

In 2016, all teachers continued their own learning journeys through professional development, both at school with colleagues and in other settings. Within each of the six Schools, professional learning goals were established, appropriate to student stages of learning and teaching disciplines. Teachers averaged over 40 hours of professional development, within the College and externally, including their participation in the performance development program and peer observation.

Twice-yearly student surveys of Years 5-12 classes, based on the AITSL Standards, were commenced, facilitated by an external organisation, Pivot Professional Development. Results were utilised in professional discussions aimed at leveraging identified areas of strength to enhance areas for development.

- Average expenditure for 2016 on professional development was \$760 per staff member.
- 36.3% of teachers have post-graduate qualifications beyond what is required to gain registration with the Victorian Institute of Teaching.
- 23.3% of teachers have degrees at Masters level or higher. Particular areas of interest for further study include curriculum, special education, student welfare and educational leadership.
- The staff retention rate for 2016 was 95.7%.
- The staff attendance rate was 94.8%.

### LEADERSHIP TEAM

*left to right*

Jim Laussen, College Principal	Gabe Alessandrini, Head of Taylors Lakes Campus	Gary Bonello, Business Manager
Kim Cruickshank, Senior College Chaplain	Nick de Dear, Head of Senior School	Tracy Fielder, Head of Junior School, TLC
Jodi Fitzgerald-Tate, Head of Co-curriculum	Janet Gangell, Head of Curriculum	Rob Huntington, Head of Keilor Campus
Tim Jezard, Head of Student Services	Jan Jolley, Head of Middle School, KC	Sean Kaule, Head of Information Services
Anne McNaughton, Head of Junior School, KC	Tim Mahon, Head of Middle School, TLC	Di Nunan, Head of Human Resources
Shirley Seit, Head of Community Development	Derek Summerton, Head of Canowindra	

