Dear Parents,


We are pleased to be able to report to you on various aspects of College performance for the above period. The scope of the information is prescribed by the Department of Education, although we have provided analysis on additional areas of performance which we feel are of interest to our particular community.

Mount Scopus Memorial College is the oldest, and the largest, Jewish Day School in Melbourne, attracting students from all sectors of the Jewish community.

It is a traditionally high-achieving school, regularly placed amongst the top ten Victorian schools for VCE results. At the same time we strive to provide our students with opportunities for all-round personality development, Jewish knowledge and experiences to enable them to develop their own Jewish identity, and a sense of communal responsibility to the school, the region and beyond.

The outcomes detailed in this report reflect well on the College and its students, and many of the indicators reflect continuing improvement from the previous year. We hope that these results testify to the College’s ongoing growth and endeavour to provide the highest quality education and development for our students.

1. Workplace Composition (all staff)

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indigenous composition</td>
<td>0.00%</td>
<td>0.02%</td>
</tr>
<tr>
<td>Other Classifications</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Full time</td>
<td>51%</td>
<td>52%</td>
</tr>
<tr>
<td>- Part-time</td>
<td>49%</td>
<td>48%</td>
</tr>
<tr>
<td>- Teaching</td>
<td>65%</td>
<td>62%</td>
</tr>
<tr>
<td>- Non-Teaching</td>
<td>35%</td>
<td>38%</td>
</tr>
</tbody>
</table>

2. Staff Attendance (teaching staff only)

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average number of days attended per teacher</td>
<td>186.67</td>
<td>187.28</td>
</tr>
<tr>
<td>Total number of teacher days</td>
<td>193.00</td>
<td>194.00</td>
</tr>
<tr>
<td>Percentage of total teacher days attended</td>
<td>96.72%</td>
<td>96.54%</td>
</tr>
</tbody>
</table>
3. Retention of Teaching Staff

Teaching staff as at 31 December 2013: 191

Retention of 2012 teachers to 2013:

- Deported Teachers 7%
- Retained Teachers 93%

Teaching staff as at 31 December 2012: 208

Retention of 2011 teachers to 2012:

- Deported Teachers 8%
- Retained Teachers 92%

4. Teacher Qualifications

Please note that the vast majority of our teaching staff hold more than one degree or diploma.

<table>
<thead>
<tr>
<th>Types of Qualifications</th>
<th>No of teachers holding qualification</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor of Applied Science</td>
<td>2</td>
</tr>
<tr>
<td>Bachelor of Arts</td>
<td>48</td>
</tr>
<tr>
<td>Bachelor of Law, Commerce and Economics</td>
<td>5</td>
</tr>
<tr>
<td>Bachelor of Education and Teaching (Early Childhood, Primary and Secondary)</td>
<td>83</td>
</tr>
<tr>
<td>Bachelor of Music, Fine Arts, Performing Arts</td>
<td>6</td>
</tr>
<tr>
<td>Bachelor of Science, Maths, English, Social Science, Engineering</td>
<td>16</td>
</tr>
<tr>
<td>Higher Diploma, Graduate Diploma and Diploma of Education, Teaching and Early Childhood</td>
<td>93</td>
</tr>
<tr>
<td>Diploma, Graduate Diploma of Special Ed, Psychology, Special Education, Student Welfare</td>
<td>25</td>
</tr>
<tr>
<td>Masters (Arts, Counselling, Mathematics, Science, Psychology)</td>
<td>17</td>
</tr>
<tr>
<td>Teaching Certificates, Training, Degrees</td>
<td>8</td>
</tr>
</tbody>
</table>
5. Expenditure and Teacher Participation in Professional Learning

Number of teaching staff participating in professional learning activities for the year

Description of activities:

Total expenditure on professional learning for teachers and ancillary staff $242,096
Average expenditure per teacher on professional learning $1,175

6. Student Attendance

<table>
<thead>
<tr>
<th>Year</th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prep</td>
<td>99.64%</td>
<td>99.75%</td>
</tr>
<tr>
<td>Year 1</td>
<td>95.71%</td>
<td>96.95%</td>
</tr>
<tr>
<td>Year 2</td>
<td>95.65%</td>
<td>97.29%</td>
</tr>
<tr>
<td>Year 3</td>
<td>96.64%</td>
<td>95.85%</td>
</tr>
<tr>
<td>Year 4</td>
<td>95.58%</td>
<td>96.43%</td>
</tr>
<tr>
<td>Year 5</td>
<td>98.66%</td>
<td>98.38%</td>
</tr>
<tr>
<td>Year 6</td>
<td>98.09%</td>
<td>98.00%</td>
</tr>
<tr>
<td>Year 7</td>
<td>97.93%</td>
<td>97.79%</td>
</tr>
<tr>
<td>Year 8</td>
<td>99.11%</td>
<td>99.25%</td>
</tr>
<tr>
<td>Year 9</td>
<td>99.52%</td>
<td>99.15%</td>
</tr>
<tr>
<td>Year 10</td>
<td>98.61%</td>
<td>99.08%</td>
</tr>
<tr>
<td>Year 11</td>
<td>98.95%</td>
<td>99.29%</td>
</tr>
<tr>
<td>Year 12</td>
<td>98.78%</td>
<td>99.41%</td>
</tr>
<tr>
<td>Average attendance rate for year</td>
<td>97.99%</td>
<td>98.20%</td>
</tr>
</tbody>
</table>

Attendance remains high, although it decreased marginally compared to 2012. Holidays during term continue to adversely affect students’ learning.

Process for Management of Non-Attendance

Attendance rolls are kept and maintained at offices of all Heads of Campus, and entered on the College information system. The rolls are updated twice daily.

The procedure is follows:
- Attendance is checked twice daily
- Attendance is monitored and absences from school or class are identified daily
- Unexplained absences are followed up
- Parents are notified of unsatisfactory attendance
- Unsatisfactory attendance is recorded on students’ enrolment or student services files
7. Proportion of Year 3, 5, 7 and 9 students meeting national reading, writing, spelling and numeracy benchmarks, including changes in benchmark results from 2012 to 2013:

<table>
<thead>
<tr>
<th>Year Level</th>
<th>Reading</th>
<th>Writing</th>
<th>Grammar and Punctuation</th>
<th>Spelling</th>
<th>Numeracy</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>%</td>
<td>%</td>
<td>%</td>
<td>%</td>
<td>%</td>
</tr>
<tr>
<td>Year 3</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• 2012</td>
<td>98.86</td>
<td>100.00</td>
<td>100.00</td>
<td>100.00</td>
<td>100.00</td>
</tr>
<tr>
<td>• 2013</td>
<td>99.00</td>
<td>100.00</td>
<td>100.00</td>
<td>99.00</td>
<td>98.00</td>
</tr>
<tr>
<td>• % change from 2012 to 2013</td>
<td>+0.14</td>
<td>0.00</td>
<td>0.00</td>
<td>-1.00</td>
<td>-2.00</td>
</tr>
</tbody>
</table>

| Year 5     |         |         |                          |          |          |
| • 2012     | 97.40   | 100.00  | 98.70                    | 100.00   | 97.40    |
| • 2013     | 98.00   | 98.00   | 99.00                    | 94.00    | 98.00    |
| • % change from 2012 to 2013 | +0.60 | -2.00 | +0.30 | -6.00 | +0.60 |

| Year 7     |         |         |                          |          |          |
| • 2012     | 100.00  | 100.00  | 100.00                   | 100.00   | 100.00   |
| • 2013     | 98.08   | 99.04   | 98.08                    | 98.08    | 100.00   |
| • % change from 2012 to 2013 | -1.92 | -0.96 | -1.92 | -1.92 | 0.00 |

| Year 9     |         |         |                          |          |          |
| • 2012     | 98.35   | 100.00  | 99.17                    | 99.17    | 100.00   |
| • 2013     | 99.00   | 100.00  | 100.00                   | 99.00    | 98.02    |
| • % change from 2012 to 2013 | +0.65 | 0.00 | +0.83 | -0.17 | -1.98 |
8. Value Added

The College provides a considerable number of programs for students in need of extra support, for gifted and talented students, and co-curricular programs. A few examples of each are listed below:

Primary School

Extension Programs for Gifted and Talented:

- Advanced Mathematical Thinking
- Extension groups in Mathematics, Hebrew and Art
- Enrichment clusters for all students, including:
  - After school clubs (piano lessons, chess, robotics, fitness)
  - Art Enrichment
  - Basketball
  - Bat Tennis
  - Bike Education
  - Chess
  - Choir
  - Creative Design
  - Digital Photography
  - Digital Storytelling
  - Early morning activities (Zumba, violin classes)
  - Electronics
  - Film Making
  - First aid
  - Football
  - Gardening
  - Girls' Fitness
  - Israeli Dancing
  - Israel Club
  - Jewelry Making
  - Jewish Life
  - Kitchen Garden
  - Kite flying
  - Lego Technix
  - Lunchtime clubs (Science club, bookclub, fitness, swap car club)
  - Percussion
  - Rock Band
  - Public Speaking
  - Self defence
  - Soccer (boys and girls)
  - Swimming
  - Table tennis
  - Tech Minions
  - Tennis
  - Theatre Sports
  - Touch Football
  - Using iPad and iTouch
  - Violin classes
  - Volleyball
8. Value Added (cont’d)

Student Services

Provision of services for:
- improved self-esteem and confidence
- conflict resolution skills
- coping strategies
- greater resilience
- perseverance
- increased empathy and tolerance towards others
- improved organisational skills
- improved social skills

Smorgon Family Primary School practises relationship management, sometimes referred to as Restorative Practice. We have implemented a Positive Relationship Policy which has at its core the establishment of mutual respect and well-being.

The children participate weekly in Circle Time where issues surrounding relationships are freely discussed in a respectful and supportive environment.

- Alcohol and Your Child program (with JCCV)
- Inclusive program for children with special needs
- Speech and Language Pathology
- Occupational Therapy
- Puberty program

Informal Jewish Educational Activities, including:

- Fortnightly activities for our Prep to Year 3 children focussing on Israel
- Model Sedarim preceding Pesach
- Monthly double session activities for our Year 4 to Year 6 children focussing on Israel
- Lunchtime programs including shiurim (lessons/discussion groups) on topics such as Israel and the weekly Parasha
- Our Informal team attends all our camps and together with Year 10 madrichim, ensures a uniquely Jewish atmosphere together with planned educational programs become part and parcel of the camping experience
- Special activities on days such as Purim and Yom HaAtzmaut
- Special activities preceding festivals
- Special Tefillah classes and activities designed to stimulate and engage our children with prayer and teach them ‘Synagogue’ skills
- Tikkun Leil Shavuot for primary children
- Weekly Hebrew club for Year 3 students
- Year 6 Achrayim program – encouraging students to take responsibility in all facets of their lives
- Year 6 captains’ leadership training day
- Year 6 Shabbatonim providing our students with a unique and authentic group Shabbat experience

Secondary School

- Careers guidance and counselling
- Community Service program, including volunteering
- E-Learning program
- English Support classes at Years 8, 9 and 10
- Thinking Skills including Da Vinci Decathlon for Year 7, and DECV Philosophy for Year 7
- Additional English help is offered as an elective to those students experiencing significant difficulties acquiring English skills
- Feuerstein Program for selected students in Years 7 and 8
- French trip
8. Value Added (cont’d)

- Hebrew Immersion program for Years 7 and 8, including camps
- Homework Club
- Integration program
- Master Talmud program for Year 7 and 8
- Mathematics enrichment and extension, including Have Sum Fun On-Line, Interschool Games Days, Australian Maths Challenge for Young Australians, University of Melbourne Mathematics Competition, Maths Olympiad, Introduction to Problem-Solving Techniques.
- Mechanech Program, providing pastoral care and life skills for our students, which enables them to make responsible and well educated choices for their careers and every-day life.
- My Scopus Kitchen Rules
- Personal project work (in conjunction with MYP)
- Science and Technology enrichment, including Victorian Solar Vehicle Challenge, Robotics Club, Science enriched elective focusing on transistor electronics and astronomy, and Japanese kite science for Year 8 elective group
- Speech and Language Pathology
- Sport, athletics, swimming, skiing and outdoor education programs including interschool sport
- VCE in-school tutorials from VCE teachers
- Year 10 – Students may study VCE Hebrew Units 1 and 2 and/or VCE Maths Methods Unit 1 and 2
- Year 11 – Students may select from a range of subjects from VCE Units 1 – 4
- Year 12 – Students may study Tertiary Hebrew from Melbourne University, but taught at Mount Scopus Memorial College
- Vocational Education and Training (‘VET’). VET enables the College to cater for individual student needs and to assist in preparing students for life beyond Secondary School and can prepare students for completion of an Australian School Based Apprenticeship (‘ASBA’) 
- Welfare Counselling
- Wellness Centre
- Work experience
- Combined Year 6 and 7 Student Services Camp to assist transition of selected students
- Year 8 Tasmania Camp
- Year 9 Cambodia Trip
- Year 10 Israel Experience (Ulpan)
- Year 11 Conference (Kehilati)

Year 9 ‘Achshav Initiative’ including:

- A full day Phoenix First aid Training - Level 1 First Aid Training Program
- City Cite program
- Community service projects/activities at the Kitchen Garden, Scope Shop and Posh Opp Shop
- Complaint Free World workshop
- Creation Conversations evening with parents about safe partying
- Farm Day
- The ‘Reach’ Foundation confidence and self-esteem and gender empowerment workshops
- Volunteering with Emmy Monash Aged Care
- Volunteering with the RSPCA

Cyber Safety Workshops
Drug Education
Self Defence workshop with CSG (Community Security Group)
Study Skills Workshop before exams

Informal Jewish Educational Activities, including:

- Assemblies
- Beit Midrash
- Building Bridges (Interfaith) Year 11
8. Value Added (cont’d)

- Chagim programs and celebrations
- Chevruta learning
- Community service and volunteer programs
- Friday morning minyan and breakfast
- Friday morning Tzedakah collection
- Friday night Scopus minyanim
- Guest speakers
- Hamakom – Hebrew language centre
- Hebrew and JS Tutorials with the Sherut girls
- Israel news update
- Israel Kesher Captains
- Jewish community liaisons
- Kesher Israel Club
- Lunchtime and after school Shiurim
- Lunchtime guest speakers
- Monthly Oneg Shabbat program
- Optional Shiurim for VCE students in study periods
- Roslyn Smorgon Outreach Program (Interfaith) Year 11
- Scopus Minyan on all Chagim
- Shiurim and meals at the Sherut girls’ home
- Student leadership activities
- Tikkun Leil Shavuot
- Year 7 Roots Project
- Year 8 JS mock weddings
- Year 8 Aliyah simulation program
- Year 9 Netzigim Leadership
- Year 9 and 10 Camps
- Year 10 Hadracha Leadership training and activities
- Year 11 Kehilati Conference
- Year 11 and 12 Shabbatonim
- Youth Movement Programming

Co-curricular programs, including

- Captain Portfolio committees (SRC, Social Action, Jewish Life, School Spirit)
- Captains’ lunchtime activities
- Creative Writing Club
- Debating
- Early morning choir
- English week
- Girls’ and boys’ gym
- Global Challenge
- LOTE week
- Opus student magazine
- Performing Arts week
- Public Speaking Competition
- Reconciliation week
- Rostrum Voice of Youth
- School Captains and Student leadership
- Science Club
- Science week
- Scopus Radio
- Tech Minions
- Telescope – Student Magazine TV show
- Youth in Philanthropy program
9. Senior Secondary Outcomes

The information below gives the Year 12 median results (i.e. the score achieved by the middle student in each group, irrespective of the higher or lower scores achieved by other students) in each VCE and VET subject.

- There were 84 Year 12 students in 2013
- 100% of Year 12 students of 2013 attained a VCE Certificate
- Five Year 12 students undertook a Vocational Education and Training subject in 2013 – 5.90% of the total number of Year 12 students

<table>
<thead>
<tr>
<th>Subject</th>
<th>Median Raw Score</th>
<th>Median Scaled Score</th>
<th>Subject</th>
<th>Median Raw Score</th>
<th>Median Scaled Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting</td>
<td>38.0</td>
<td>39</td>
<td>Art</td>
<td>40.0</td>
<td>38</td>
</tr>
<tr>
<td>Biology</td>
<td>32.00</td>
<td>33</td>
<td>Business Management</td>
<td>38.0</td>
<td>35</td>
</tr>
<tr>
<td>Chemistry</td>
<td>38.00</td>
<td>42</td>
<td>Dance</td>
<td>41.0</td>
<td>41</td>
</tr>
<tr>
<td>English</td>
<td>40.0</td>
<td>39</td>
<td>EAL</td>
<td>36.0</td>
<td>36</td>
</tr>
<tr>
<td>French</td>
<td>34.0</td>
<td>43</td>
<td>Health and Human Development</td>
<td>42.0</td>
<td>40</td>
</tr>
<tr>
<td>Hebrew</td>
<td>29.5</td>
<td>44</td>
<td>History</td>
<td>45.0</td>
<td>46</td>
</tr>
<tr>
<td>Legal Studies</td>
<td>35.0</td>
<td>34</td>
<td>Maths: Further</td>
<td>37.0</td>
<td>35</td>
</tr>
<tr>
<td>Maths: Methods CAS</td>
<td>35.5</td>
<td>42</td>
<td>Maths: Specialist</td>
<td>32.5</td>
<td>45</td>
</tr>
<tr>
<td>Media Studies</td>
<td>31.0</td>
<td>26</td>
<td>Physical Education</td>
<td>33.0</td>
<td>30</td>
</tr>
<tr>
<td>Physics</td>
<td>35.0</td>
<td>38</td>
<td>Psychology</td>
<td>36.0</td>
<td>34</td>
</tr>
<tr>
<td>Religion and Society</td>
<td>38.0</td>
<td>38</td>
<td>Theatre Studies</td>
<td>38.0</td>
<td>38</td>
</tr>
<tr>
<td>VET: Community</td>
<td>32.5</td>
<td>24</td>
<td>VET: Engineering</td>
<td>30.0</td>
<td>25</td>
</tr>
<tr>
<td>VET: Hospitality</td>
<td>37.0</td>
<td>32</td>
<td>VET: Hospitality Kitchen Operations</td>
<td>37.0</td>
<td>31</td>
</tr>
<tr>
<td>VET: Music Investigation</td>
<td>31.0</td>
<td>31</td>
<td>VET: Music Tech Prod</td>
<td>29.0</td>
<td>26</td>
</tr>
</tbody>
</table>
10. Proportion of Year 9 Students Retained to Year 12 (or equivalent)

<table>
<thead>
<tr>
<th>Number of Year 9 Students at End of 2010</th>
<th>Number of Cohort Leaving After 2010</th>
<th>Number of original Cohort Remaining at End of 2013</th>
<th>Percentage of Original Cohort Remaining at End of 2013</th>
<th>Number of Cohort Entering After 2010</th>
<th>Number of Year 12 Students at End of 2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>84</td>
<td>6</td>
<td>78</td>
<td>92.85%</td>
<td>8</td>
<td>83 *</td>
</tr>
</tbody>
</table>

* Of 84 students registered and completing VCE in 2013, one student relocated at the end of Term 3, thus is not included in year-end figures.

11. Post-School Destinations of Year 12, 2013

Total number of VCE students on record 84
VCE students completing program over three years: -
Students withdrawn from MSMC but remaining on VCE records: -
Total number of students completing VCE in 2013: 84

Students who did not apply for courses: 3 (3.57%) *
- Workforce: - (0.00%) *
- Overseas study: 3 (3.57%) *

Students who applied for tertiary courses: 81 (96.43%)
- University: 81 (96.43%)
- Private: 0 (0.00%)
- TAFE: 0 (0.00%)

Number of applicants who have enrolled 22 (27.16%)
Number of applicants who have deferred their studies 49 (60.49%)
Number of applicants who have not enrolled 10 (12.34%)

* Represents a proportion of the total number of VCE completers in 2013

12. Parent, Student and Staff Satisfaction

Results from surveys conducted among parents and Year 12 students during 2013. Results are shown on a scale of 1 to 5, with 5 indicating highest satisfaction, and 1 indicating lowest:

Parent Survey key findings:
- General quality of education 4.15
- My child has been happy at school 4.38
- Teachers are stimulating and engaging 4.13
- My child receives the individual attention they need 3.95
- College communicates about my child’s progress 3.70
- The College has effective leadership 4.19
- Overall satisfaction on these issues 4.08
12. Parent, Student and Staff Satisfaction (cont’d)

**Student Satisfaction key findings:**
- General education received 4.59
- Jewish education received 4.29
- Preparation and support for VCE 4.50
- Overall facilities 4.49
- Co-curricular activities and camps 4.40
- Informal learning opportunities 4.67
- Opportunities for community involvement 4.08
- Opportunities for religious involvement 4.32
- Opportunities for student leadership 3.95
- Overall satisfaction rating on all above issues 4.36

**Staff Satisfaction**

Surveys are conducted regularly, and the next survey is due to be conducted later in 2014. The results will be published in next year’s report.

13. Income (broken down by funding source) and Expenditure for the Year Ended 31 December 2013
13. Income (broken down by funding source) and Expenditure for the Year Ended 31 December 2013 (cont’d)

Expense Categories as Percentage of Total Expenses

- Depreciation 8%
- Operating & Finance Expenses 19%
- Transport Expenses 4%
- Educational Expenses 6%
- Total Salaries & On-Costs 63%

Yours sincerely,

Rabbi James Kennard
Principal