strength
optimism
justice
seymour.

ANNUAL REPORT
2017

SEYMOUR COLLEGE INC

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Chair of the Board

It is an honour and a privilege to report to our community following my first year as the Chair of the Board of Seymour College.

As the incoming Chair, I spent much of 2017 engaging with our community. I have found this to be an invaluable experience and plan to continue this momentum of engagement. It is clear we all share a powerful sense of belonging and connectedness in our College.

Board and Executive

The Board is collectively responsible for the stewardship and long term success of Seymour College.

During the year we undertook a review of our Board skills, experience and attributes matrix. This was followed by a structured and rigorous Board recruitment process resulting in the appointment of Dr Rachel Swift and Mr Richard Dodsworth to the Board in the first term of 2018.

I extend my warmest thanks to my fellow Board members for their commitment, time and expertise.

We acknowledge the outstanding efforts of our Principal, Kevin Tutt, this year. I am sure you will agree that we have appointed an exceptional leader and outstanding educator.

Kevin brings an energy and enthusiasm to his work that inspires those around him. During 2017 Kevin strengthened the Executive team, appointing capable leaders, who are also passionate educators, into key roles.

Strategy

2017 saw the launch of our **Strategic Plan** which takes us through to our centenary. This plan was developed through research into trends in education, feedback from the College community, visits to girls' schools across Australia and overseas, and stringent analysis of changes and developments in education across the world.

The process of developing the plan was a collaborative effort between the Board and management with assistance from academics and strategy consultants.

Master Plan and Capital Works

The launch of our Strategic Plan was accompanied by our Master Plan which commits to enhancing our indoor and outdoor learning spaces.

These include dedicated state-of-the-art STEM facilities, a new Junior School and innovative Senior School spaces to prepare

girls for university and life beyond the College gates. The facilities we build will be home to Seymour girls for generations to come.

The first stage of the Master Plan, the Yurrebilla Centre, was completed during 2017 and opened at the start of the 2018 school year.

The girls are thrilled with this new hub, providing well thought out use of space, natural light, and a connection between indoors and outdoors, including two beautiful verandahs where girls come to work and relax.

College Performance

Our girls continue to thrive and flourish in the Seymour environment and this was evidenced in the outstanding Year 12 results, NAPLAN results and numerous examples of participation and excellence in co-curricular interests.

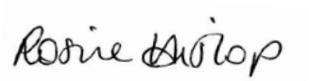
These achievements are key indicators of a thriving school and are detailed further in the Principal's report.

2017 was a year of significant additional operating investment in our people and learning structures.

Our financial results remained strong and underpinned with healthy enrolments and positive indicators for enrolments in 2018 and beyond. The College's strong balance sheet and disciplined allocation of resources enables us to deliver on our purpose to provide a world class education.

Seymour continues its 95 year tradition of being South Australia's leading girls' school.

We have an outstanding team of talented and engaged educators led by an exceptional management team. Everything we do is driven by our purpose of nurturing women of strength, optimism and justice: young Seymour women who are ready to take on the world, live great lives and make a difference.



Rosina Hislop

Chair, Seymour College Board

95

Combined Strings

Principal

2017 has been a significant year in the life of Seymour College as we celebrated our 95th year as a leader in girls' education in South Australia and the nation. It is important to acknowledge the effort and hard work displayed by the girls and the staff throughout the year demonstrating our commitment to nurturing and developing women of strength, optimism and justice, confident and prepared for the future.

I am delighted to celebrate the achievements of the Class of 2017, with our girls being awarded 35 Merits across 17 subjects, a median ATAR of 92.5 and 13% of girls achieving ATARs over 99. A 100% SACE completion rate was achieved with 92% of all grades in the A/B band. In addition, two Seymour students received a Governor's Commendation.

Our parents, guardians and staff deserve great credit for their support, dedication and commitment to helping our girls reach their full potential. We acknowledge and pay tribute to our staff for supporting our students' learning experiences and wellbeing throughout their time at the College.

Our academic excellence has been balanced by high quality staff and wellbeing programs throughout 2017, with a focus on physical, cognitive, emotional, social and spiritual development of the girls.

A significant project in 2017 has been the development of the Learning and Wellbeing (GIRLbeing) Frameworks for our College. The two frameworks encourage the development of nine attributes and reinforce the critical link between teaching, learning and wellbeing.

The International Baccalaureate Organisation programmes in the Junior School (IBPYP) and Senior School (IBDP) were introduced this year with the direct support of the respective Deans of Teaching and Learning, Robyn Scott and Steph Bates.

Our vision for learning excellence has been achieved across the College in 2017. Seymour's Year 9 students embarked on *The Rite Journey* this year, while the Year 7s' annual Wax Dummies presentation allowed the girls to research and 'present' as a famous woman in history. It is an amazing learning experience for the girls and their guests.

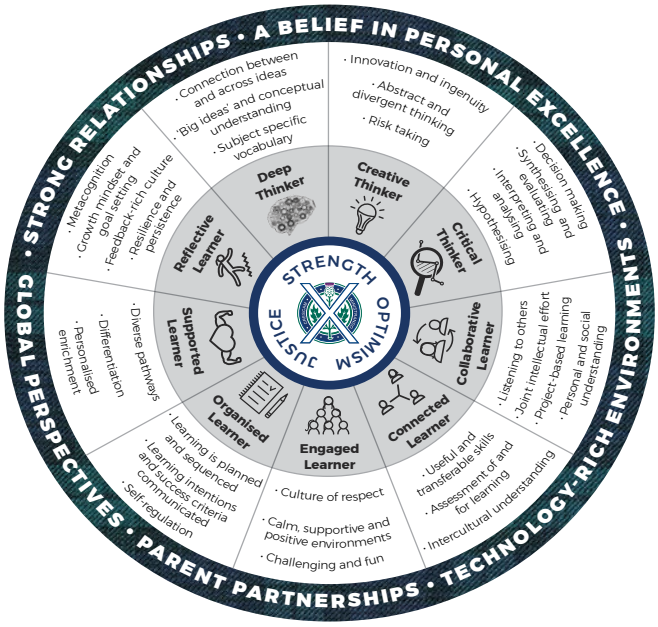
Under the leadership of our co-curricular team, Seymour College achieved success across a variety of sporting areas in 2017 including AFL, athletics, badminton, basketball, dance, equestrian, gymnastics, hockey, netball, Pedal Prix, rowing, soccer, softball, swimming, tennis, touch football, volleyball and water polo.

Beyond the sporting arena, Seymour's co-curricular success extended even further in 2017. Students performed exceptionally well in the da Vinci Decathlon competitions, also winning individual awards along with the School Prize at the SA Philosothon.

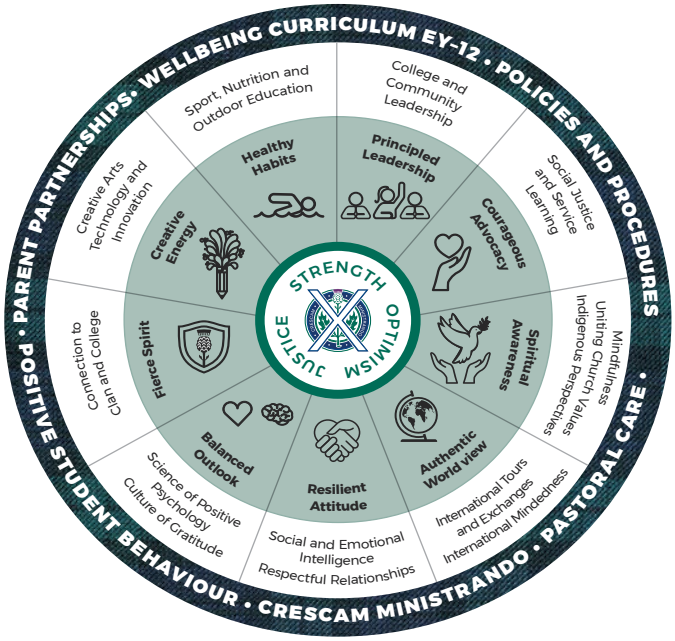
The Ceilidh, a first ever experience for me, was a spectacular showcase of our Pipe Band and the wonderful Highland Dancers. These groups enrich the fabric of Seymour College and are an amazing addition to our heritage and traditions.

Our bands, ensembles, concerts, and musicals give the girls a platform to showcase their exceptional and newfound talents. Be it participating in a concert on campus, in competitions such as the ABODA and Generations in Jazz, marching on ANZAC Day in the Pipe Band, or thrilling audiences with drama and musical performances, the girls have a wealth of opportunity available to them.

Learning



GIRLbeing



2017 saw the continuation of our impressive results in debating and public speaking. Our girls were the only South Australian team selected for the National Bond University Mooting competition, at which Georgia Treasure was awarded best speaker, and the Senior A debating team were runners-up in the Grand Final.

Capital works on the main drive were completed early in 2017, making it easier for parents to enter the College and drop their children at school. The McGregor Hall was upgraded and, more recently, the Middle School Hub was finished.

The annual Seymour Sports Day was magnificent. After a long career in education, this was truly the best Sports Day I have seen in any school. It was a great example of the strength of the Seymour community – girls giving their best in athletics, Clans at 'battle', dedicated and hard-working staff and supportive parents.

Our concept of One College and Four Schools was strengthened throughout 2017 and we were very grateful for the expert leadership of Susan Lock (Seymour Early Years), Steph Bates (Junior School), Leonie Harwood (Middle School) and Ruth Massie (Senior School).

I have always placed great importance on getting to know each of the girls at Seymour and their families. I have enjoyed joining the boarders for dinner on many occasions in 2017 and I am always thrilled to see the hive of activity in the Boarding House.

Jessica McCarthy (Head Boarder) and Lucy Daly (Deputy Head Boarder) have offered the girls wise and effective leadership. The commitment and service of our boarding staff throughout 2017 has been exemplary.

It was a privilege to work with the Student Leadership Team in 2017, led by Head Girl, Esther White, and Deputy Head Girl, Hannah Subramaniam. Each week, at our lunch meetings, we discussed the pulse of Seymour and considered ideas for the benefit of our students.

Service Learning at Seymour College, under the leadership of Lynne Moten, is a wonderful expression of our motto *Crescam Ministrando*. Before I came to Seymour, I knew that the Sarvodaya trip to India was a unique and heartfelt experience for girls and I found travelling with the 2018 group to be a wonderful experience on many levels.

2017 has been a year of solid growth and development at Seymour College and we celebrate the significant success of each and every inspiring Seymour girl.

Kevin Tutt
Principal

Student Leadership

The 2017 Student Leadership Team (SLT) dubbed 2017 *The Year of Unity in the Black Watch Community*, with the goal to increase our community vibe and school spirit.

At Induction, we introduced the student body to the meaning behind the silver thistle which is incorporated into our College crest. The thistle's beautiful, robust and fierce characteristics became measures for the success of our year.

In 2017, the girls displayed their pride and loyalty to the College. In our first assembly, the students were introduced to a brand new whole school cheer which became a hallmark of the year's events including the Swimming Carnival, Intercol and Head of the River.

There was camaraderie between staff and students displayed at the Black Watch Formal *Fiesta*. The dodgem cars were a first for this event, truly making the night one to remember. Thank you to the Formal Committee for their achievements in organising this event.

We commend the girls on their display of robustness in all aspects of schooling in 2017, including academics, the arts, music and sport. The introduction of an Aussie Rules team must be noted as a significant addition to the co-curricular opportunities that Seymour offers.

Furthermore, the introduction of the IB programme broadened the subjects offered to Senior students.

We are proud to recall that our Winter Intercol had the largest crowd in the history of the event, honouring our theme of 'unity'. Crowned overall winners of Intercol for 2017, the Black Watch sisterhood's display of robustness was rewarded.

The third characteristic of the thistle, fierceness, could not have been more perfectly embodied by our own Class of 2017 during our final week at Seymour.

Our Celebration Week began with College Pride Day where we thanked teachers and staff who have supported us during our time at Seymour and ended with a very emotional farewell assembly on Friday 27 October.

The Class of 2017 have been touched enough by the message of the meaning behind the thistle to donate a Valedictory award titled the Silver Thistle.

The Silver Thistle was awarded to a non-SLT member of Year 12, in recognition of:

- A beautiful enthusiasm for College events;
- A robust display of school pride; and
- Fierce contributions to SLT initiatives.

The SLT of 2017 were very pleased to present Serena Shahin with this award for her service to Seymour College.

We would like to thank the community for what has been a wonderful year in Black Watch.

Esther White
Head Girl 2017

Hannah Subramaniam
Deputy Head Girl 2017

STRENGTH
OPTIMISM
JUSTICE

For Your Safety
Obey Operators
ONE WAY
TRAFFIC

Academic Achievement

2017 Results

92.5
MEDIAN ATAR ACHIEVED

58
A+ GRADES AWARDED

Jodie Lee was awarded 2017 **Dux of the College** with an ATAR of **99.95**

I am delighted to celebrate the achievements of the Class of 2017, with our girls being awarded 35 Merits across 17 subjects.

Seymour students achieved a 100% SACE completion rate, with three of our Year 12 students completing certified and verified VET courses in 2017.

I am also pleased to report that our median ATAR was 92.5 and that:

- 10 students (13%) were in the top 1% nationally, with an ATAR of 99+
- 17 students (22%) were in the top 2% nationally, with an ATAR of 98+
- 29 students (37%) were in the top 5% nationally, with an ATAR of 95+
- 42 students (54%) were in the top 10% nationally, with an ATAR of 90+

Congratulations to **Jodie Lee** who achieved 6 SACE Subject Merits, **Georgia Treasure** who achieved 3 Subject Merits and **Emma Foulds, Ranudi Hewage, Chunyi (Syna) Lam, Alexandra Penfold** and **Lucinda Penn** who were each awarded 2 SACE Subject Merits.

On the basis of the SACE results, **Jodie Lee** was awarded ***2017 Dux of the College*** with an ATAR of 99.95 and **Alexandra Penfold** was awarded ***Proximae Accessit,*** with an ATAR of 99.65.

Congratulations to all our Year 12 students on their efforts and results, including **Natasha McDonald** who was awarded ***Dux of the Boarding House***.

We also congratulate **Jodie Lee** and **Hannah Subramaniam**, who were awarded a **Governor of South Australia SACE Commendation** for demonstrating excellence in their SACE studies and in the SACE capabilities of citizenship, communication, learning and personal development.

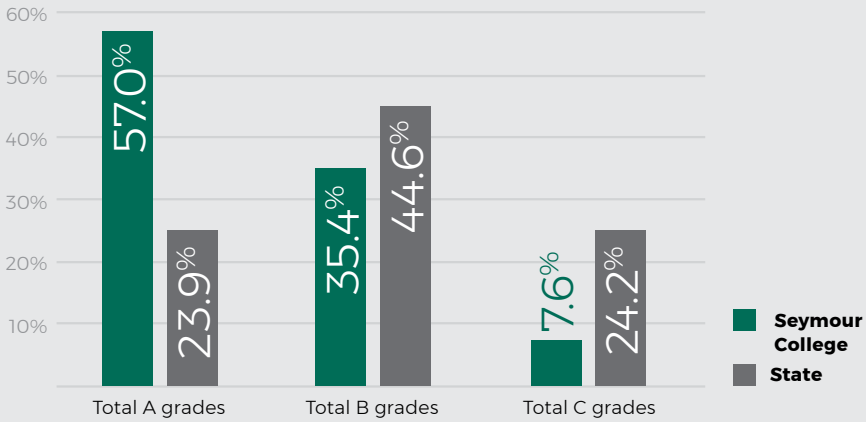
29 students achieved an ATAR of 95+, for which they were presented a Freda Gibson Medal.

I would also like to take this opportunity to thank our dedicated parents and guardians for your support in the education of your daughters.

Our staff deserve great credit for their dedication and commitment to helping our girls fulfil their potential. We pay tribute to our staff for supporting our students' learning experiences and wellbeing throughout their time at the College.

Kevin Tutt
Principal

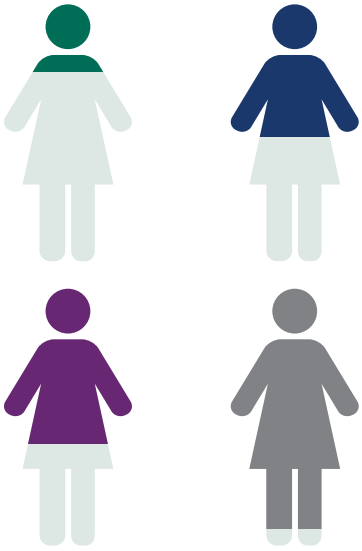
SACE Grade Distribution



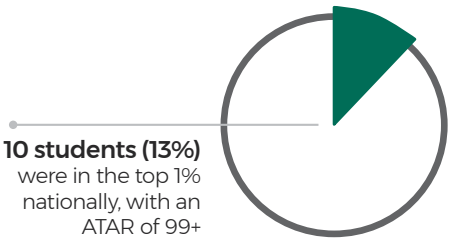
SACE Subject Merits

Seymour students achieved 35 Merits across 17 subjects in the following areas:

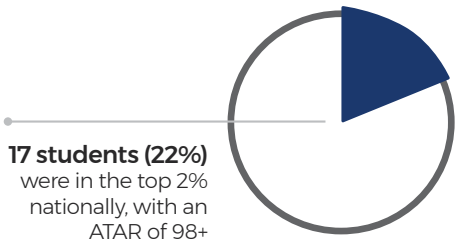
Biology	2	Nutrition	1
Business & Enterprise	2	Performance Special Study	1
Chemistry	3	Physics	2
Economics	1	Research Project B	9
Essential English	1	Specialist Mathematics	1
Food & Hospitality	1	Visual Arts	1
General Mathematics	5	Workplace Practices	1
Legal Studies	1	(Includes Merits awarded in 2016.)	
Mathematical Methods	2		
Modern History	1		



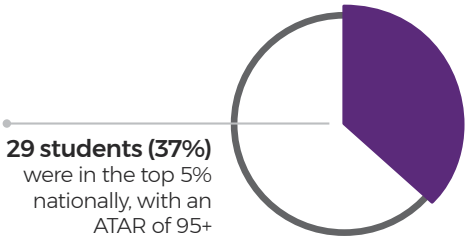
- 13% of all grades awarded were A+
- 45% of students achieved four or more As
- 57% of all grades awarded were in the A band
- 92% of all grades awarded were in the A or B band



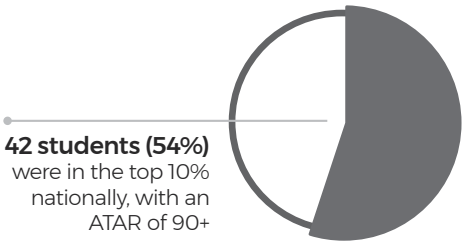
10 students (13%) were in the top 1% nationally, with an ATAR of 99+



17 students (22%) were in the top 2% nationally, with an ATAR of 98+

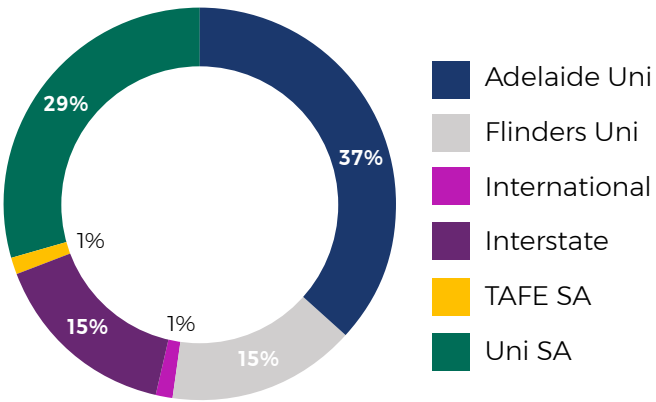


29 students (37%) were in the top 5% nationally, with an ATAR of 95+

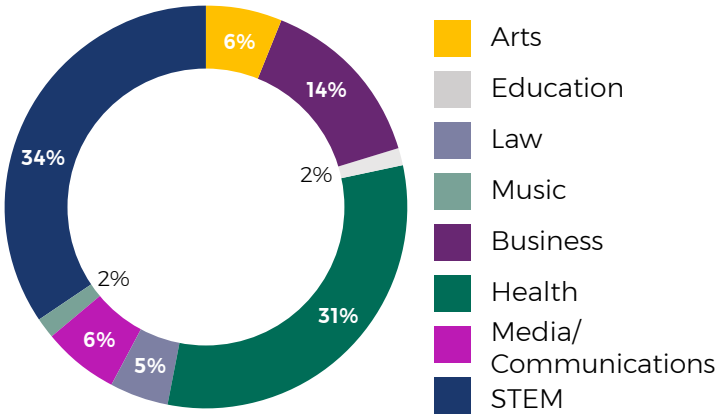


42 students (54%) were in the top 10% nationally, with an ATAR of 90+

Class of 2017 Tertiary Destinations



Class of 2017 Tertiary Areas of Study



Student Attendance

Seymour College maintains a high level of attendance.

The average rate for attendance in 2017 for students in Years 1–10 was 95%.

Roll call is taken in form group at the beginning of each day and at every lesson in Middle and Senior School.

Non-attendance is marked on the roll. Students are marked as absent if parents have notified the school.

If a student is still not marked as present by the end of the second lesson, a text message is sent to the parents.

YEAR LEVEL	AVERAGE DAYS ABSENT	AVERAGE ATTENDANCE (%)
Year 1	2.90	96.92
Year 2	2.87	96.77
Year 3	3.23	96.52
Year 4	3.43	96.21
Year 5	4.26	95.47
Year 6	3.21	96.58
Year 7	4.29	95.40
Year 8	4.03	95.60
Year 9	4.89	94.76
Year 10	5.57	93.99
Total Year 1 to Year 10	**4.25**	**95.42**

NAPLAN

In the NAPLAN testing in 2017 Seymour College results were above the State and National mean for all students in all areas. Seymour College uses this data together with other learner analytics we collate on our girls' learning throughout the year and across year levels to measure progress and develop a tailored, personalised approach to learning.

YEAR 3									
Band	**Reading**		**Writing**		**Spelling**		**G&P**		**Numeracy**	
6	**56**	28	**23**	15	**32**	23	**56**	34	**29**	17
5	**20**	23	**55**	30	**34**	23	**34**	22	**22**	23
4	**15**	22	**15**	30	**22**	23	**7**	20	**37**	27
3	**5**	14	**8**	16	**10**	16	**0**	13	**7**	20
2	**2**	7	**0**	5	**2**	9	**0**	7	**5**	9
1	**2**	3	**0**	3	**0**	5	**0**	4	**0**	3

YEAR 5									
Band	**Reading**		**Writing**		**Spelling**		**G&P**		**Numeracy**	
8	**23**	16	**6**	3	**29**	12	**38**	15	**15**	9
7	**29**	21	**28**	12	**38**	23	**23**	20	**29**	19
6	**31**	26	**36**	32	**15**	29	**27**	25	**31**	30
5	**10**	21	**26**	31	**15**	21	**4**	21	**23**	26
4	**4**	10	**4**	13	**4**	10	**8**	12	**2**	12
3	**2**	4	**0**	6	**0**	4	**0**	6	**0**	3

YEAR 7									
Band	**Reading**		**Writing**		**Spelling**		**G&P**		**Numeracy**	
9	**32**	10	**14**	4	**19**	11	**30**	10	**27**	13
8	**18**	19	**30**	12	**34**	22	**22**	19	**33**	30
7	**32**	29	**28**	24	**30**	28	**33**	27	**21**	28
6	**12**	24	**19**	30	**12**	21	**7**	24	**10**	23
5	**0**	12	**5**	18	**0**	10	**3**	13	**6**	11
4	**0**	4	**0**	10	**0**	5	**0**	6	**0**	3

YEAR 9									
Band	**Reading**		**Writing**		**Spelling**		**G&P**		**Numeracy**	
10	**13**	4	**14**	5	**15**	7	**14**	5	**13**	8
9	**16**	17	**16**	11	**20**	16	**17**	14	**21**	16
8	**38**	29	**34**	21	**20**	28	**30**	26	**36**	29
7	**25**	26	**16**	25	**26**	27	**22**	27	**24**	29
6	**6**	15	**11**	20	**13**	14	**13**	17	**5**	14
5	**1**	6	**6**	16	**2**	8	**2**	9	**0**	2

Legend: Seymour results | National results (percentage)

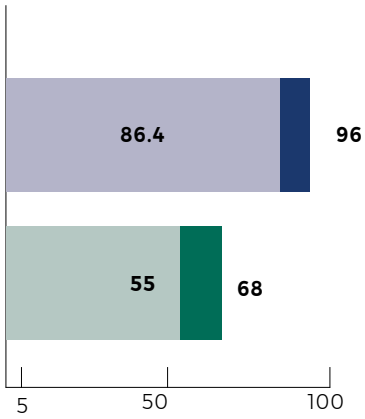
Workforce Composition

In 2017 Seymour College workforce consisted of:

Academic Staff — FTE

Corporate Services Staff — FTE

No staff identified themselves as Indigenous.



Teacher Qualifications

A complete list of teacher qualifications is available in the 2017 Black Watch magazine.

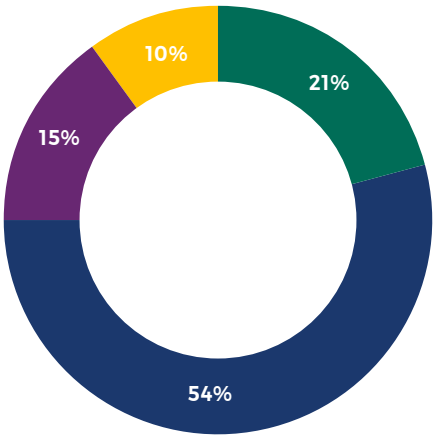
All teaching staff are highly qualified and hold the necessary qualifications for teacher registration in South Australia.

The qualifications include Bachelor and Master Degrees, Graduate Diplomas, Diplomas and Certificates.

Teaching Staff Number of Qualifications:

One — Three

Two — Four



Staff Turnover Rate

74.4% staff retention rate from 2016-2017.

Student Satisfaction

An indication of student opinion is gained from the 2017 Year 12 Student Exit Survey. This survey was conducted online by an independent provider, with all Year 12 students invited to respond. There were 59 completed student surveys, representing a 73% response rate.

The survey provided feedback on a number of issues that the College is keen to address, and indicated considerable satisfaction amongst the students.

80% of students believe the College's motto *Crescam Ministrando – I grow by serving –* is reflected through the College community (13% neutral, 7% disagree).

96% of students believe that staff are caring and treat students with respect (3% neutral, 0% disagree) and 89% of students believe that Seymour provides a caring environment of support for all students (6% neutral, 4% disagree).

The following student comments provide a further indication of the level of student satisfaction levels in 2017:

- *I can safely say this school has made me into a mature, open-minded woman who is ready to take on the world.*
- *I have loved the service aspect of Seymour, and I honestly believe that it has positively shaped my personality into a more giving and empathetic person.*

Governance

BOARD MEMBERS IN 2017

Rosey Batt – *Chair (retired 31 March 2017)*

Rosina Hislop – *Chair (appointed 31 March 2017)*

Vivienne Brand

Brenton Cox

Tiffany Hughes

Stephen Symons

Craige Whitton

BOARD COMMITTEES

Finance & Audit Committee

Craige Whitton – *Chair*
Rosina Hislop
David Fraterman *(appointed September 2017)*

Risk & Compliance Committee

Brenton Cox – *Chair*
Rosina Hislop
Lydia Richards
Melissa de Zwart

Property & Building Committee

Stephen Symons – *Chair*
Sally Kilgariff
Adrian Esplin
Greg Vincent

ICT Committee

Richard Dodsworth – *Chair*
Rosina Hislop

Governance Committee

Vivienne Brand – *Chair*
Rosina Hislop
Tiffany Hughes

Nominations Committee

Tiffany Hughes – *Chair*
Rosina Hislop
Craige Whitton

Note: The Principal, Executive Director of Corporate Services and other staff attended ex officio where appropriate.

The 2017 Seymour College Board
Vivienne Brand
Brenton Cox
Rosina Hislop
Stephen Symons
Tiffany Hughes
Craige Whitton

Seymour College is an Incorporated Association, governed by the Board in accordance with its Constitution and governance policies. The role of the Board is to set and regularly review the College's strategic direction and monitor compliance obligations. Responsibility for day-to-day management of the College is delegated to the Principal in accordance with a policy and strategy framework.

The Board held 12 meetings during 2017 to discuss strategy, performance and governance. In addition, the Board conducted a focused strategic planning day.

The Board conducts self-assessment on an annual basis and periodically engages an independent consultant to conduct an assessment of performance.

Board Meeting Attendance

2017 Seymour College Board	No. Board Meetings	No. Meetings Attended
Batt, Rosey	2	1
Brand, Vivienne	12	12
Cox, Brenton	12	12
Hislop, Rosina	12	12
Hughes, Tiffany	12	12
Symons, Stephen	12	10
Whitton, Craige	12	10

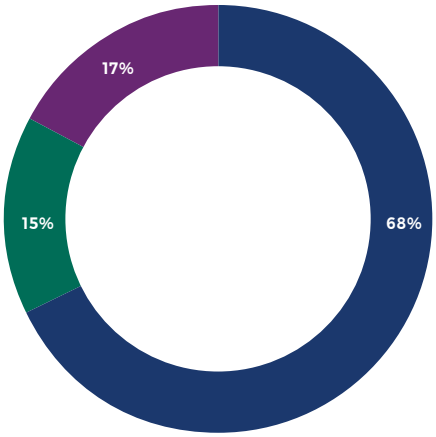
Finance

Seymour College's income grew to $26.5m in 2017, which saw considerable investment in additional operating investments in our people and learning structures.

Significant facility upgrades were also undertaken, with capital investments increasing our asset base by $3.2M during the year.

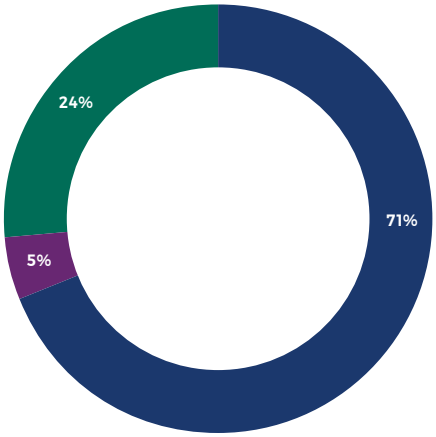
A long term financial plan has been developed which underpins our Strategic Plan to deliver an outstanding education and enhanced learning experience.

INCOME



- Fee Income
- Government Grants
- Other Income

EXPENDITURE



- Depreciation
- Employee Expenses
- Other Expenses

The new Yurrebilla Centre for learning and innovation

Seymour College

Annual Report 2017

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