



# Mount Scopus Memorial College

בית הספר הר הצופים

## School Performance Information Report For the Year Ended 31 December 2017

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## Introduction

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

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

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

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

## Workplace Composition (all staff)

	2017	2016
Indigenous composition	0.00%	0.00%
Other Classifications:		
Full time	48%	48%
Part time	52%	52%
Teaching	60%	62%
Non-teaching	39%	39%

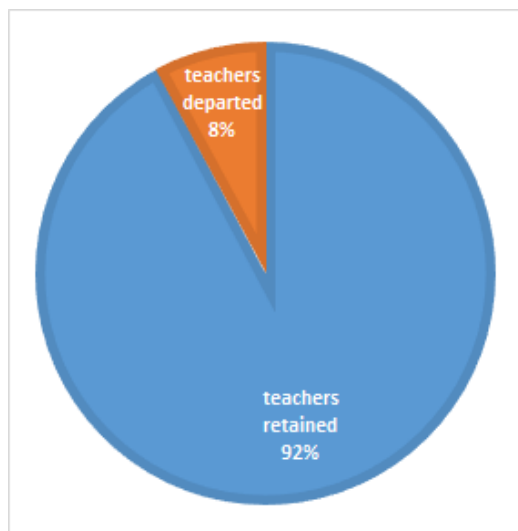
## Staff Attendance (teaching staff only)

	2017	2016
Average number of days attended per teacher	188	186
Total number of teacher days	194	195
<b>Percentage of total teacher days attended</b>	<b>96.68%</b>	<b>95.39%</b>

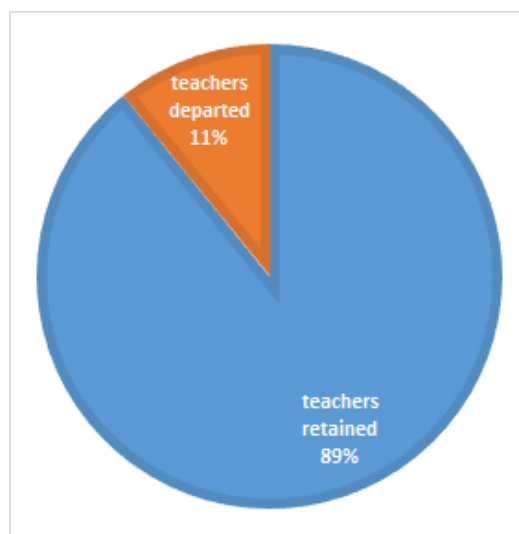
# Retention of Teaching Staff

Teaching staff as at 31 December 2017: **201**    Teaching staff as at 31 December 2016: **194**

RETENTION OF 2016 TEACHERS 2017

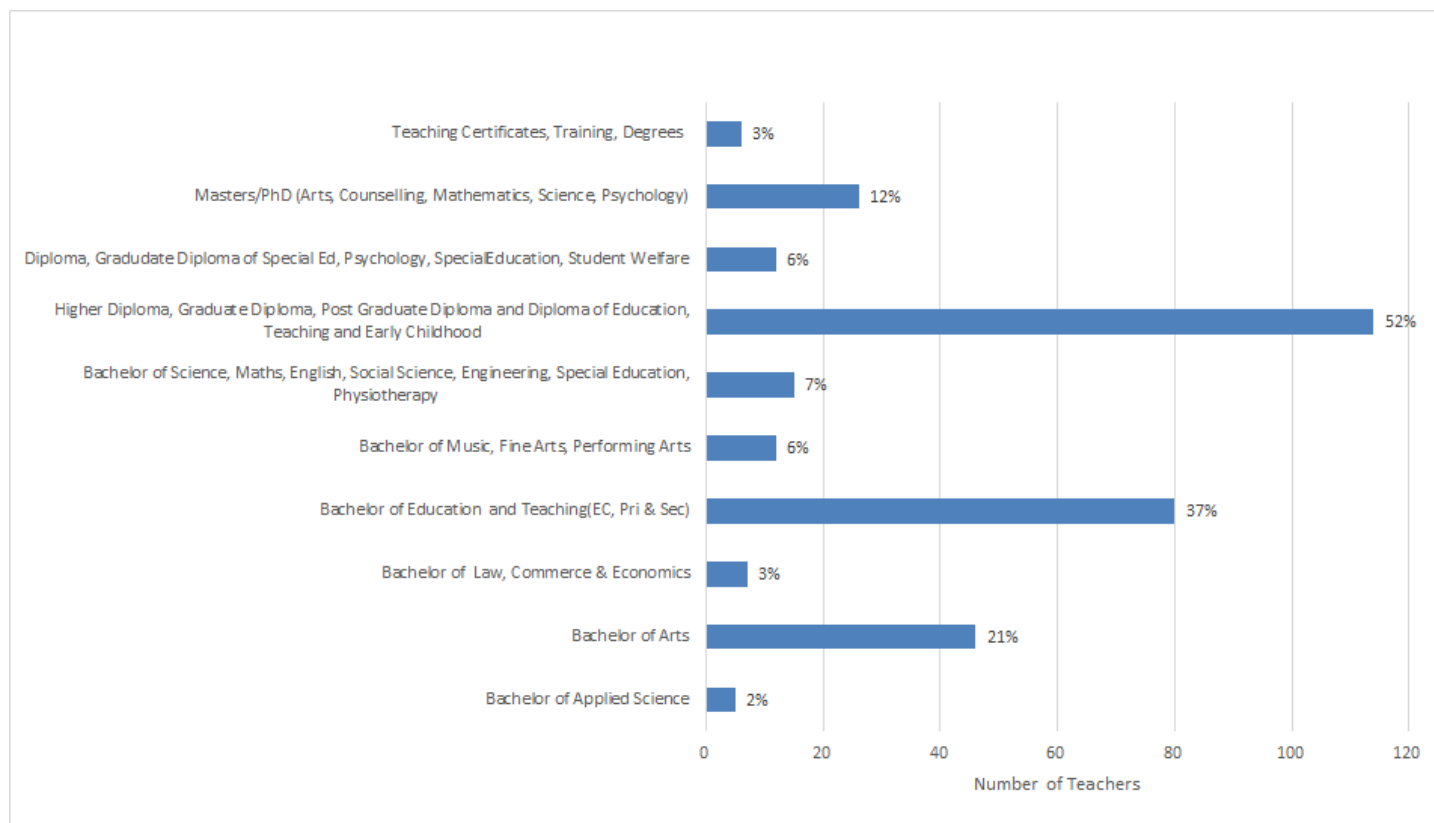


RETENTION OF 2015 TEACHERS 2016



## Teacher Qualifications

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



## Summary of Qualifications for 2017

Types of Qualifications	No. of Teachers
Bachelor of Applied Science	5
Bachelor of Arts	46
Bachelor of Law, Commerce & Economics	7
Bachelor of Education and Teaching(EC, Pri & Sec)	80
Bachelor of Music, Fine Arts, Performing Arts	12
Bachelor of Science, Maths, English, Social Science, Engineering, Special Education, Physiotherapy	15
Higher Diploma, Graduate Diploma, Post Graduate Diploma and Diploma of Education, Teaching and Early Childhood	114
Diploma, Graduate Diploma of Special Ed, Psychology, Special Education, Student Welfare	12
Masters/PhD (Arts, Counselling, Mathematics, Science, Psychology)	26
Teaching Certificates, Training, Degrees	6

## Expenditure and Teacher Participation in Professional Learning

Number of teaching staff participating in professional learning activities for the year **201**

Description of activities:

External and internal training in: Aquatics and recreation, behaviour management, Commerce, excursion, Information Technology, International Baccalaureate Programme (PYP and MYP), languages, leadership, literacy, loss and grief counselling, networking, numeracy, Outreach and Harmony programs, office systems, pastoral care, Performing Arts, Physical Education, Religious Studies, research and development, student teacher training, Visual Arts.

Total expenditure on professional learning for teachers and ancillary staff **\$257,275**

Average expenditure per teacher on professional learning **\$1,279**

# Student Attendance

	2017	2016	2015	2014
<b>Prep</b>	100.00%	99.73%	99.82%	99.87%
<b>Year 1</b>	99.71%	95.13%	99.81%	97.18%
<b>Year 2</b>	95.24%	96.46%	99.52%	96.88%
<b>Year 3</b>	96.54%	95.85%	99.22%	97.30%
<b>Year 4</b>	95.98%	94.98%	99.62%	97.20%
<b>Year 5</b>	95.33%	95.86%	96.53%	96.01%
<b>Year 6</b>	96.27%	95.21%	97.90%	96.01%
<b>Year 7</b>	95.50%	94.16%	95.83%	94.70%
<b>Year 8</b>	94.88%	94.07%	94.38%	94.13%
<b>Year 9</b>	94.47%	94.46%	94.49%	94.95%
<b>Year 10</b>	94.47%	93.55%	93.00%	93.56%
<b>Year 11</b>	93.82%	94.59%	95.41%	95.65%
<b>Year 12</b>	95.40%	95.71%	97.09%	96.45%
<b>Average for year</b>	<b>95.82%</b>	<b>95.37%</b>	<b>97.09%</b>	<b>96.18%</b>

## Process for Management of Non-Attendance

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

- Attendance is checked twice daily
- Attendance is monitored and absences from school or class are identified daily
- Unexplained absences are followed up
- Parents are notified of unsatisfactory attendance
- Unsatisfactory attendance is recorded on students' enrolment or student services files

# NAPLAN Results

Proportion of Year 3, 5, 7 and 9 students meeting national reading, writing, spelling and numeracy benchmarks, including changes in benchmark results from 2016 to 2017:

Year Level	Reading %	Writing %	Grammar and Punctuation %	Spelling %	Numeracy %
<b>Year 3</b> <ul style="list-style-type: none"> <li>● 2017</li> <li>● 2016</li> <li>● % change from 2016 to 2017</li> </ul>	100.00 100.00 0.00	100.00 100.00 0.00	100.00 98.81 +1.09	100.00 100.00 0.00	100.00 100.00 0.00
<b>Year 5</b> <ul style="list-style-type: none"> <li>● 2017</li> <li>● 2016</li> <li>● % change from 2016 to 2017</li> </ul>	100.00 98.72 +1.28	100.00 10.000 0.00	100.00 98.72 +1.28	100.00 100.00 0.00	100.00 100.00 0.00
<b>Year 7</b> <ul style="list-style-type: none"> <li>● 2017</li> <li>● 2016</li> <li>● % change from 2016 to 2017</li> </ul>	100.00 99.17 +0.83	100.00 99.17 +0.83	100.00 99.17 +0.83	100.00 98.33 +1.67	100.00 100.00 0.00
<b>Year 9</b> <ul style="list-style-type: none"> <li>● 2017</li> <li>● 2016</li> <li>● % change from 2016 to 2017</li> </ul>	100.00 100.00 0.00	100.00 100.00 0.00	100.00 97.87 +2.13	100.00 98.94 +1.06	100.00 100.00 0.00

# Value Added Programs

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

## Primary School

Enrichment activities offered in 2017:

- Animation
- APSMO (Maths Olympiad)
- Arts and Maths
- Bat Tennis
- Basketball
- Bike riding
- Board Games
- CAT - Computational Algorithmic Thinking
- Chess
- Choir
- Coding
- 20-20 Cricket
- Dancing
- Drama
- Early morning activities (breakfast, running, swimming)
- Early morning Maths
- Electronics
- Girls' football
- Gardening
- Jewellery making
- Library
- Mathematics Challenge for young Australians, Middle and Upper Primary
- Netball
- Percussion
- Piano lessons
- 3D printing
- Robotics
- Rock band
- Rockets club
- Ruach
- Science Talent Search
- Scrapbooking
- Soccer - indoor
- Soccer - outdoor (girls)
- Solar vehicle challenge
- Swimming
- Table tennis
- Tennis
- Violin classes
- Water polo



## Student Services

Provision of services for:

- Social, emotional needs
- Learning needs (including disabilities)

Wellbeing programs including:

- Alcohol and Your Child program (JCCV)
- Puberty program
- 'Secret Agency Society' intensive wellbeing and social skills program in Years 3, 4 and 5
- Speech and language pathology
- Year 4 and 5 small group Friday Sport program, developing interpersonal skills and social connections
- Project J Safe - Year 4 program that will teach primary aged students how to be more assertive when it comes to their bodies. These strategies assist children in matters of abuse, bullying and keeping safe

Informal Jewish Educational Activities including:

- Model Sedarim preceding Pesach
- Lunchtime Ruach Dancing and programs including shiurim (lessons/discussion groups) on topics such as Israel and the weekly Parasha
- Our Informal team attends all our camps and together with Year 10 Madrichim, ensures a uniquely Jewish atmosphere together with planned educational programs become part and parcel of the camping experience
- Special activities on days such as Purim and Yom HaAatzmaut
- Ceremonies for Yom HaShoah, and Yom HaZikaron
- Special activities preceding all Jewish festivals e.g. – Yom Yerushalayim, Shavuot, Rosh Hashana, Succot, Chanukah and more
- Special Spiritual 'Selichot' - tour during high holy days
- Special Tefillah classes and activities designed to stimulate and engage our children with prayer and teach them 'Synagogue' skills.
- Tikkun Leil Shavuot
- Year 6 Achrayim program – encouraging students to take responsibility in all facets of their lives – Jewish life and Israeli Keshet
- Year 6 Shabbatonim providing our students with a unique and authentic group Shabbat experience
- Jewish and Israeli atmosphere in the School on a day to day basis

## Secondary School

- Careers guidance and counselling
- Community Service program, including volunteering
- Cyber safety workshops
- Drug Education
- E-Learning program (coding and robotics courses etc)
- English Support classes at Years 8, 9 and 10
- Additional English help is offered as an elective to those students experiencing significant difficulties acquiring English skills
- Feuerstein (thinking skills) Program for selected students in Years 7, 8 and 9
- Hebrew Immersion program for Years 7 and 8, including camps
- Homework Club
- Integration program
- Master Talmud program for Year 7 and 8
- Mathematics enrichment and extension, Interschool Games Days, Australian Maths Challenge for Young Australians, University of Melbourne Mathematics Competition, Maths Olympiad, Introduction to Problem-Solving Techniques, Informatics Competition
- Mechanech Program, providing pastoral care and life skills for our students, which enables them to make responsible and well educated choices for their careers and every-day life
- Personal project work (in conjunction with MYP)
- Science and Technology enrichment, including Victorian Solar Vehicle Challenge, Astronomy Club, Einstein's Relativity Group)
- Sport, athletics, swimming, skiing and outdoor education programs including interschool sport
- Study Skills Workshop before exams
- VCE in-school tutorials from VCE teachers
- Vocational Education and Training ('VET') studies in various subjects, which contribute to VCE as Unit 1/2 level. VET enables the College to cater for individual student needs and to assist in preparing students for life beyond Secondary School and can prepare students for completion of an Australian School Based Apprenticeship ('ASBA')
- Year 9 Job Ready Program
- Year 10 Morrisby Report vocational testing
- Year 10 – Students may study VCE Hebrew Units 1 and 2 and/or VCE Maths Methods Unit 1 and 2
- Years 10 -11 Career Awareness Morning
- Year 11 University Experience Morning at Deakin
- Year 11 – Students may select from a range of subjects from VCE Units 1 – 4
- Years 11-12 University Information Sessions
- Year 12 – Students may study Tertiary Hebrew from Melbourne University, but taught at Mount Scopus Memorial College
- Welfare Counselling
- Work experience
- Year 6 and 7 (combined) Student Services Camp to assist transition of selected students
- Year 7 & 8 Outdoor Education Camps
- Year 10 Israel Experience (Ulpan)
- Year 11 Conference (Shiluv)

Year 9 'Achshav Initiative including:

- A full day Real First Aid Training - Level 1 First Aid Training Program
- Five day City Cite program
- Community service projects/activities at the Kitchen Garden and Volunteering with younger students at GBH
- Farm Day
- The 'Reach' Foundation workshops on confidence and self-esteem and gender empowerment
- Volunteering with Emmy Monash Aged Care
- Cambodia Trip (learning about Asia)
- Yorta Yorta Beyachad Trip (learning about indigenous history and culture)
- Zionist seminar
- Relationships education with Family Planning Victoria
- Workshop with Australian Youth Climate Coalition
- Job Ready program – resumé writing and interview skills

Informal Jewish Educational Activities including:

- Assemblies
- Beit Midrash
- Building Bridges (Interfaith) Year 11
- Chagim programs and celebrations
- Chevruta learning
- Community service and volunteer programs
- Early morning Israel history sessions
- Early morning Girls Prayer Service
- Friday morning minyan and breakfast
- Friday morning Tzedakah collection
- Friday night Scopus minyanim
- Guest speakers
- Hamakom – Hebrew language centre
- Hebrew and JS Tutorials with the Sherut girls
- Israel news update
- Israel Keshet Captains
- Jewish community liaisons
- Keshet Israel Club
- Life Values
- Lunchtime and after school Shiurim
- Lunchtime guest speakers
- Monthly Oneg Shabbat program
- Optional Shiurim for VCE students in study periods
- Roslyn Smorgon Outreach Program (Interfaith) Year 11
- Scopus Minyan on all Chagim
- Shiurim and meals at the Sherut girls' home
- Student leadership activities
- Tikkun Leil Shavuot
- Values Education program - Midah of the Month

- Year 8 Derech classes
- Year 8 Hebrew Immersion camp
- Year 8 JS mock weddings
- Year 8 Israel Game program
- Year 9 Netzigim Leadership
- Year 9 and 10 Camps
- Year 10 Hadracha Leadership training and activities
- Year 11 Shiluv Conference
- Year 11 and 12 Shabbatonim
- Youth Movement Programming

Co-curricular programs including:

- Captain Portfolio committees (SRC, Social Action, Jewish Life, School Spirit)
- Captains' lunchtime activities
- Debating
- Orchestra
- Boys' gym
- Global Challenge
- LOTE week
- Opus student magazine
- Rostrum Voice of Youth
- Student leadership (including School Captains)
- Science week
- Scopus Radio
- Tech Minions
- Youth in Philanthropy program

## Senior Secondary Outcomes

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

- There were **98** Year 12 students in 2017.
- **100%** of Year 12 students of 2017 attained a VCE Certificate
- **Two** Year 12 students undertook a Vocational Education and Training subject in 2017 – **2.04%** of the total number of Year 12 students.
- Of the Year 12 students who graduated in 2017, **14** of them (**14.2%**) had already completed a VET course in 2016.

Subject	Mean	Median Raw Score	Median Scaled Score (Approx)
Accounting	39.3	39	40
Art	38	38	36
Biology	25.8	26	26
Chemistry	28.8	29	33
English	39.1	39	38
French	38.3	36	46
Health and Human Development	38.9	38	35
Hebrew	26.8	28	41
History	39.8	39	39
Japanese	34	34	42
Legal Studies	38.3	38	37
Maths Further	35.3	34.5	33
Maths Methods CAS	35.9	35	40
Maths Specialist	34.8	34.5	46
Media Studies	37.1	37	34
Music Performance	36	36	36
Physical Education	36.4	37.5	35
Physics	37.9	38	40

<b>Subject</b>	<b>Mean</b>	<b>Median Raw Score</b>	<b>Median Scaled Score (Approx)</b>
Portugese	35	35	34
Psychology	36.2	35	33
Religion and Society	39.4	40	39
Spanish	31	31	35
Studio Arts	32.8	34	30
Texts & Traditions	31.3	32	31
Theatre Studies	41	41	40
VET Hospitality	31	31	26
VET Info Tech	31	31	25
VET Sport and Recreation	24	24	16
Visual Communications	30.8	30.5	26

## Proportion of Year 9 Students Retained to Year 12

Number of Year 9 Students at End of 2014	Number of Cohort Leaving After 2014	Number of original Cohort Remaining at End of 2017	Percentage of Original Cohort Remaining at End of 2017	Number of Cohort Entering After 2014	Number of Year 12 Students at End of 2017
<b>99</b>	<b>4</b>	<b>91</b>	<b>92%</b>	<b>5</b>	<b>98</b>

## Post-School Destinations of Year 12, 2017

Total number of VCE students on record: **99**

VCE students completing program over three years: **1**

Students withdrawn from MSMC but remaining on VCE records: **1**

Total number of students completing VCE in 2017: **97**

Students who did not apply for courses via VTAC: **2 (2.02%) \***

- Enrolled directly into TAFE/Private Provider courses: **2 (2.02%) \***
- Overseas study: **0 (0%) \***

Students who applied for tertiary courses via VTAC:

- University Offers: **95 (100%)**
- Private Provider Offers: **0 (0%)**
- TAFE Offers: **0 (0%)**
- No offer (chose not to change preferences): **0 (0%)**

Number of applicants who have enrolled: **44**

Number of applicants who have deferred their studies: **51**

Number of applicants who have not enrolled: **0**

*(TAFE and private providers do not allow deferment)*

**\* Represents a proportion of the total number of VCE completers in 2017**

# Parent, Student and Staff Satisfaction

Results from surveys conducted among parents, Year 12 students and staff during 2017. Results are shown on a scale of 1 to 5, with 5 indicating highest satisfaction, and 1 indicating lowest:

## Parent Survey key findings:

- General quality of education	4.71
- My child has been happy at school	4.33
- Teachers are stimulating and engaging	4.19
- My child receives the individual attention they need	3.85
- College communicates about my child's progress	3.66
- The College has effective leadership	3.93
- <b>Overall satisfaction on these issues</b>	<b>4.11</b>

## Student Satisfaction key findings:

- General education received	4.58
- Jewish education received	4.29
- Preparation and support for VCE	4.39
- Overall facilities	4.37
- Co-curricular and enrichment activities	4.19
- Informal learning opportunities and camps	4.48
- Opportunities for community involvement	4.05
- Opportunities for religious involvement	4.24
- Opportunities for student leadership	4.17
- <b>Overall satisfaction rating on all above issues</b>	<b>4.32</b>

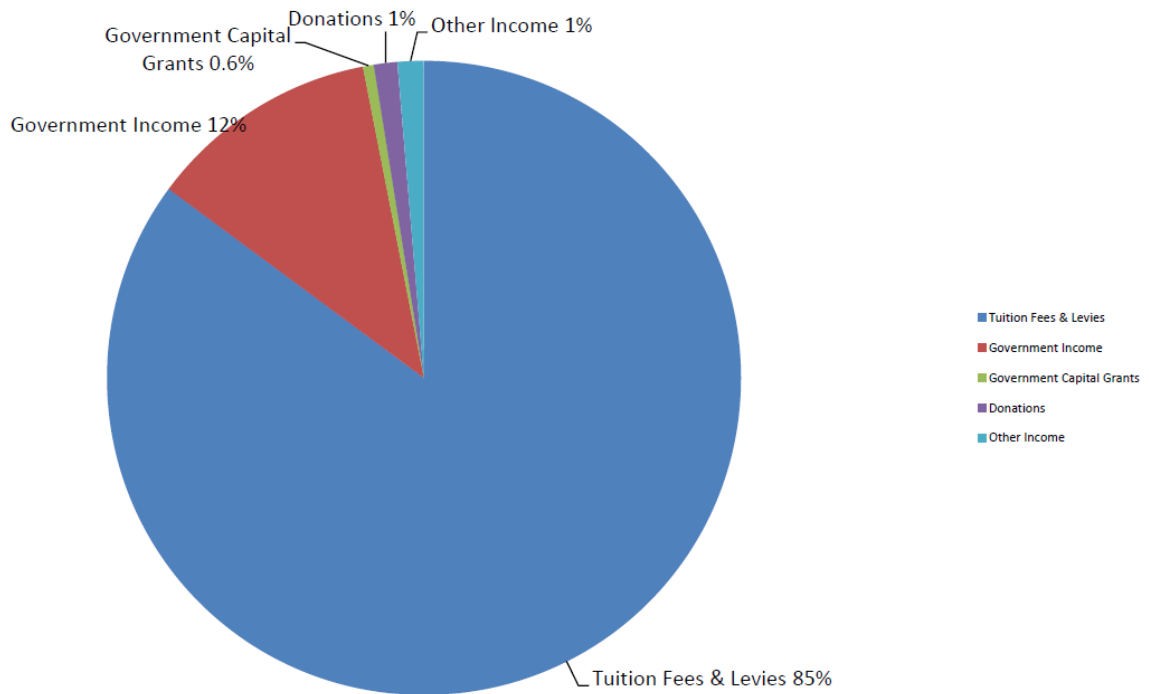
## Staff Satisfaction key findings (actual 2017 survey results):

- Safe work environment	4.55
- Job satisfaction	4.40
- Enjoyable workplace	4.25
- Fair workload	3.15
- Trust in senior leadership	3.00
- Students' respect for staff	3.00
- <b>Overall satisfaction rating on all above issues</b>	<b>3.73</b>

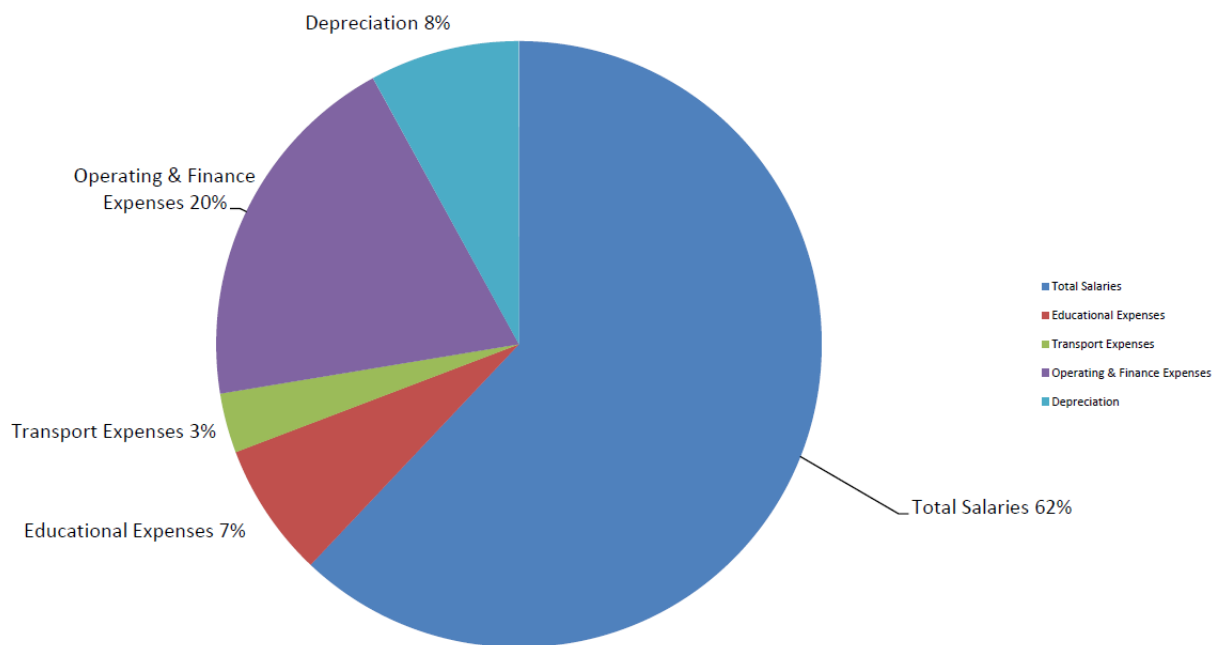


# Income and Expenditure for the Year End 31 December 2017

## Income Categories as Percentage of Total Income of \$49.3M



## Expense Categories as Percentage of Total Expenses of \$48.4M



Faithfully,

**Rabbi James Kennard**  
**Principal**