as a charity, Preshil is regulated by both ASIC and the Australian Charities & Not-for-Profit Commission and is subject to the ACNC Governance Standard. As a registered non Government school on the Victorian register under the Education and Training Reform Act 2006, minimum standards including in respect of governance and financial management also apply.

The practical governance and policy-making of the School are delegated to the School Board. The School Board is led by the Chair (also referred to as the School Council President) with officeholders elected by the Board after each Annual General Meeting. The day-to-day management and operations of the School are delegated from the Board to the Principal. The Board has also established Committees to maximise efficiency and effectiveness.

It is the role of the School Board to provide strategic guidance for the School and to effectively oversee and review the School's management and act in a way that exemplifies and reinforces Preshil's core values and ethos. The Board ensures a strategic approach to the School's future by setting major goals, policy frameworks and strategies and sets the tone and the ethical standards, reviews the School's financial performance, reviews and monitors adherence to systems of risk management, governance and legal compliance, and monitors organisational performance.

The Preshil Constitution provides that the Board can have up to 12 directors (minimum is 5) including the Principal, an educator appointed by the Principal each year, 2 Directors who can be appointed by the Board for up to 3 years and up to 8 elected by the Preshil Association members at the AGM for 3-year terms (one-third of whom must retire at each AGM based upon tenure). The officeholders are the President, Treasurer, 2 Vice Presidents and Secretary. The members of the Preshil School Board have a wide range of interests, specialities, skills and backgrounds and participation in Committees reflects that experience and expertise. Current Board members have expertise that includes leadership, governance and general management, education, finance, law, architecture, marketing, strategy and design.

## **2023 Council Committees:**

### **• Remuneration & Nominations**

- *Finance, Building & Environment*
- *Advancement/Fundraising*
- *Finance & Risk*
- *Education*

# 11

## **2023 Board Members**

The directors in office during the financial year and until the date of this report are as follows. Directors were in office for this entire period unless otherwise stated.

**Emma Zipper** – President

**Andrew Apostola** – Vice President

**Justin Baré** – Treasurer

**Doug McCurry** – Director

**Daniel Ingvarson** – Director

**Felicity Bernstein** – Director

**Graham Parr** – Director

**Gaudi Schneider** – Director (Appointed Jun 2023, Resigned Apr 2024)

**Courtney Pearson** – Director (Appointed May 2023)

**Aaron Mackinnon** – Director (Appointed May 2024)

**Josh Brody** – Director (Resigned May 2024)

**Miriam Raphael** – Director (Resigned May 2024)

**Belinda Esperson** – Director (Appointed Sep 2023, Resigned May 2024)

**Chris Mason** – Director (Resigned May 2023)

**Toby Borgeest** – Director (Resigned Sep 2023)

**Shell Hove** – Director (Appointed Jul 2023, Resigned Jul 2024)

**Pamela Bruce** – Director (Resigned Jun 2023)

# 13 Staff

Nicholas Adeney BTeach(Prim)  
 Natalie Alexander GradDipProfPsych  
 Elizabeth Alvarez BAppSc(PE)  
 Emma Amory BDesComm,  
 MTeach(EC/P), GCertEd(IB PYP)  
 Elisabeth Arnaldi MFr, MComm, BA,  
 CertIV TAE  
 Kristan Austin BPHE, GDipEd  
 Veronica Backhouse  
 GDipCounselPsychother, GDipEd  
 Matthew Barker MEd,  
 PGCertCompEd, GDipEd, BA(VisArt)  
 Jack Batson BBioMedSc  
 Cressida Batterham-Wilson BBS,  
 BTeach(Prim)  
 Lucette Beggs CertIII EdSupp  
 Andrew Belegrinos MGeom, MTeach,  
 BEng, BSc  
 Michelle Berner BMus  
 Courtney Booth CertIIIChildSer,  
 DipECE  
 Emma Borland BFA(Hons)  
 Alice Boyle DipLang(French)  
 Simone Braid MTeach(Sec),  
 GDipTeach(Sec), BIR, DipLang Oliver  
 Breedon MTeach(Prim), BA  
 Debrah Brinkworth GDipTeach(Sec),  
 BA, DipArts  
 Josh Brody BA, EdM, EdD  
 Annie Harding  
 Karri Hedge MTeach(EarlyChild)  
 Bronte Howell GCertCareerDevPrac, AdvDipBusAd, CertIVCareerDev, CertIV TAE  
 Jordane Hyams BA  
 Michelle Karic BBus(Acc&Fin)  
 Nanaki Kaur MEd, BEd(Hons)  
 Emily Keegan BA, BTeach(Sec), GCertCYouthFamTher  
 Lewis Kingston MArch, BEnvDes, MTeach  
 Natalie Kisilevich BSc(Hons), PGCertEd  
 Natalie Kunst MEd(IB), GDipEd(Sec), BA, GCertEdTESOL  
 Karoline Kuti BMus, BA, DipPA, GDipEd  
 Elise Kyrgios BAppSc(HealthPE)  
 Anastasia La Fey CertIV EdSupp  
 Anson Li MTeach(EarlyChild)  
 Aaron Mackinnon PGDipEd, BFA  
 Julia Madden BA, BSc, MTeach(Sec)  
 Greg McCarthy CertIII Carpentry, CertIV YouthWrk  
 Christopher McDuff PGDipEd(Sec), MPublComm, BA  
 Lorraine Brooks-Dowsett BEd,  
 GDipEdSt, PGSpecEd, MSPECED,  
 GDipPsychSt Robert Brown  
 BFA(Printmaking)  
 Michelle Brown MTeach(Prim), MDes,  
 BA(Hons), BA(Comm) Pamela Bruce  
 MBA, GCertMgt  
 Caitlin Bruns MTeach(Prim),  
 BA(Hons), GDipIM  
 Hayley Canton BHSPE, MEd,  
 DipYouthCouns  
 Anthony Cavagna BEd, BDes  
 Heesun Choi DipEarlyChildEdCare  
 David Coulter MTeach, BSc, BA  
 Lou Darmanin CertIII EdCare  
 Rosalie Douglas MTeach(Sec), BA  
 Nerel Ezra BComEcon  
 Rosemary Fearon MTeach, MEd, BA  
 Lynden Fielding MEd, DipEd, BSc  
 Fleur Fogarty BEd  
 Lawrence Fox CertIII MmSt, CertIII  
 FinServ  
 Jennifer Galea BSc  
 Starlie Geikie BFA  
 Lisa Genovese GDipEd(Prim),  
 BBusMgt  
 Rob Gillett  
 Katherine Girbau MEd(Prim),  
 BPsychSc, CELTA  
 Amanda Gluyas CertBusSt  
 Rosemary Grimm BA, BPrimEd  
 Elizabeth Gronn BEd(EarlyChildPrim)  
 Robert Grundy GDipCounsel,  
 MA(Hons), PGEd  
 Naomi Gu BBioMedSc

Mae Louise McGuinness LLB, GDipICT, DipEd, MEd, MOrgLead  
Cherry Montgomery MSocSci(IntDev)  
Clinton Morgan BEd, PGCertJ  
Brin Nadler MA(FrenchLangCult), MScEd, BA  
Judy O'Donnell CertIII EdSupp  
Paul O'Leary GDipEd(Prim)  
Che Oliva DipLibInfoServ  
Caterina Pacitti MTeach(Sec), GCertA, DipMus  
Ben Paddick GDipEd(Sec), BMusPerf, AdvDipMusPerf  
Laurence Page BEd(Sec)  
Greg Papadopoulos  
Michael Price DipTeach(Prim)(PE)  
Michelle Priestly PGDipEd, DipA&Mus  
Chelsea Prove BA(Psych)  
Larry Roadcap BA(Econ), CertAsiaStud, MBA(FinTechMgt), CertEd  
Claire Robertson GDipEd(Prim), MFineArt, BFA(VisArt)  
Felicity Robinson DipEd, BSc  
Kirsten Rumbles LLB, MTeach(EC)  
Amanda Seefeld MTeach(SecEd), GDipBusEcon, BComms  
Jason Shulman MEd, PGCertCurLead, BEd(EnvSc)  
Julia Strentz MClinTeach, DipEdSupp, DipTeach(Prim)  
Amir Tatai BEd, MEd, GDipPsych  
Lucia Thompson L5DipHRM(CIPD-UK)  
Stewart Thorn MTeach(EC), PGDipTeach(EC), BFineArts  
Victor Toufas MTeach(Sec)  
Robin Wang MTeach(EC), BA(ArtHistCur)  
Melissa Widdowson  
Amelia Wright  
Debrah Wright CertIII MedAdmin  
Jessica Wu MTeach(PrimSecEd)  
Julie Yan CertPYP



# PRESHIL

## **Phone**

+61 3 9816 7900

+61 3 9817 6135

## **E-mail**

[preshil@preshil.vic.edu.au](mailto:preshil@preshil.vic.edu.au)

## **Website**

[www.preshil.vic.edu.au](http://www.preshil.vic.edu.au)