

# Annual Report

— 2023 —



Ravenswood



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# Messages from Key School Bodies

## CHAIR OF COUNCIL

I would like to begin by thanking all parents and students for their tremendous support this year. Our students' efforts and achievements, both within and outside the classroom, are inspirational, and we are experiencing increasing demand for enrolments, with a growing number of waiting lists across several year groups for next year and beyond.

I am extremely proud to reflect on our 122-year history of excellence in education and witness Ravenswood continuing to go from strength to strength under the exceptional leadership of our Principal, Mrs Anne Johnstone, and the School Leadership Team. A big thank you to the entire staff team for delivering high-quality education and wellbeing support throughout the year. The dedication and excellence that both teaching and non-teaching staff bring to what they do are much appreciated.

Ravenswood is committed to remaining at the forefront of education for girls. For a fifth time, we have been named by *The Educator* magazine as one of Australia's most innovative schools for our leading work in Positive Education and wellbeing, STEM and curriculum innovation. Mrs Anne Johnstone has also been recognised with two accolades, being named among *The Educator's* Most Influential Educators 2023 and featuring on the 2023 Hot List.

Many highlights in 2023 further demonstrate the vibrancy and progressiveness of Ravenswood and the enhancement of the educational offering the School provides for your daughters. It is not only academic results that speak to this but also the national and international success of Ravenswood students in public speaking, debating, future problem solving, languages, social sciences, athletics, swimming, goalball, water polo, and rhythmic and acrobatic gymnastics.

Our students have excelled in every arena across the School. They achieved numerous School sports records and won several sport division finals. They received Performing Arts awards in music and dance and were finalists in the Archibald Prize Young Archie 2023 and the Mosman Youth Art Prize competitions. Our HSC students achieved 21 HSC Showcase nominations across Design and Technology, Textiles and Design, Visual Arts, Drama, Dance and Music – a record for the School.

Ravenswood increased its investment in excellent teaching, partnering with the tertiary sector to provide cutting-edge professional development, especially in the areas of neuroscience, curiosity and STEM learning. We launched the Junior School IGNITE Positive Education curriculum program and, as a 'lighthouse' school, continued to share our Positive Education and wellbeing curriculum and strategies with schools locally, nationally and globally, at Positive Psychology and wellbeing conferences, workshops and through research papers.

As a community, we came together for a multitude of events in 2023, including the Parents' Welcome Cocktail Evening, Foundation Dinner, Carols, Ravenswood Community Forums, Performing Arts productions, opening nights, information evenings, Alumni reunions, mother-daughter and father-daughter events, sports events and parent events on campus. We united to celebrate Ravenswood and our RAVO spirit on Love RAVO Day with the official opening of our Wellbeing Path. Our Giving Day witnessed remarkable generosity within our community, garnering significant funds for transformative scholarships and bursaries. This initiative aims to support girls who might otherwise not have the chance to attend Ravenswood and also contributes to the Building Fund.

The Ravenswood Australian Women's Art Prize continues to have a powerful impact on women in the arts and on our own students, with the 2023 prize receiving record-breaking entries – more than double the number of entries than for the Archibald Prize. The prize is the highest-value art prize for women in Australia, and the support of the Ravenswood Foundation for this initiative is greatly appreciated.

We are also passionate about our ongoing commitment to a range of meaningful social justice endeavours, with students supporting a range of organisations such as Wrap with Love, Salvation Army, NEST, Indigenous Financial Literacy, and R U OK? Day. Students have implemented wellbeing initiatives to bolster their peers and launched fundraising and community activities to support their broader communities. The collaboration with Knox Grammar School continues to be fostered by our respective Councils, and we are delighted to witness the substantial increase in Ravenswood girls' participation

in Cadets and the success of the third Knox Ravenswood Student Wellbeing Conference.

Thank you to all of you who generously supported Ravenswood's tax-deductible Voluntary Building Fund this year, helping to ensure our girls continue to have outstanding facilities and educational opportunities. Our Council has been working with the School in identifying necessary improvements to facilities at Ravenswood as

we progress our Wellbeing and Sport masterplan while upgrading and expanding Ravenswood's facilities for the future in 2024.

On behalf of the Council, I thank parents and students for being a part of our warm and very special Ravenswood community.

**Dr Gail Kelly**

*Chair of Council*



## PRINCIPAL'S REPORT

What an inspiring and vibrant academic year 2023 has been. Reflecting on the year, I can see the myriad ways our wonderful students, staff, Alumni, families and broader Ravenswood community members, have fulfilled our motto, *semper ad meliora* – always towards better things! They have done so with great gusto, unity, collegiality and collective efficacy.

As we commenced the year, we encouraged our students, staff team and broader School community to 'inspire' and 'be inspired'. This year, our collective inspirational efforts have kindled the flame and made manifest the words of our School anthem: 'we shall inspire each other more and more, stronger in faith and hope and love'.

Our Class of 2023 students inspired the community with their theme for the year: 'Within and Beyond'. What an encouragement this powerful theme has been!

Our senior students collaborated with Knox to curate an empowering Student-Led Wellbeing Conference to equip student leaders to boost wellbeing in their own schools. They delivered 26 evidence-based workshops in relation to Positive Education. The conference was attended by student leaders from 45 other schools from Sydney and across the state, igniting meaningful change through the power of student voice!

This is but one example of why we continue to be recognised as a pioneering school at the forefront of innovation. Ravenswood received three national educational awards in 2023, including *The Educator's* 5-Star Innovative School accolade (the fifth time in six years we have won this award).

Our reputation as a trailblazing school in the realm of the arts also continues to grow. The prestigious Ravenswood Australian Women's Art Prize achieved a record-breaking 2042 entries from across the country in 2023. Opening Night and the Exhibition of the Finalists was attended by more than 700 people, including representatives from all three levels of government.

Ravenswood's pioneering nature began with the School's inception by Mabel Fidler in 1901, and this legacy was celebrated in 2023 with an updated history book. *Kindle The Flame: Over 120 years of igniting potential and inspiring passion and purpose* is a stunning keepsake hardcover book that celebrates Ravenswood and recounts the milestones of the School according to Principal eras. As a special gift, the Ravenswood Alumni Committee presented every Year 12 student a copy of the book.

## Achievements

### Academic

Academically, there has been much to celebrate at Ravenswood. Remarkable HSC and International Baccalaureate (IB) Diploma results included one perfect score of 45 in the IB Diploma (equivalent to the top ATAR of 99.95), placing the student in the top 1% of IB students in the world.

The median ATAR (HSC and IB Diploma Students combined) was 90.4, an exceptional achievement for a proudly non-selective inclusive school. We are thrilled that 52% of students achieved an ATAR above 90 and 30% an ATAR over 95.

We are also proud to have had 15 students nominated for 21 HSC Subject Showcases (three of whom were ultimately selected) – an historically high achievement.

Additional highlights include:

- Three Ravenswood speakers excelled at the World Individual Debating and Public Speaking Championships in Durban, South Africa, placing fifth, equal sixth and twenty-second in the world.
- At the Australian Individual Debating and Public Speaking Championships, a student came second and was ranked eighth overall.
- One student was named the top Level 3 German student in Australia, and another was awarded the prestigious Goethe-Institut Scholarship to study German in Austria.
- Three students were shortlisted from 19,000 candidates for the Oxford-based John Locke Global Essay Competition, with one student achieving a High Distinction.
- Two students scored in the top 1% in the Australian Geography Competition against 65,000 students.
- The Chinese Debating Team secured victories in the International Debating Competition.
- A student was awarded the title of Speakfest Champion, and also secured third place in three categories. Two other students also won their respective categories.
- Our Future Problem Solving team showcased innovative thinking at the highest level, with a student placing first internationally at the Future Problem Solving International Conference in the United States. Overall, Ravenswood students placed second at the conference.

- Our Future Problem Solving team also competed in the national finals, with five students winning their division and fellow team members achieving second or third. Four students were invited to the International Future Problem Solving competition in 2024, to be held in Indiana in the United States.
- Our art students achieved tremendous success: one student was selected as a finalist in the Young Archies, and another was selected in the Mosman Youth Arts Prize.

### Performing Arts

The HOPE House Performing Arts Festival was a spectacular showcase of works devised and led by students.

The Music Showcase featured the dazzling talent of our 22 ensembles and orchestras. Meanwhile, the Music Scholars Concert featured our skilful music scholarship musicians and welcomed back some of our talented Alumni music scholars.

Several Performing Arts productions graced the stage. Our Senior School students performed in spectacular works including *Shakespeare in Love* and *RAVO Presents 80s*. The Years 7 to 8 play *The Rehearsal*, a slapstick comedy, was also a resounding success, skilfully directed by one of our Year 12 students.

Our dancers competed at the Sydney Eisteddfod, where every Junior Dance Company won a place and our Junior Crew came first. Our dancers also demonstrated excellence and passion at The Hills Dance Spectacular, where the Senior Jazz and Senior Contemporary groups achieved first place in their respective divisions. All our ensembles showed just how inspiring they are at the sold-out End-of-Year Dance Concert.

### Sport

Our students also inspired us with their resilience, grit, skills and achievements in sports in 2023.

Highlights include:

- In swimming, eight students competed at the Australian Age Championships. At the Australian National Swimming Championships, students won two gold and six silver medals.
- A student competed at the Australian Track and Field Championships and was IGSA Sport Champion in shot put.
- Ravenswood Rhythmic Gymnasts won two gold medals and one silver at the Australian Rhythmic Gymnastics Championships. The Ravenswood team won the NSW Rhythmic Gymnastics Club Championships, and came second in the National Club Championships. A student also achieved a second and third place at the Galatea Cup in Croatia.
- Our Ravenswood Artistic Gymnastics team won a silver medal at the Australian Championships and a gold medal at the National Club Championships.
- A student was selected for the Australian Youth Team for goalball, winning a silver medal in Brazil at the Youth World Championships and representing Australia at the International Blind Sports Federation World Games.
- A student was selected for the Australian Acrobatic Gymnastics team after winning a bronze medal at the Australian Championships.
- Two students were selected for water polo teams that competed at the national championships, with one subsequently selected for the Australian squad.
- In equestrian, a student achieved third overall at the Australian Interschool Championships and qualified for the Australasian Show Horse Nationals.
- In volleyball, a student was named on the girls' All-Star team and the Volleyball Australian Youth Championships squad.

We also celebrated myriad other state, IGSA and IPSHA schools competition achievements in 2023, including Ravenswood winning IGSA division championships in AFL, badminton, basketball, football, touch football, rugby 7s, hockey and netball.

### Social Justice and Service Learning

The Class of 2023 strived to excel 'Within and Beyond'. True to this theme, our social justice programs grew ever stronger as students made great efforts to look 'beyond' and support those in need. As a Uniting Church School, this is very much at the heart of our guiding principle of compassion.

In 2023, the Gail Kelly Making a Difference Leadership Award, generously founded and funded by our Chair of School Council, Dr Gail Kelly, increased philanthropic funding to \$10,000. The award encourages philanthropic efforts by allowing a student to support a charity of their choice. It was wonderful to see these funds support the Redfern Youth Connect centre in 2023.

The spectacular Ballet Without Borders fundraiser in March was a star-studded event that raised \$16,539 to help make ballet accessible for more children.

Senior students experienced the extraordinary Red Earth Indigenous Immersion in the Northern Territory and participated generously in the Salvation Army Food and Toy Drive. Our students continued their dedication and contribution to the Days for Girls, Wrap with Love, sleepbus and NEST organisations. They also led important initiatives through the RAVO Reconciliation Student Group to advocate for First Nations peoples, such as by supporting the Indigenous Literacy Foundation.

This year, our students joined in celebrations for the United Nations International Day of Happiness, participating in a range of student-focused wellbeing activities. These included understanding the power of being 'other-person centred', filling our teachers' buckets and reading with younger students.

### Community

After protracted pandemic restrictions that prevented large gatherings, it was such a joy to see more than 1000 students, family members, staff, Alumni and friends come together on campus for the Ravenswood Parents' Association (RPA) Carols on the Lawn. Despite the inclement weather, the RAVO spirit fed a vibrant atmosphere as the campus filled with joyous carols and a heartwarming sense of community.

Thank you to our incredible RPA and Class Parents for their valued contribution and support and for dedicating so much time and energy to this School, including countless hours spent organising memorable events that foster connection and belonging, such as Carols, the Marcus Chantry Golf Day, and Trivia. They have worked so closely with us and it has made such a positive difference in keeping the School community flame burning brightly, radiating joy and warmth. A special thanks to our RPA President Mrs Amanda Vince and to Junior School RPA President Mrs Katie Brown for their dedicated service throughout the year.

To all our parents, I would like to extend a warm thanks for the encouragement you show your daughters and for the immense support for our School. We truly value our partnership.

Our Alumni also continued to inspire us across a range of impactful engagement initiatives and in their ongoing loyalty and commitment to the School. These included the activities of our fabulous Ravenswood Alumni Committee, led by President Lisa Boyce (Clancy, 1990), our Golden Girls and other Alumni. Eleven reunions took place this year, including five that visited the School to enjoy campus tours.

### Acknowledgements

None of these great achievements would have been possible without the significant contribution of many people across our School community.

I would like to take this opportunity to offer my heartfelt thanks and gratitude, first to the School Council, who have contributed so much of their time and expertise, as well as their skills. In particular, we warmly thank Dr Gail Kelly, our outstanding and dynamic Chair of School Council, for sharing her formidable expertise and wise counsel so generously.

I would also like to extend my thanks to our excellent Deputy Chair of Council, Mr Peter Roach, and to Council members Mr Simon Benson, Mr Charles Cho, Ms Susan Horlin, Ms Christine Morgan, Ms Georgina Blix, Reverend Nicholas Cole, Mr John McLean and Dr Prashan Karunaratne (who commenced in April 2023) for their immense contributions and wise counsel in the governance of the School. It has been a joy working with them to shape the direction of the School.

I would also like to pay tribute to Emeritus Professor Elizabeth Carson who, after more than ten years of exceptional service contributing to both the Finance Committee and the Council, concluded her tremendous tenure in May 2023.

Thank you to our amazing Foundation Committee, including Mr John McLean, its Chair. John's years of dedication and service to Ravenswood and active involvement in Giving Day is enormously appreciated and we extend our warmest thanks.

Indeed, thank you to everyone who contributed so generously on Giving Day, helping to raise funds in support of life-changing scholarships and bursaries, as well as to support the forthcoming construction of our new state-of-the-art Wellbeing and Sport Centre. Because of this generosity of spirit, Ravenswood will continue to provide world-class learning spaces that also enhance wellbeing for our students.



Thank you to Reverend ‘the Rev’ Jonathan Humphries, whom we farewelled at the end of 2023. The Rev’s inspiring faith, enthusiasm, Christian guidance, mentorship and general sense of fun will have lasting benefits for many Ravenswood students, staff and community members. Thank you also to our School Leadership Team, who have dedicated themselves to leading this School with assurance, ingenuity and steadfastness. It is a joy and privilege working with them so closely.

I also have the pleasure of working with an outstanding team of teaching and non-teaching staff. They work so hard and give so generously of their skills and talents to help each and every student discover their passion and purpose.

Finally, a special thank you to all our wonderful students. It is such an honour to be their Principal and I find it so

inspiring to witness their compassion for each other and for the world beyond the School gates. Their courage and willingness to try new things and their grit and determination to bounce back from setbacks is truly inspiring. It is such a joy to witness the development of their individual talents and passions throughout their education journey at Ravenswood.

With the conclusion of a truly uplifting year, I pay tribute to our treasured students, staff and parents who have given us so much to celebrate and look forward to.

Our Class of 2023 theme, ‘Within and Beyond’, beautifully expresses our School’s aspiration to inspire our students to always move forward towards better things – *semper ad meliora* – for themselves, for their community and for the benefit of the world around them.

**Mrs Anne Johnstone**

*Principal*



## THE RAVENSWOOD FOUNDATION

The Ravenswood Foundation supported the School in 2023 with a range of new and returning initiatives.

Held for the first time since 2019, the Foundation Dinner attracted 120 guests, who were privileged to hear from dynamic leader and Chair of Ravenswood Council, Dr Gail Kelly. Dr Kelly demonstrated her great passion for Ravenswood in a Q&A with Principal Mrs Anne Johnstone, sharing insights and reflections on her pioneering career as the first female CEO of one of Australia's big four banks.

Love RAVO Day saw the opening of the new Wellbeing Path, an 800-metre path that loops inside the campus perimeter. The path encourages exercise in nature, which supports both physical and mental health, along with learning, and was made possible by generous donations from our Ravenswood community on Giving Day, 2021.

At Ravenswood, we have such a strong sense of community and commitment to making a positive difference. Our second-ever Giving Day on Love RAVO Day demonstrated this, with the School receiving overwhelming support. I would like to extend my deep appreciation to everyone who contributed, including our extremely generous Matcher Donors, who doubled donations received on the day.

Thank you to the hard-working group of current and past parents, Alumni and staff volunteers who dedicated significant time in our Giving Day Telethon room to raise awareness, and to the parents who dropped in baked goods and coffee to support the cause. Together, we made a difference, raising \$630,000!

The funds were directed towards the Ravenswood School for Girls Scholarship Fund, which enables us to provide the life-changing gift of a Ravenswood education to students who may not have the means to attend our School otherwise. Funds raised on the day for the Ravenswood School for Girls Building Fund will also support construction of our new Wellbeing and Sport Centre.

In 2023, the Ravenswood Australian Women's Art Prize attracted a record-breaking 2042 entries. Opening Night was attended by all three levels of government, with winners announced to audiences across Australia via livestream.

The Art Prize continues to strengthen the role of women in the arts and affirm its significance as a platform for women artists across Australia. Ravenswood students were able to view the artworks and immerse themselves in a unique learning environment.

Meanwhile, a record-breaking 93 commemorative pavers were ordered by our community, to be laid in the Old Girls' Courtyard in early 2024 among other pavers recognising special Ravenswood community members.

It has been an honour to work alongside Principal Mrs Anne Johnstone, my fellow Foundation members Mr Mark Fleming, Ms Karola Brent, Ms Yi (Eva) Wang, Mrs Angeline Nicholas, Mr Roderick Seeto, Ms Tatyana Klauzner, Mrs Lisa Boyce, and Council. Together we are helping to further the legacy of parents, students, Alumni and friends who have given for over a century and are continuing the Ravenswood tradition of philanthropy.

I would like to thank them all, along with members of the school staff who contribute their time so generously to the activities of the Ravenswood Foundation.

*semper ad meliora* – always towards better things.

### **Mr John McLean**

*Chair, Ravenswood Foundation Committee*

## RAVENSWOOD ALUMNI

It was wonderful to engage with so many Alumni during 2023.

To mark Ravenswood's 120th anniversary, the book *Kindle the Flame: Celebrating over 120 years of igniting potential and inspiring passion and purpose at Ravenswood* was officially launched on 24 February at a special Assembly attended by Alumni, students and staff.

Alumni were invited to lunch following the Assembly, where they had the opportunity to purchase a copy of the book, meet the author Sophie Church and have her sign their book. Ravenswood Alumni attending the event were from year groups spanning 1965 to 2022.

Ravenswood Alumni also generously gifted each 2023 Year 12 student a copy of the book, presented to them at a year group meeting by Alumni Committee members Rachel Fife (Newton, 1997) and Sarah Robinson (Newton, 1992).

In March, more than 130 members of the Ravenswood community, including 15 Alumni, attended the Ravenswood Foundation Dinner – an Evening with Dr Gail Kelly. The former bank CEO and Chair of Ravenswood Council shared fascinating insights and reflections on her career during an engaging Q&A. Guests were also shown the designs for the new world-class Wellbeing and Sport Centre and enjoyed entertainment from talented Ravenswood students over dinner.

Later in the year, Alumni Kate McLoughlin (1996) – Chef de Mission, 2016, 2020, 2022 and 2024 Australian Paralympic Team and General Manager, Sport Paralympics Australia – was guest speaker at the International Women's Day Assembly on campus. Alumni Committee member Melissa Munn (1988) laid a wreath and represented the committee at the Anzac Day Assembly Service. Gabrielle Hendry (2012), Senior Regulatory Officer for the Information and Privacy Commission and part-time Lieutenant in the Australian Army, was guest speaker at the service.

Ravenswood Australian Women's Art Prize Patron Jennifer Turpin (1975), and judges Kathryn Hendy-Ekers (1984), Jade Oakley (1993) and Katrina Collins (1975), had the enormous task of judging this year's record-breaking 2042 entries.

Meanwhile, 32 Ravenswood Alumni volunteered their time as mentors and panel members to current students at the annual Careers Evening in June. Jennifer Sommerville (Firbank, 2003), Chief of Staff and Cyber Security Strategy and Influence Principal at Telstra, was the Keynote Speaker. Ravenswood Alumni Committee President Lisa Boyce (Clancy, 1990) and Treasurer Soriah MacLean (2013) facilitated some of the evening's panel discussions.

Sixty Alumni from the Class of 2021 attended the Recent Leavers Reunion on campus. Principal Mrs Anne Johnstone presented several new school initiatives and Ravenswood Alumni Committee Secretary Vivienne

Yang (2020) welcomed the Alumni to the reunion. Eleven other reunions also took place this year for the Classes of 1953, 1963, 1968, 1973, 1978, 1983, 1988, 1990 (rescheduled due to COVID-19), 1993, 2003 and 2013. Four of these reunions included a campus tour as part of their celebration.

Generations of Ravenswood girls – up to three generations for some families – also cherished the opportunity to gather and reminisce over breakfast during our much-loved Generations Breakfast in July. Ravenswood also welcomed 120 Golden Girls back on campus for the annual Golden Girls' Lunch in November. Alumni who graduated from the School 50 years ago or more celebrated their friendships and the spirit of Ravenswood as we welcomed our newest Golden Girls from the Class of 1973. It was a privilege to speak at these significant events and experience the strong connection between Alumni and Ravenswood.

The Alumni Committee gifted the Class of 2023 an Alumni pin and embossed jewellery box at the Year 12 Final Assembly, supported by 10 Alumni mothers of Year 12 students and Alumni Committee Treasurer Soriah MacLean (2013). The Ravenswood Alumni also continued its support of two Alumni scholarships for senior students. We look forward to 2024 and welcoming our newest Alumni, the Class of 2023, to Ravenswood Alumni. Thank you to each Alumni Committee member, Principal Mrs Anne Johnstone, staff and students for your ongoing, warm support of Ravenswood Alumni.

*semper ad meliora*

**Lisa Boyce (Clancy, 1990)**

*President, Ravenswood Alumni*

## STUDENT REPRESENTATIVE COUNCIL

This year, the Student Representative Council (SRC) worked closely with other members of our school leadership team to foster new school initiatives, give voice to the student body and enhance RAVO culture.

During Spirit Week, the SRC organised and hosted the first 'Legends at Lunchtime' since COVID, which saw crowds swarming the gymnasium to catch spectacular teacher musical showcases – the Social Science and LRC departments' *Wrecking Ball* performance among the most memorable!

Our central ambition in 2023 was to promote inter-year-group connectivity, to ensure each student feels supported by their 'school sisters' and valued as an integral part of the Ravenswood community.

The SRC planned an individualised SRC Buddy Program, working alongside mentor staff to allocate every student a buddy and devise activities to support new friendships and networks between younger and older students. The program was implemented at the start of Term 4.

The amiable leadership of the SRC team extended to helping the community beyond RAVO through a myriad of charity fundraising events, such as the Bauble Drive in 2022 for Bear Cottage. The SRC and Prefect body also decorated our campus with a Christmas tree, wreaths and baubles, all while dancing to Christmas hits with spirit and cheer!

We are incredibly grateful for the vibrance, passion, ideas and insight that each Year 7 to 12 member of the SRC brought to each fortnightly meeting. We feel privileged to have worked with these students to turn ideas into reality and leave our uniquely positive mark 'Within and Beyond' the RAVO community.

**Clare Goben and Georgina King**  
*2023 School Vice Captains*

## RAVENSWOOD PARENTS' ASSOCIATION

The Ravenswood Parents' Association (RPA) has enjoyed another year of building, celebrating and showcasing our positive RAVO community spirit through many events and activities.

Our magnificent parent and carer volunteers were essential in providing support for our families and charitable organisations in 2023. We supported the Meals with Love program and baked cupcakes that fundraised for Bear Cottage, Orange Sky, Wildlife Warriors and UNICEF Australia.

Parents and carers helped at the Junior School Discos, assisted the Uniform Centre, supported the RPA Mother's Day and Father's Day stalls, volunteered at a record-breaking Open Day and Ravenswood Australian Women's Art Prize Exhibition of the Finalists, cooked barbecues and served gelato at Carols, and supported the second-hand book stall - to name just a few activities.

The RPA Chantry Golf Day at Killara Golf Club also attracted record numbers as parents and friends enjoyed Ambrose golf, a barbecue lunch and prizes. We held the largest and most vibrant RPA Trivia Night, with the theme 'Through the Ages', and Ravenswood prayer mornings took place each term. Class and year-group parents organised a variety of social events enjoyed by many parents across the School, and our Year 6 and Year 12 committee of parents worked tirelessly to deliver the memorable Year 6 Graduation and Year 12 Valedictory Dinners respectively.

The RPA funded several projects in 2023. We contributed \$5000 to Giving Day on Love RAVO Day to support life-changing scholarships and the new Wellbeing and Sport Centre. Our donated benches for the Junior School playground were installed, and we donated a Ravenswood-branded dog vest for the School's new therapy dog, Penny.

As President of the RPA, I would like to sincerely thank all parents, and in particular the RPA Executive Committee: Rachael Fife, RPA Vice-President; Mark Brady, Secretary; Fred Tambyrajah, Treasurer; and Boarder Family Representative, Christine Robinson.

To the wonderful RPA P-6 Committee, led by President Katie Brown and supported by Vice-President Sabena Cowper, Treasurer Rachnee Khanijou and Secretary Mark Brady - thank you for all the enthusiasm and care that you offer the Junior School community.

As always, we are immensely appreciative of Principal Mrs Anne Johnstone's time and commitment to support the RPA, enabling us to take our community from strength to strength. My sincere thanks, too, to the Ravenswood Marketing, Communications and Engagement Team, who work tirelessly in support of the RPA efforts.

**Mrs Amanda Vince**  
*President, Ravenswood Parents' Association*

# Contextual Information about the School and Characteristics of the Student Body

## MISSION AND PHILOSOPHY

Ravenswood is a Uniting Church School for Prep to Year 12, with Boarding from Year 7.

We are guided by our Christian ethos and our Guiding Principles of *Excellence, Respect, Optimism, Courage* and *Compassion*, which define our strengths and support us.

Ravenswood is dedicated to excellence in education for girls and the realisation of each student's potential. It provides a balanced curriculum encompassing spiritual, academic, cultural, physical and practical areas of learning. Ravenswood is academically non-selective.

The Ravenswood family is a Christian community in which members are able to contribute in an atmosphere of mutual care, respect and encouragement. A willingness to accept responsibility is fostered, and both leadership and participation skills are developed through active involvement in all aspects of School life. Girls are provided with the foundation for lifelong learning.

The School Motto, *semper ad meliora* (always towards better things), affirms the School's philosophy for all members of the School community.

## WORLD-CLASS FACILITIES

We are located on Sydney's picturesque and leafy North Shore. Our girls enjoy beautiful, idyllic grounds and world-class, award-winning facilities. Ravenswood is 15 kilometres from Sydney's city centre and five minutes' walk from the main train line.

## A MULTI-AWARD-WINNING, LEADING POSITIVE EDUCATION AND VISIBLE WELLBEING SCHOOL

We are recognised as one of the world's leading girls' schools in Positive Education. Ravenswood was also the first school in New South Wales to adopt a Visible Wellbeing approach.

In 2023, Ravenswood was awarded 5-Star Innovative School by *The Educator* for the fifth time in six years. *The Educator* named Principal Mrs Anne Johnstone among the Most Influential Educators of 2023, an award that celebrates inspirational leaders who have had a transformational impact on their students and school communities. Mrs Johnstone was also recognised on *The Educator* Hot List for 2023.

## CHARACTERISTICS OF THE STUDENT BODY

The student population comprised 1428 students\* from Prep to Year 12. Ravenswood Day Girls were mostly drawn from northern Sydney, particularly the Ku-ring-gai municipality. Boarders came from metropolitan Sydney, NSW country regions and overseas. Overseas students came from a range of countries, including Asia-Pacific countries.

The 2023 student population reflected the increasing diversity of the area, with 34.73% of students having a language background other than English.

Ravenswood operates within the policies of the NSW Education Standards Authority and offers both the Higher School Certificate and the International Baccalaureate Diploma Programme.

For more information about Ravenswood, visit the School website [ravenswood.nsw.edu.au](https://ravenswood.nsw.edu.au)

\*As of Census 2023, K-12 population numbers

# Student Outcomes in Standardised National Literacy and Numeracy Testing







The table below shows the average student NAPLAN results at Ravenswood School for Girls in 2023.

The cell colour shows whether a school's results are 'well above', 'above', 'close to', 'below' or 'well below' those

of all students nationally. Ravenswood's NAPLAN 2023 results can also be found on the My School website: [www.myschool.edu.au/school/43939/naplan/results](http://www.myschool.edu.au/school/43939/naplan/results)

Year	Reading	Writing	Spelling	Grammar	Numeracy
Year 3	490	495	491	521	475
Year 5	573	571	554	580	569
Year 7	589	597	579	593	600
Year 9	625	633	603	611	636

**Interpreting the table**  
Selected school's average when compared to all Australian students.

 Well above	 Below	 Close to
 Above	 Well below	 No comparison available

## YEAR 3 SUMMARY

In 2023, Ravenswood continues to perform well above the national average in all domains. Compared to students with a similar background, Ravenswood is performing well above the average in every domain except Numeracy, where it is performing above the average.

## YEAR 5 SUMMARY

In 2023, Ravenswood continues to perform well above the national average in all domains.

Compared to students with a similar background, Ravenswood is performing well above the average in every domain except Spelling, where it is performing above the average.

## YEAR 7 SUMMARY

In 2023, Ravenswood continues to perform well above the national average in all domains, and is close to average compared to students with a similar background.

## YEAR 9 SUMMARY

In 2023, Ravenswood continues to perform well above the national average in all domains, and is close to average compared to students with a similar background.

# Senior Secondary Outcomes (Student Achievement)

## RECORD OF SCHOOL ACHIEVEMENT

The Record of School Achievement (RoSA) is a cumulative credential for Years 10 to 12 and can be awarded to students not taking the Higher School Certificate. At the end of Year 10, 2023, 31 students made the decision to pursue the International Baccalaureate Diploma as their choice of exit credential and became eligible to receive their RoSA. The School did not have any other students who required the award of a RoSA.

## INTERNATIONAL BACCALAUREATE DIPLOMA PROGRAMME

The International Baccalaureate (IB) Diploma Programme is a two-year educational program primarily aimed at students aged 16 to 19. It provides an internationally accepted qualification for entry into higher education and is recognised by many universities worldwide.

In 2023, 43 students attained an IB Diploma. Five of these students attained an IB Bilingual Diploma.

### IB Diploma High Achievers

One student from the School achieved a perfect IB Diploma score of 45. This score converted to an ATAR of 99.95 and placed them in the top 1% of students in the world.

Ten students (23%) achieved a score of 42 or above (ATAR equivalent of 98.45 or above).

The IB Diploma score of 40+ (ATAR equivalent of 96.80 or above) is recognised as the high achiever mark for IB students — the maximum score possible is 45.

In 2023, 16 Ravenswood students (37% of those undertaking the IB Diploma) were recognised as IB Diploma High Achievers, placing them in the top 14% of IB students in the world.

## IB Awards

In the IB Schools Australasia Awards:

- 16 students (37.2%) achieved a Distinction Award (for IB Diploma graduates who have achieved an IB score of 40 points or more)
- 23 students (53.5%) achieved a Merit Award (for IB Diploma graduates who have achieved at least one Grade 7 in one subject or an 'A' in EE/TOK)
- Two students achieved a CAS (Creativity, Activity, Service) Award.

## HIGHER SCHOOL CERTIFICATE

In 2023, 120 Year 12 students (not including three Year 11 accelerants) sat the Higher School Certificate (HSC), completing at least 10 units of study across 46 NSW HSC courses (including 6 external courses) and receiving an ATAR.

One student studied a non-ATAR pathway and 8% undertook a vocational training course as part of their HSC.

In addition:

- three students completed the 1 Unit Dance accelerated HSC course in Year 11, 2022.

### All-round Achievers List

In 2023, 11 students received the Premier's Award as All-round Achievers. The All-round Achievers list recognises students who achieved a result in the highest band possible (Band 6 or Band E4) in 10 or more units of courses in their current pattern of study.

### Top Achievers List

Top Achievers in Course lists the student(s) who achieved one of the highest places in an HSC course or Vocational Education and Training (VET) exam and also achieved a result in the highest band possible (Band 6 or Band E4).

Two students featured in the 2023 Top Achievers list: one achieved First in Course in Chinese in Context, and another third in English Extension 1 and fourteenth in English Advanced.

### Distinguished Achievers

Distinguished Achievers lists the students who achieved a result in the highest band possible (Band 6 or Band E4) for one or more courses. Where a student has studied any courses at a different school, the school reported is the main school.

The NSW Education Standards Authority (NESA) identified 60% of Ravenswood HSC students as Distinguished Achievers in 2023. These students achieved a mark of 90 or more out of 100 in a 2-unit course, or a mark of 45 or more out of 50 in an Extension course. There were 209 mentions (between 74 students) on the Distinguished Achievers list.

### ARTEXPRESS, CALLBACK, ENCORE, OnSTAGE and SHAPE

In terms of HSC showcases and events:

- five Design and Technology students were nominated for SHAPE, with one student selected
- three Textiles and Design students were nominated for SHAPE, with one selected
- one Visual Arts student was nominated for ARTEXPRESS
- two Dance students (Core Composition) were Nominated for CALLBACK
- three Dance students (Core Performance) were nominated for CALLBACK
- three Dance students (Major Performance) were nominated for CALLBACK
- two Drama students were nominated for OnSTAGE
- two Music students (Performance) were nominated for ENCORE, with one selected.

For a full list of Year 12 academic results, please refer to the dedicated booklet on the School's website:

[ravenswood.nsw.edu.au/why/academic-results](https://ravenswood.nsw.edu.au/why/academic-results)





The following tables present comparative information about Ravenswood's senior secondary outcomes in 2023.

## Ravenswood School for Girls HSC result percentages compared with NSW average result percentages

Band 6 represents the highest marks (90 or above), Band 5 is 80 or above and Band 4 is 70 or above.

Subject*	Band 6		Band 5		Band 4		Band 3		Band 2		Band 1	
	Ravo %	NSW %	Ravo %	NSW %	Ravo %	NSW %	Ravo %	NSW %	Ravo %	NSW %	Ravo %	NSW %
Ancient History	<b>40.00</b>	9.28	<b>60.00</b>	23.44	<b>0.00</b>	28.30	<b>0.00</b>	20.02	<b>0.00</b>	13.27	<b>0.00</b>	5.69
Biology	<b>17.78</b>	8.31	<b>51.11</b>	23.68	<b>31.11</b>	31.92	<b>0.00</b>	25.48	<b>0.00</b>	9.15	<b>0.00</b>	1.47
Business Studies	<b>26.53</b>	11.39	<b>51.02</b>	24.69	<b>20.41</b>	28.06	<b>2.04</b>	24.07	<b>0.00</b>	9.82	<b>0.00</b>	1.97
Chemistry	<b>6.06</b>	12.41	<b>33.33</b>	25.91	<b>39.39</b>	27.99	<b>18.18</b>	19.39	<b>3.03</b>	12.45	<b>0.00</b>	1.84
Chinese and Literature	<b>50.00</b>	21.46	<b>50.00</b>	50.19	<b>0.00</b>	25.67	<b>0.00</b>	1.53	<b>0.00</b>	1.15	<b>0.00</b>	0.00
Chinese in Context	<b>80.00</b>	64.06	<b>20.00</b>	29.69	<b>0.00</b>	4.69	<b>0.00</b>	0.78	<b>0.00</b>	0.78	<b>0.00</b>	0.00
Chinese Continuers	<b>33.33</b>	41.45	<b>0.00</b>	29.02	<b>33.33</b>	19.69	<b>33.33</b>	4.66	<b>0.00</b>	4.15	<b>0.00</b>	1.04
Community and Family Studies	<b>0.00</b>	5.79	<b>66.67</b>	30.08	<b>33.33</b>	36.19	<b>0.00</b>	20.18	<b>0.00</b>	6.21	<b>0.00</b>	1.55
Design and Technology	<b>90.00</b>	12.21	<b>10.00</b>	35.10	<b>0.00</b>	30.72	<b>0.00</b>	16.97	<b>0.00</b>	3.89	<b>0.00</b>	1.11
Drama	<b>16.67</b>	21.54	<b>83.33</b>	38.81	<b>0.00</b>	27.83	<b>0.00</b>	10.77	<b>0.00</b>	0.93	<b>0.00</b>	0.12
Economics	<b>5.56</b>	13.09	<b>38.89</b>	35.43	<b>50.00</b>	28.09	<b>5.56</b>	15.68	<b>0.00</b>	5.55	<b>0.00</b>	2.16
English Advanced	<b>42.86</b>	13.80	<b>52.04</b>	53.39	<b>5.10</b>	28.16	<b>0.00</b>	4.09	<b>0.00</b>	0.50	<b>0.00</b>	0.06
English EAL/D	<b>42.86</b>	4.98	<b>42.86</b>	16.78	<b>14.29</b>	31.73	<b>0.00</b>	24.50	<b>0.00</b>	15.45	<b>0.00</b>	6.56
English Standard	<b>0.00</b>	0.31	<b>6.67</b>	12.87	<b>60.00</b>	46.51	<b>33.33</b>	30.01	<b>0.00</b>	8.70	<b>0.00</b>	1.60
Food Technology	<b>33.33</b>	6.76	<b>46.67</b>	23.43	<b>20.00</b>	34.73	<b>0.00</b>	23.75	<b>0.00</b>	9.22	<b>0.00</b>	2.11
French Beginners	<b>0.00</b>	21.48	<b>100.00</b>	21.81	<b>0.00</b>	26.51	<b>0.00</b>	20.47	<b>0.00</b>	7.38	<b>0.00</b>	2.35
French Continuers	<b>0.00</b>	25.44	<b>50.00</b>	33.46	<b>50.00</b>	33.86	<b>0.00</b>	6.26	<b>0.00</b>	0.78	<b>0.00</b>	0.20
Geography	<b>23.53</b>	9.91	<b>47.06</b>	32.02	<b>23.53</b>	35.80	<b>5.88</b>	15.08	<b>0.00</b>	4.94	<b>0.00</b>	2.24
Hospitality Examination (Food and Beverage)	<b>42.86</b>	4.39	<b>28.57</b>	21.14	<b>28.57</b>	40.97	<b>28.57</b>	26.79	<b>0.00</b>	5.65	<b>0.00</b>	1.04
Italian Continuers	<b>0.00</b>	26.35	<b>100.00</b>	38.32	<b>0.00</b>	21.56	<b>0.00</b>	12.57	<b>0.00</b>	1.20	<b>0.00</b>	0.00
Japanese Continuers	<b>75.00</b>	23.22	<b>25.00</b>	32.47	<b>0.00</b>	23.07	<b>0.00</b>	13.51	<b>0.00</b>	6.22	<b>0.00</b>	1.52
Legal Studies	<b>30.00</b>	13.97	<b>36.67</b>	28.54	<b>30.00</b>	26.96	<b>3.33</b>	20.81	<b>0.00</b>	6.94	<b>0.00</b>	2.77
Mathematics Advanced	<b>27.03</b>	22.35	<b>32.43</b>	27.45	<b>37.84</b>	26.60	<b>2.70</b>	17.67	<b>0.00</b>	5.58	<b>0.00</b>	1.35
Mathematics Standard 2	<b>21.88</b>	9.22	<b>53.13</b>	22.42	<b>18.75</b>	26.22	<b>6.25</b>	24.46	<b>0.00</b>	14.19	<b>0.00</b>	3.50
Modern History	<b>46.67</b>	10.27	<b>33.33</b>	24.84	<b>20.00</b>	29.08	<b>0.00</b>	20.23	<b>0.00</b>	11.64	<b>0.00</b>	3.94
Music 1	<b>66.67</b>	22.65	<b>33.33</b>	46.32	<b>0.00</b>	20.84	<b>0.00</b>	8.15	<b>0.00</b>	1.32	<b>0.00</b>	0.71
Music 2	<b>0.00</b>	34.80	<b>66.67</b>	50.48	<b>33.33</b>	13.48	<b>0.00</b>	1.10	<b>0.00</b>	0.14	<b>0.00</b>	0.00
Personal Development, Health and Physical Education	<b>32.14</b>	6.44	<b>39.29</b>	24.56	<b>21.43</b>	32.50	<b>7.14</b>	26.12	<b>0.00</b>	8.95	<b>0.00</b>	1.43
Physics	<b>0.00</b>	13.10	<b>50.00</b>	25.84	<b>30.00</b>	28.56	<b>20.00</b>	21.60	<b>0.00</b>	9.81	<b>0.00</b>	1.09
Society and Culture	<b>20.00</b>	11.65	<b>65.00</b>	33.21	<b>15.00</b>	35.38	<b>0.00</b>	14.70	<b>0.00</b>	4.13	<b>0.00</b>	0.93
Textiles and Design	<b>45.45</b>	16.56	<b>54.55</b>	34.98	<b>0.00</b>	27.05	<b>0.00</b>	15.63	<b>0.00</b>	4.78	<b>0.00</b>	1.00
Visual Arts	<b>25.00</b>	18.50	<b>75.00</b>	47.09	<b>0.00</b>	25.73	<b>0.00</b>	7.64	<b>0.00</b>	0.94	<b>0.00</b>	0.10

\* The data for subjects with small cohort numbers (<5) is not reported to ensure the privacy of the students who completed that HSC subject.

## HSC Band E4 and E3 Summaries

Band E4 represents the highest mark (45–50 out of 50) and Band E3 is 40–45.

Subject*	Band E4		Band E3		Band E2		Band E1	
	Ravo %	NSW %	Ravo %	NSW %	Ravo %	NSW %	Ravo %	NSW %
English Extension 1	<b>45.00</b>	40.89	<b>55.00</b>	53.53	<b>0.00</b>	5.26	<b>0.00</b>	0.33
English Extension 2	<b>61.54</b>	28.84	<b>38.46</b>	56.82	<b>0.00</b>	13.64	<b>0.00</b>	0.71
Mathematics Extension 1	<b>45.45</b>	34.28	<b>36.36</b>	37.65	<b>18.18</b>	24.02	<b>0.00</b>	4.05
Mathematics Extension 2	<b>62.50</b>	37.82	<b>37.50</b>	47.97	<b>0.00</b>	12.83	<b>0.00</b>	1.37

\*The data for subjects with small cohort numbers (<5) is not reported to ensure the privacy of the students who completed that HSC subject.

## HSC and International Baccalaureate Diploma Summary

	2019	2020	2021	2022	2023
Number of IB Diploma candidates	24	30	37	30	43
Number of HSC candidates	101	88	91	128	120 (plus 3 x Year 11 accelerants)
Total number of HSC courses	46	44	43	47	46 (includes 6 external courses)
Number of mentions in the HSC Distinguished Achievers List	163	129	201	198	209
HSC First in Course	3	5	3	14	1
(All-round Achievers List)	5	3	14	5	11
Number of students listed as top achievers in course	1	-	8	1	3
Top ATAR	99.95	99.95	99.95	99.95	99.95
Number of IB Diploma high achievers	13	7	20	13	16
IB Diploma average subject grade out of 7 vs world average*	6.0 vs 4.5	5.8 vs 4.7	6.3 vs 5.1	6.1 vs 4.9	5.88 vs 4.6
IB Diploma average total score out of 45 vs world average*	38.0 vs 28.5	37.0 vs 29.8	40.0 vs 32.0	39.0 vs 39.0	38 vs 29
% of students (whole cohort) with ATARs 90 and above	46%	50%	62.5%	51%	52%
% of students (whole cohort) with ATARs 80 and above	82%	77%	87.5%	78%	78%

\* To one decimal place

## Ravenswood School for Girls IB subject results compared with worldwide average

2023 subjects	Average grade: Ravenswood	Average grade: worldwide
CHINESE A: Literature HL	6.00	5.36
CHINESE A: Literature SL	5.75	5.73
ENGLISH A: Lang and Literature HL	5.71	4.83
ENGLISH A: Lang and Literature SL	5.00	5.01
ENGLISH A: Literature HL	5.79	5.06
ENGLISH A: Literature SL	5.67	4.88
CHINESE B - MANDARIN HL	7.00	6.58
CHINESE B - MANDARIN SL	6.00	6.51
ENGLISH B HL	6.20	4.95
FRENCH AB. SL	4.00	4.94
FRENCH B HL	6.00	5.03
FRENCH B SL	6.00	5.35
GERMAN B SL	6.00	5.25
JAPANESE B SL	5.00	5.54
LATIN HL	7.00	6.06
LATIN SL	6.25	5.66
MANDARIN AB. SL	5.50	5.86
SPANISH AB. SL	5.33	5.37
BUSINESS MANAGEMENT HL in ENGLISH	6.82	4.82
BUSINESS MANAGEMENT SL in ENGLISH	6.33	4.36
ECONOMICS HL in ENGLISH	6.00	5.20
ECONOMICS SL in ENGLISH	6.00	4.97
GLOBAL POLITICS HL in ENGLISH	6.50	4.99
HISTORY SL in ENGLISH	6.00	4.29
HISTORY EUROPE HL in ENGLISH	6.20	4.70
PSYCHOLOGY HL in ENGLISH	6.26	5.31
PSYCHOLOGY SL in ENGLISH	7.00	5.04
BIOLOGY HL in ENGLISH	7.00	4.56
BIOLOGY SL in ENGLISH	5.38	3.73
CHEMISTRY HL in ENGLISH	5.00	5.25
CHEMISTRY SL in ENGLISH	5.56	3.93
PHYSICS HL in ENGLISH	6.00	5.06
PHYSICS SL in ENGLISH	6.00	3.81
SPORTS EX SCI HL in ENGLISH	6.00	5.56
SPORTS EX SCI SL in ENGLISH	6.25	4.12
MATHEMATICS ANALYSIS AND APPROACHES HL in ENGLISH	6.00	5.11
MATHEMATICS ANALYSIS AND APPROACHES SL in ENGLISH	5.80	3.85
MATHEMATICS APPLICATIONS AND INTERP SL in ENGLISH	5.77	3.74
MUSIC HL in ENGLISH	6.00	5.41
MUSIC SL in ENGLISH	6.00	4.38
THEATRE HL in ENGLISH	5.75	5.78
VISUAL ARTS HL in ENGLISH	6.17	4.61

# Teacher Professional Learning, Accreditation and Qualifications

In 2023, Ravenswood employed 172 teachers who were involved in the delivery of the curriculum. Their qualification status was as follows.

## Qualification Status of Teachers

Category	Number of Teachers
Teachers having teacher education qualifications from a higher education institution within Australia or as recognised within the National Office of Overseas Skills Recognition (AEI-NOOSR) guidelines; OR	170
Teachers having a bachelor's degree from a higher education institution within Australia or one recognised within the AEI-NOOSR guidelines but lacking formal teacher education qualifications.	0

The number of teachers at the various levels of teacher accreditation by the end of 2023 is shown in the table below.

## Accreditation Level of Teachers

Accreditation Level	Number of Teachers
Conditional	8
Provisional	9
Proficient	153

Ravenswood's teaching staff are committed professionals who undertake high-quality professional learning experiences to support continuous growth as educators, with a specific focus on the School's strategic goals across six domains:

- **Learning:** Achieve excellence and leadership in learning and teaching.
- **Wellbeing:** Embed wellbeing as a cornerstone to enable students to flourish.
- **Contribution:** Invigorate the social justice commitment at the heart of Ravenswood's Christian ethos.
- **Community:** Harness Ravenswood's strength of community and sense of belonging.
- **Sustainability and Development:** Invest in resources and practices that underpin future development of Ravenswood.
- **Leadership:** Continue to develop Ravenswood's identity as a leading school of choice and a world-class, 'lighthouse' school of excellence.

Teaching staff participated in seven designated professional learning days and 26 additional professional learning afternoons throughout 2023. These incorporated guest speakers, workshops and training in compliance-related areas, department and wellbeing meetings, programming and planning time.

In January, the School invited Sue Larkey to present to the staff on 'Understanding Autism Spectrum Disorder'. Sue is a highly regarded expert in her field and her presentation was full of relevant anecdotal accounts as well as practical and useful strategies for teachers to provide a supportive and inclusive environment for students on the autism spectrum.

During the Term 2 and Term 4 Staff Professional Development Days, departments were provided time to develop professional learning opportunities specific to their subject areas and aligned with their identified department goals. This included guest presenters, upskilling in the use of subject-specific technology platforms, and the review and development of teaching and learning programs and assessment tasks.

In 2023, staff across several subject areas were planning for the implementation of new syllabuses in 2024, including for English K-2, Mathematics K-2, English 7-10, Mathematics 7-10, Modern Languages 7-10, Computing Studies Stage 5, HSC Geography Stage 6, IB Biology, Physics and Chemistry. Departments targeted their professional development to ensure teaching staff were familiar with the new syllabus documents and available resources, and had time to collaborate in teams to plan effective and engaging units of work.

Term 3 Staff Development Day had the theme 'Positive Education and Visible Wellbeing' and was facilitated by Professor Lea Waters. Our long-standing relationship with Professor Waters was strengthened as she worked with all teaching staff to understand the SEARCH Framework and how this can be used to make wellbeing visible within each classroom.

Our partnership with the University of Queensland Science of Learning Research Centre continued to strengthen across 2023. Members of the Curiosity Team implemented the initial trials of the 'curiosity framework' by coaching a group of teachers from different departments across the School. The research findings and data were very encouraging and are described in the article 'Building a curious mindset' in the 2024 *RIPLS* (Ravenswood Institute Professional Learning Series) publication. Four staff members attended the University of Queensland Symposium in November, sharing our curiosity project's current findings and progress. In Term 3, members of our curiosity team were invited to present at the International Conference for Adolescent Success in Brisbane.

Since the launch of OpenAI's ChatGPT in November 2022, schools around the world have been grappling with the increased accessibility of generative artificial intelligence (AI) tools and the impact of this technology in an education context. Throughout 2023, teaching and learning teams engaged in rich discussions about the potential benefits and limitations of generative AI tools in their subject areas. This included the need to re-imagine assessment and to educate our students on safe and ethical use of these types of tools. Experts from the University of Technology Sydney ran a workshop with teachers to deepen their understanding of generative AI technology and its uses. Teams of teachers from different departments also upskilled and explored AI by engaging in conferences, subject-specific networking and online courses.

All teachers at Ravenswood engaged with the Professional Learning Plan (PLP) program throughout 2023. The PLP program is a highly successful professional learning activity that runs for the school year and allows teachers to join a team with a particular focus area that is aligned to the School's strategic plan and teaching and learning priorities. In 2023, these focus areas included Assessment and Data, Deep Learning, Differentiation, Feedback, Effective use of ICT in the Classroom, Positive Education,

School-Wide Literacy and the Learning Framework Strategic Group. Each PLP Team met twice per term and included teachers from a range of departments. Teachers were supported to set meaningful goals, research evidence-based practices to explore and implement in the classroom, conduct peer observations and share their progress with the School community at the PLP Expo in Term 4.

Ravenswood staff continue to share their expertise and passion through involvement in leadership and committee positions across a broad range of professional and subject organisations, including the Association of Heads of Independent Schools of Australia, the Positive Education Schools Association and the Association of Independent Schools of NSW.

Many Ravenswood teachers engaged with NESA-based subject area associations and network groups and presented at local, state, national and international conferences including EduTech, NCN meetings and PESA.

Teachers were well supported as they sought higher levels of teacher accreditation. Teachers engaging with accreditation at the Proficient Teacher level attended a workshop each term and engaged in regular individual meetings with the Coordinator of Professional Practice and their assigned supervising teachers.

Teachers undertaking accreditation at the Experienced Teacher level engaged with three 1.5-hour workshops with a consultant from the Association of Independent Schools of NSW. They also took part in a workshop each term and had regular individual meetings with the Coordinator of Professional Practice and their assigned supervising teacher.

In 2023, four teachers gained NESA Proficient Teacher accreditation and eight teachers gained their Experienced Teacher accreditation through ISTAA. The first teacher from Ravenswood School for Girls achieved their Highly Accomplished Accreditation - one of only three teachers across NSW Independent Schools to be awarded this accreditation under the new HALT format.

Teachers from the Junior School and Senior School continued their professional learning and growth in the International Baccalaureate (IB) Primary Years Programme (PYP) or the Diploma Programme (DP). This included participating in online courses of one to three days focused on areas including supporting students in the Extended Essay, understanding the Theory of Knowledge, implementing agency in the PYP and a range of subject-specific syllabus and implementation support. Ravenswood staff also took part in HSC and IB examination committees, and in HSC and IB examination marking.

The following professional learning activities are a broad sample of those undertaken by Ravenswood staff throughout 2023.

## Staff Professional Learning Activities

Activity	Number of Teaching Staff Participating
Professional learning around compliance – code of conduct, student health, child protection, privacy	170
Whole-school professional learning – Understanding Autism Spectrum Disorder, Generative AI tools in Education, Positive Education and Visible Wellbeing	170
First Aid training	34
CPR training	136
Teacher accreditation – workshops aimed at supporting teachers working towards accreditation at Proficient and Experienced Teacher levels	26
Specialised professional learning in disciplines linked to teachers' subject expertise	215



# Workforce Composition

Ravenswood's workforce composition in 2023 is outlined in the table below.

Staff Category	Total
Full-time teaching staff	131
Part-time teaching staff	39
<b>Full-time equivalent teaching staff</b>	<b>150.8</b>
Full-time non-teaching staff	68
Part-time non-teaching staff	39
<b>Full-time equivalent non-teaching staff</b>	<b>90</b>

Ravenswood did not employ any staff member in 2023 who indicated that they were of Aboriginal or Torres Strait Islander descent.

The School profile can be viewed on the My School website at [www.myschool.edu.au/school/43939](http://www.myschool.edu.au/school/43939)



# Student Attendance, and Retention Rates and Post-School Destinations in Secondary Schools

## STUDENT ATTENDANCE AND PUNCTUALITY

Ravenswood uses the following processes to monitor attendance:

- Students must attend school every day unless they are ill. This includes sports days (athletics, cross country and swimming carnivals), special rehearsal days and the Presentation Ceremony. Designated evening functions, such as the House Performing Arts Festival, are part of the school year and attendance is compulsory. Camps in Years 4 to 11 are part of the school program and all students are expected to attend. All these events are outlined in the school calendar and medical certificates will be required for absences at these events.
- Parent(s) or carer(s) should notify the School by email or RAVOConnect before 8:20am if their daughter is absent for that day. All notifications must be received within seven days of the absence, otherwise this absence will be recorded as 'unexplained'. If a student is absent for four consecutive days or more, a medical certificate is required. At times, students may require additional support to ensure regular attendance. When this occurs, the School will meet with the student and their parents to discuss appropriate strategies to support the student.
- A student arriving late to school must sign in through Student Reception before attending any class. A written notification for the reason for lateness must be provided. If this notification is not received within seven days of the lateness, this will be recorded as 'unexplained'.
- Parent(s) or carer(s) requesting permission for their child to leave the School before the end of class must notify the School and provide the reason for their child's early departure.
- Students from Kindergarten to Year 9 are not allowed to leave school early on their own: a parent or guardian must come to pick them up. Students are not permitted to leave school early to attend a driving lesson or appointment to obtain a driver licence, or for personal reasons. Permission to leave school during the day will be given for appointments such as medical, dental or physiotherapy appointments that cannot be scheduled outside lesson times. Once permission to leave early has been obtained, students must sign out at Student Reception prior to leaving the school and sign in on returning.
- Students should understand that having arrived on school premises, they need written parental permission to leave school grounds, even first thing in the morning before lessons have started. This communication needs to be addressed to Student Absences at [student.absences@ravenswood.nsw.edu.au](mailto:student.absences@ravenswood.nsw.edu.au)

Student attendance rates are shown below. These are based on the Australian Department of Education, Skills and Employment collection process for 2023 student attendance data and a School population of 1428\* students at time of census.

\*As of Census 2023, K-12 population numbers



### Student Attendance Rates

Year Group	Attendance Rate (%)
Prep	93
Kindergarten	95
Year 1	96
Year 2	96
Year 3	96
Year 4	95
Year 5	96
Year 6	95
Year 7	94
Year 8	93
Year 9	93
Year 10	93
Year 11	93
Year 12	94
Whole school	94

### Student Retention Rate

Year Group	Year Enrolled	Total Students Enrolled
Year 10	2021	159
Year 12	2023	151

The student retention rate from Year 10, 2020, to Year 12, 2023, was 95%.



## POST-SCHOOL DESTINATIONS

In 2023, 163 students were made tertiary offers. The University of Sydney and University of Technology Sydney accounted for most offers, followed by the University of New South Wales and Macquarie University.

Courses in Health, courses in Commerce and combined Arts degrees dominated preferences, followed by Science courses and various combinations of Law degrees.

### Tertiary Offers of 2023 Graduates

Tertiary Institution	Offers Made	Proportion of Total Offers
University of Sydney	41	25%
University of Technology Sydney	33	20%
University of New South Wales	29	18%
Macquarie University	20	12%
University of Newcastle	7	4%
Australian Catholic University	6	4%
Australian National University	5	3%
Overseas institutions	4	3%
International College of Management, Sydney	3	2%
University of Melbourne	3	2%
Griffith University	2	1%
University of Wollongong	2	1%
University of New England	2	1%
University of Queensland	1	1%
University of Notre Dame Australia	1	1%
Hotel School	1	1%
Other	3	2%

### Tertiary Courses of 2023 Graduates

Course Category	Proportion of Graduates
Health Science	28%
Commerce, Economics, Management	22%
Arts, Society and Culture	12%
Natural and Physical Sciences	8%
Combined Law	8%
Architecture	6%
Communications	4%
Education	4%
Engineering	3%
Overseas	2%
Creative Arts/Design	2%
Computer Science/IT	1%
Other	1%

# Enrolment Policies

This is the full text of the current Ravenswood Enrolment Policy.

## PURPOSE

Ravenswood School for Girls (the School) is a Uniting Church School for Prep to Year 12, with boarding from Year 7. The School is dedicated to excellence in education for girls and the realisation of each student's potential, providing a balanced curriculum encompassing spiritual, academic, cultural, physical and practical areas of learning.

The purpose of this policy is to establish a framework for the School to meet its statutory and regulatory obligations.

## SCOPE

This policy applies to all prospective and current students of the School, to their parent(s) or carer(s) and to all staff involved in the enrolment process.

## POLICY

Ravenswood is an academically non-selective, independent school for girls from Prep to Year 12.

Applications for enrolment may be made at any time by the parent(s) or carer(s) of students to commence at Ravenswood.

The School will base any decision about offering a place to a student on factors such as:

### Family relationship with the School:

- sibling of a current or former student
- mother, grandmother or aunt attended the School
- attitudes, values, priorities and expectations that are compatible with the School ethos

### The student:

- the student's ability to benefit from the curriculum and School offerings

- the contribution that the student may make to the School
- the student's reports from previous schools/ educational services (e.g. the NSW Department of Education's Transition to School Statement)
- the School's ability to meet the special needs or abilities of the student
- other considerations, such as order of receipt – when the application to enrol is received by the School.

The School may meet with parent(s) or carer(s) of the student before offering a place.

The School has absolute discretion in determining the weight of each of the factors it takes into account in determining whether to offer a place for the student.

Applications for enrolment may be made at any time by the parent(s) or carer(s) of students to commence at Ravenswood.

Continued enrolment at the School is dependent upon the student making satisfactory academic progress, attending consistently, and the student and her parent(s) or carer(s) observing all behavioural codes of conduct, and other requirements of the School that are applicable from time to time.

## BOARDING

Full-time and weekly boarding is available for students from Years 7 to 12.

Boarders must observe all rules and codes of behaviour applicable to boarders and all requirements relating to leave.

Boarding status can only be changed with the approval of the Principal. The Principal has absolute discretion to change the status of a boarder to a day student, or day student to boarder.

## OVERSEAS STUDENTS

The School is registered to accept a limited number of overseas students on a Subclass 500 Student Visa (Overseas Student).

If an overseas student is offered enrolment, all government regulations relating to visa conditions, guardianship, private health insurance and other welfare arrangements must be met.

It is a preference of the School for overseas students enrolled in Years 7 to 12 to reside within the Ravenswood Residential College. With prior approval of the Principal, permission may be granted for an overseas student to live with an approved guardian.

## PROCEDURE

This Procedure should be read in conjunction with the Enrolment Policy.

Before applying for enrolment, parent(s) or carer(s) should view our Prospectus, the Enrolment Policy, the current Fees and Charges schedule and the Terms and Conditions of Enrolment. All documents are available on the School website or can be posted to your address upon request.

Applications for enrolment can be made by completing the online Enrolment Application Form and paying the non-refundable application fee. Forms must be completed and signed by the student's parent(s) or carer(s) and lodged with a non-refundable application fee.

When the Application is received, the Head of Enrolments at the School will consider it based on the School's enrolment policy criteria and either make or decline a Provisional Offer.

If the School makes a Provisional Offer, the parent(s) or carer(s) are provided a specific timeframe to accept the offer and pay a non-refundable acceptance fee to ensure a place is allocated on the Provisional Offer Enrolment List. Provisional Offers not accepted within the specified timeframe are deemed to have lapsed and the application may be cancelled.

Approximately two years prior to entry, the parent(s) or carer(s) will be required to complete a Pre-Enrolment Form and may be asked to attend an interview. School reports and NAPLAN results (if applicable) are also required. Interviews are conducted by a member of the School Leadership. The student's needs, and the expectations of the parent(s) or carer(s), will be discussed.

Following this meeting, the School will advise whether or not it will make an offer of a Confirmed Place.

If the School makes an offer of a Confirmed Place, the parent(s) or carer(s) must sign the acceptance form within the specified timeframe and pay a non-refundable enrolment fee.

The School acknowledges that amendments to a student's enrolment may be required. Two amendments will be provided by the School free of charge, subject to availability in the requested year group. Any additional amendments will incur a fee, payable at the time of amendment.

The School must be informed of any change of address or contact details after receipt of an application. Any questions concerning enrolment should be referred to the Head of Enrolments via email at [enrol@ravenswood.nsw.edu.au](mailto:enrol@ravenswood.nsw.edu.au) or by phone +61 2 9498 9898.

# Other School Policies

Policy Themes	Relevant Policies and Procedures	Changes in 2023	Access to Full Text
<b>Student Welfare</b>			
The School seeks to provide a safe and supportive environment to support the mental, physical and emotional wellbeing of students.	Student Code of Conduct	No significant changes were made to the policy.	The full text of all School policies and procedures can be accessed by contacting the Human Resources Department.
	Wellbeing Policy	No significant changes were made to the policy.	
	Attendance and Absenteeism Policy	No significant changes were made to the policy.	
	1:1 BYOD Technology Procedural Guidelines	No significant changes were made to these guidelines.	
	1:1 Technology Procedural Guidelines - School-Owned Devices	No significant changes were made to these guidelines.	
	Collection, Use and Dissemination of Student Photographs and/or Film (Including Sound) in the School Policy	No significant changes were made to the policy.	
	Student Internet Acceptable Use Policy	No significant changes were made to the policy.	
	Self-Harming Behaviours Policy	No significant changes were made to the policy.	
	Eating Disorders Policy	No significant changes were made to the policy.	
<b>Anti-Bullying</b>			
The Bullying Prevention and Intervention Policy promotes a positive culture in which bullying is unacceptable. It ensures the School is a community where the right of respect from others, the right to learn or teach, and the right to feel safe and secure in the School environment are provided.	Bullying Prevention and Intervention Policy	No significant changes were made to the policy.	The full text of the School's Bullying Prevention and Intervention Policy can be accessed from the School website and the parent information portal, or by contacting the Human Resources Department.

Policy Themes	Relevant Policies and Procedures	Changes in 2023	Access to Full Text
<b>Student Discipline</b>			
The School expressly prohibits corporal punishment and does not explicitly or implicitly sanction the administering of corporal punishment by non-School persons, including parents, to enforce discipline at the School.	Discipline Policy	No significant changes were made to the policy.	The full text of all School policies can be accessed by contacting the Human Resources Department.
All behaviour-management actions are based on procedural fairness. Parents are involved in the processes of procedural fairness when sanctions result in suspension and/or expulsion of a student. Disciplinary actions do not include exclusion.	Student Code of Conduct	No significant changes were made to the policy.	
<b>Reporting Complaints and Resolving Grievances</b>			
These procedures provide a framework for a process based on procedural fairness to allow people to voice their concerns and have them handled fairly and efficiently with confidentiality and sensitivity. Parents can raise a concern with the relevant staff member as set out in the Complaints Handling Procedure. All serious matters will be dealt with by the responsible Deputy Principal or other members of the School Leadership Team, as delegated by the Principal. Allegations that relate to the Principal will be dealt with by the School Council.	Complaints Handling Procedures	No significant changes were made to the policy.	The full text of the Complaints Handling Procedure, the Child Protection Policy, and the Bullying Prevention and Intervention Policy can be accessed from the School website.
	Child Protection Policy (for complaints about reportable conduct)	No significant changes were made to the policy.	
	Bullying Prevention and Intervention Policy (for complaints regarding incidents of bullying between students)	No significant changes were made to the policy.	



# School Determined Priority Areas for Improvement

## FOUR KEY PRIORITY AREAS AND ACHIEVEMENTS IN 2023

### 1. Achieve excellence and leadership in learning and teaching

Achievements:

- Subject teams have been supported with appropriate professional development, time and resourcing to plan and program for new syllabuses to be implemented in 2024. These teams are English and Mathematics 3–6, English 7–10, Mathematics 7–10, Modern Languages 7–10, Computing Studies Stage 5, Geography Stage 6, IB Biology, IB Physics and IB Chemistry.
- Teachers from the Junior School and Senior School undertook professional learning with Sue Larkey and implemented strategies and supports to ensure students with disability have access to the curriculum and to co-curricular activities on the same basis.
- Ravenswood continued to progress the in-school research project 'Building a Curious Mindset' in partnership with the University of Queensland Science of Learning Research Centre, developing a curiosity framework and implementing a pilot program for teachers.
- Teachers in the Senior School engaged in professional learning on the impact of Generative Artificial Intelligence (AI) tools in the school context. Departments reflected on the benefits and limitations for each subject area and the Teaching and Learning team updated the Ravenswood Academic Honesty and Integrity Policy to reflect the importance of the responsible and ethical use of generative AI tools in assessment.
- Junior School students and staff connected with experts in several fields to enhance learning in STEM. For example, STEM Captains and Green Team members worked with an electrical engineer to build a weather station to collect real-time data about the air at school. Year 6 students connected virtually

with our CSIRO partner, a research scientist in digital therapeutics and care, who demonstrated how technology is used to improve healthcare.

- Students undertaking the HSC or the IB Diploma Programme once again achieved exceptional results and were supported to access a range of opportunities at domestic and overseas universities.

### 2. Embed wellbeing as a cornerstone to enable students to flourish

Achievements:

- The bespoke Junior School IGNITE Positive Education Program was finalised and launched, with a new scope and sequence along with units for work for K-6.
- The student-led Ravenswood and Knox Grammar School Student Wellbeing Conference initiative continued, held in 2023 at Knox Grammar School and featuring keynote speaker Martin Heppell as well as workshops run by students and staff.
- 'Lunch and Learn' sessions for Positive Education and Wellbeing training development for staff featured sessions from neuroscientist Dr Kristy Goodwin, who addressed technology and its impact on wellbeing, and from Sharon Selby, who spoke about gut health, immunity and wellbeing.
- Professor Lea Waters spoke to our parents about Visible Wellbeing and parenting in a Ravenswood Community Forum.
- The NSW PESA Chapter Conference was held, a collaboration between Ravenswood and Knox Grammar School, with both staff and student involvement. Topics such as curiosity and wellbeing were addressed.
- The new Student Management Process, aligning with the School's Guiding Principles, was finalised ahead of implementation in 2024.

- A review of the Camps program was completed, focusing on fostering grit, resilience, compassion and optimism among students, in line with the School's Positive Education and Visible Wellbeing approach.
- A Friendship Program for Years 7 to 9 was developed, in collaboration with Ravenswood's Psychological Services team and the Head of Positive Education and Visible Wellbeing.
- Wellbeing staffing changes saw the implementation of Assistant Year Coordinators, in addition to the position of a Year 7 to 9 Coordinator, to assist with Wellbeing programs in consultation with the Head of Senior School (HOSS) and Head of Positive Education and Visible Wellbeing.
- The School expanded its offering in the areas of cybersafety and digital reputation by engaging Safe on Social to present to parents and students.
- The Year 7 Orientation Program was reviewed and an enhanced offering was created in preparation for 2024.
- Student-led initiatives were instituted, in collaboration with the School's Psychological Services team and HOSS, to facilitate engagement and meaningful connections between students. These included the Welcome Room and a lunchtime theatre sports activity, both run weekly.
- The process of applying for student leadership positions was reviewed, allowing for a more rigorous selection process.
- The Prefect Retreat Program was reviewed to more intentionally incorporate Positive Education and Visible Wellbeing approaches and practices, while still honouring traditional elements.
- The Year 12 Leadership Day program was reviewed to align more intentionally with building skills for Year 12 as future leaders as a cohort.
- A bespoke Student Representative Council logo and new SRC badge for student members of the Student Representative Council were introduced.
- Spirit Week 2023 initiatives saw the reinstatement of a House Debating Competition and the Legends at Lunchtime, run by the SRC.

### 3. Harness Ravenswood's strength of community and sense of belonging

Achievements:

- To mark Ravenswood's 120th anniversary, the School released a new book, *Kindle the Flame: Celebrating over 120 years of igniting potential and inspiring passion and purpose at Ravenswood*. The book, celebrating the history of the School and its Alumni, was officially launched in February at a special Assembly attended by Alumni, students and staff.
- In June, Ravenswood hosted its second-ever 24-hour Giving Day appeal on Love RAVO Day, with generous donors playing a significant role in raising \$630,000 towards scholarships, bursaries and the new Wellbeing and Sport Centre building. The new 800-metre Wellbeing Path was also opened with a range of special parent, donor, staff and student events to harness the community and sense of belonging with the Ravenswood community.
- The Carols on the Lawn event, held in the Gym due to rain, welcomed more than 1000 members of the community onto the School grounds. It included a range of Christmas gift and food stalls raising funds for the Salvation Army, an RPA barbecue and Christmas vocal ensemble performances from students in all year groups.
- Ravenswood Community Forums provided valuable and practical tools and techniques for parents across a range of topics, each delivered by experts in their fields.
- A range of community engagement events were held on campus, including musicals, dance and music concerts, and drama productions. Community events such as the Foundation Dinner, Mother and Daughter Service and Supper, Generations Breakfast, RPA Trivia Night, Ravenswood Australian Women's Art Prize (with a record-breaking 2042 entries), and Book Week Parade brought together the Ravenswood community, strengthening bonds and connections.
- Social Justice groups and community service opportunities had high participation rates, with students volunteering in a range of philanthropic and altruistic projects, initiatives and activities. These included Student Reconciliation Action Group – RAVO Reconciliation, Days for Girls, Student Amnesty International, Wrap with Love, Hats for Homeless, Welcome! Jewellery Enterprise, the Salvation Army Red Shield Appeal, and the Salvation Army Christmas Hamper and Toy Drive.



- Weekly Chapel Services built a sense of belonging and community in a safe, spiritually focused space, while connecting us with the wider Uniting Church to which we belong. The Ravenswood Parents Prayer Group further fostered a sense of belonging in our School community. The enriching of our Christian foundation has been widely appreciated and expressed in many integrated ways within the School community, including at Easter services and the much-loved Mother-Daughter Chapel service.
- The RAVO Reconciliation Group continued to help students educate themselves and others about First Nations peoples and advocate for Reconciliation. A group of Year 11 students also participated in a Red Earth Indigenous Immersion program in the Northern Territory.
- Eleven Ravenswood Alumni reunions were held in 2023, with Alumni reconnecting and celebrating their Ravenswood sisterhood. Four of these included a campus tour as part of their celebration.

#### 4. Invest in resources and practices that underpin future development of Ravenswood

Achievements:

- Student learning spaces have continued to be upgraded, including TAS woodworking spaces and teaching breakout areas, and student amenities.
- Detailed design work for the Wellbeing and Sport Centre continues, with the project expected to commence in late 2024.
- A 'cut-through' of a Senior School building, linking the oval to the Senior School to create better flow for students, has been completed.
- Gardens and grounds have been significantly upgraded to allow for greater use of outdoor areas for learning and PERMAH, with new and improved seating arrangements.



# Initiatives Promoting Respect and Responsibility

In 2023, Ravenswood continued to build its strong and diverse social justice and service programs. Throughout the year, initiatives promoting respect and responsibility were implemented across the School. As a Uniting Church school, practical demonstrations of love and compassion are at the heart of our ethos and have been reflected throughout our School community.

In 2023, this involvement included:

## JUNIOR SCHOOL (K-6) STUDENTS:

- Students learned about and commemorated Harmony Day and National Reconciliation Week and participated in celebrations and learning throughout NAIDOC Week.
- The Buddy Support program enabled Year 6 students to support younger students in Prep, Kindergarten and Year 1, and also helped them develop skills and meaningful relationships across year groups. Activities included 'buddy reading' and mini lessons to promote Positive Education concepts.
- Students were involved in Positive Education sessions that encouraged them to engage in mindfulness, identify strengths in themselves and others, develop their own strengths and build empathy, respect and engagement with the School and wider community.
- Students in Kindergarten to Year 2 and their parents took part in an online workshop, hosted by Ravenswood and the URSTRONG organisation, to impart the 'language of friendship' and relationship strategies that empower students and promote respect and responsibility.
- Students and parents held fundraising cupcake days to raise \$4529 for various charities selected by the SRC, including Orange Sky Australia and UNICEF Australia.
- The SRC's Kindness Jar initiative encouraged students to perform and acknowledge random acts of kindness.
- Junior and Senior School students contributed food, gifts and essential household items to Salvation Army Christmas hampers to be delivered to families in need.
- Junior School and Senior School students celebrated International Women's Day, learning about the importance of equity, inclusion and the empowerment of women.

## SENIOR SCHOOL (YEARS 7-12) STUDENTS:

- Twenty Year 11 students and three Ravenswood staff members took part in the School's Red Earth Indigenous Immersion, spending 9 days in the Northern Territory, including 5 days in the Bigedi Homeland community, engaging in deep learning about First Nations cultures and experiences.
- The Ravenswood Amnesty International Group met weekly to discuss and promote awareness about human rights issues and encourage the School community to advocate for action on global human rights issues.
- Students in Years 9, 10, 11 and 12 learned about and participated in the work of Days for Girls. During workshops and lunchtime meetings, they created re-usable sanitary kits for girls and women in countries worldwide.
- Students met weekly to knit squares for woollen blankets for the Wrap with Love initiative, which donates blankets to those experiencing homelessness. Students also created loom beanies to support Uniting's Hats for Homeless program, donating cosy woollen beanies to people experiencing homelessness in Sydney.
- The RAVO Reconciliation student group met weekly to learn about and take action in response to a range of issues concerning Aboriginal and Torres Strait Islander peoples. The group also sought to support First Nations initiatives and businesses and share resources. Students led a range of initiatives to celebrate and fundraise as part of National Reconciliation Week. This included activities to be completed during Mentor Groups, fundraising for the Indigenous Literacy Foundation and hosting a range of participatory learning activities throughout the week.

- More than 70 students, teachers and Ravenswood family members took part in STEPTember, raising over \$4422 for cerebral palsy research and support.
- Students led a donation drive to collect women's business attire and funds to support the charity Dress for Success as part of International Women's Day celebrations. They also fundraised \$700 to donate to both Dress for Success and Hornsby Ku-ring-gai Women's Shelter.
- Students from Years 10, 11 and 12 took part in the Red Shield Appeal doorknock, raising over \$2600 within the local community to support the work of the Salvation Army.
- Year 10 Food Technology students prepared food and donated over 150 meals to the organisation Dignity, helping those in need with frozen ready-made soup.
- The Creativity, Action and Service component of the International Baccalaureate Diploma Programme saw students in Years 11 and 12 addressing the needs of others on a local and global scale, with many doing service with domestic and overseas communities.
- Students were involved in Positive Education sessions that encouraged them to engage in mindfulness, identify strengths in themselves and others, develop their own strengths and build empathy, respect and engagement with local and wider communities.
- A Year 12 student ran a Sleep and Homelessness Awareness Day to raise an additional \$800 for sleepbus and develop greater awareness of the issues of homelessness facing many Australians. Simon Rowe, founder of sleepbus, attended the event and spoke to the students about these complexities. In November, the completed Sydney sleepbus visited Ravenswood for students and staff to tour. The sleepbus was named in honour of the student.
- At the Senior School Cross-Country Carnival, \$700 was raised for the UnitingWorld Türkiye Earthquake Appeal to support those affected in Türkiye and Syria.
- Throughout Term 4, students across Ravenswood were encouraged to bring in items to contribute to their class Christmas hamper. This was accompanied by the Toy Drive at the Ravenswood Carols. Year 10 students packed the items into hampers, with 76 hampers, 245 gifts and 23 gift cards donated to the Salvation Army.
- On the Year 9 Social Justice Day in August, students explored the topic 'Beyond Ourselves' and heard from Chaplain (Lieutenant Colonel) Andrew Robinson on Ethics and Humanitarian Aid in the Armed Forces. In the afternoon, they participated in either the Days for Girls or NEST mats for homeless workshops.



# Parent, Student and Teacher Satisfaction

## PARENT SATISFACTION

Parent satisfaction is measured in several ways:

- At every Ravenswood Parents' Association meeting, held once a term, the General Business Agenda includes an opportunity for parents to express opinions in relation to decisions by the Principal, and in relation to management of students and School programs.
- We also consult with parents on an ongoing basis – through surveys, focus groups and meetings (academic and wellbeing) – to better understand their expectations of the School.
- The School has a Parental Concern Procedure (SSE02) for handling parental complaints, as well as complaints from members of the public.

All members of the School Leadership Team (including the Principal) are always prepared to meet with parents regarding matters of concern.

## STUDENT SATISFACTION

Student satisfaction is measured in several ways:

- Students are represented by the Student Representative Council and Year Level Mentor Captains and have an opportunity to present grievances to the Principal, Deputy Principals and Head of Senior School.
- Student surveys assist in determining the students' level of satisfaction with School programs. Students are typically surveyed at the end of Years 6 and 12, on an annual basis.
- All Year 12 students meet with the Principal at termly lunches to give feedback on what they have valued about their experience of the School and what we can do better.
- After they complete their final year of schooling, all Year 12 students are invited to fill in an 'exit survey' regarding their experience at Ravenswood. All areas of the survey received overwhelmingly positive results and indicated that students had a positive schooling experience. The majority (>90%) of students expressed strong satisfaction across all areas, including Teaching and Learning, Wellbeing, Co-curricular Activities, and Personal Development, with particularly outstanding results in the areas of Services and Resources (99% strongly satisfied) and Facilities (98% strongly satisfied).

- The annual Visible Wellbeing survey showed student wellbeing remained steady for Kindergarten to Year 12 at a time when post-pandemic figures from general population data demonstrates an overall decline in wellbeing. The data from the Visible Wellbeing survey is used to inform school directives, practice, and interventions to support wellbeing.

All Teaching and Learning staff, the School Leadership Team, Year Coordinators and the Wellbeing Centre are always prepared to meet with students regarding matters of concern.

## STAFF SATISFACTION

Staff satisfaction is measured in several ways:

- Staff who leave the School are offered 'exit interviews' with a member of the Human Resources Department. This allows the staff to share what they enjoyed about working at Ravenswood and offer any suggestions for improvements.
- Staff provide informal feedback during staff meetings, which are held regularly. Teaching staff meet weekly, and all staff meet twice a term.
- New staff at the School are invited to meet with a member of the Human Resources Department or with the Coordinator of Professional Practice and Ravenswood Institute approximately six weeks after they commence at Ravenswood. They are invited to comment on their experience of the School to date. This gives us valuable insights into strengths, weaknesses and possible areas for improvement at the School.
- Absenteeism and length of service are considered through a staff satisfaction lens, with appropriate action taken to address identified patterns.
- The annual Visible Wellbeing survey showed staff wellbeing remained steady in 2023 at a time when population-wide post-pandemic data shows a decline in overall wellbeing for adults.

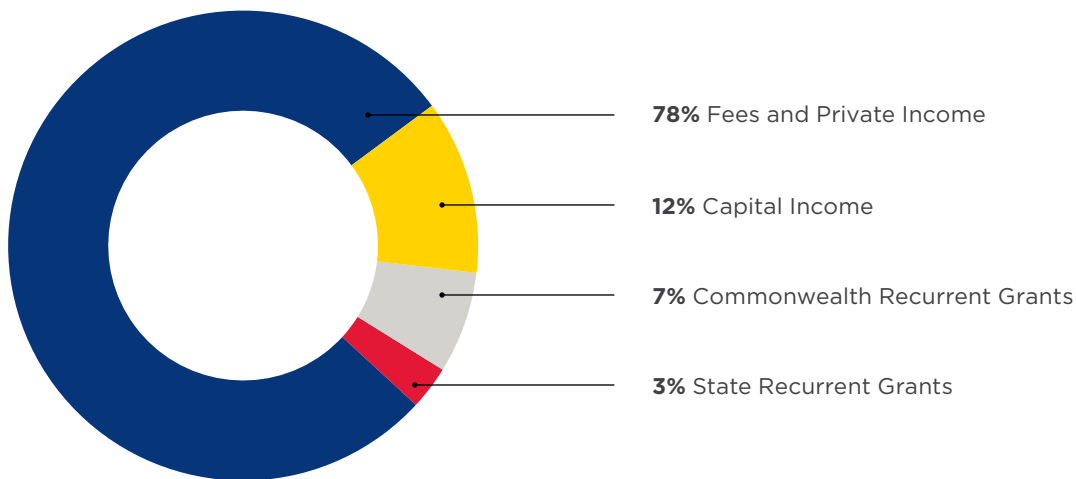
Staff have several options for raising matters with the School Leadership Team. They can raise matters in the broad range of meetings they attend and can refer safety matters to the Work Health and Safety Committee. They may also request an individual meeting with a member of the School Leadership Team, including the Principal. Members of the School Leadership Team maintain an open-door approach and always make themselves available to meet with staff.

# Summary Financial Information

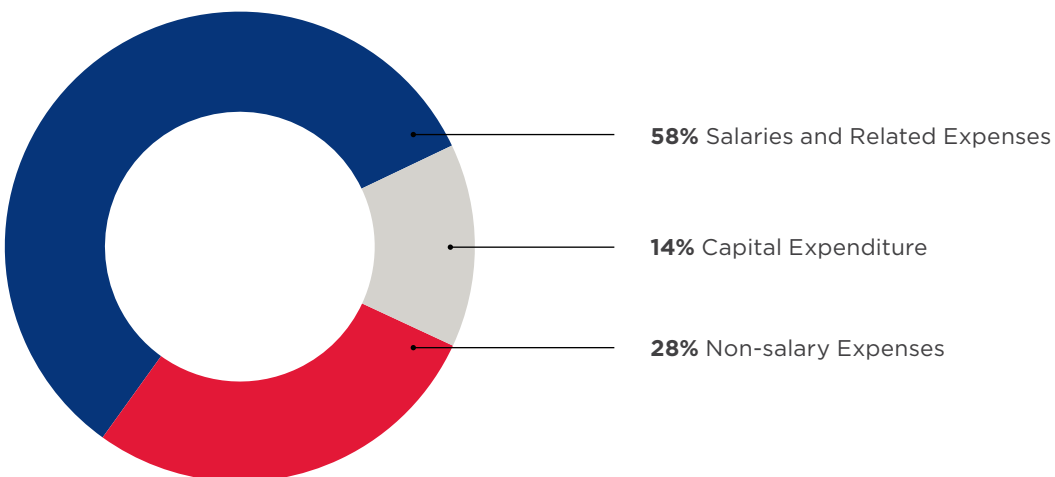
With the prudent oversight of the School Council and Finance Committee, Ravenswood School for Girls delivered robust financial results for the year ended 31 December 2023. Ravenswood continued its focus of operating with sound financial practices and principles to ensure the ongoing financial security and viability of the School.

The pie charts below give percentage breakdowns for Ravenswood's income and expenditure in 2023, showing how funds were derived and utilised. Ravenswood continued to generate the majority of its income from fees, with little change to relative income streams compared to recent years.

## 2023 Recurrent and Capital Income



## 2023 Recurrent and Capital Expenditure



# Publication

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The School's Annual Report is published on the NSW Education Standards Authority website and the School's website: [ravenswood.nsw.edu.au](https://ravenswood.nsw.edu.au)





Ravenswood

Always towards  
better things

*semper ad meliora*

**RAVENSWOOD SCHOOL FOR GIRLS**

A Uniting Church School P-12,  
Boarding from Year 7

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