

ESSE QUAM VIDERI



**CRANBROOK
SCHOOL**

THE 2023
**CRANBROOK
SCHOOL**
NESA ANNUAL REPORT

Contents

1. About Cranbrook School	1
2. Messages from Key School Bodies	3
2.1 Report from the President of the School Council	3
2.2 Report from the Acting Head of School	4
2.3 Report from the Chair of the Cranbrook Foundation	6
2.4 Reports from Students	7
3. Standardised National Literacy Numeracy Testing (NAPLAN) Student Outcomes	9
4. Senior Secondary Student Outcomes	10
4.1 Year 10 Record of School Achievement	10
4.2 Higher School Certificate and Vocational Training	10
4.3 International Baccalaureate (IB) Diploma	11
4.4 ATAR Results	14
4.5 – Post School Destinations	15
5. Teacher Accreditation	16
6. Workforce Composition	17
7. Student Attendance	18
7.1 – Student Attendance Rates in 2023	18
7.2 – Management of Non-Attendance	18
8. School Policies	20
9. Parent, Student and Teacher Satisfaction	21
10. Summary Financial Information	23

1. About Cranbrook School

Cranbrook School is an Anglican, independent day and boarding school for students in Pre-school to Year 12 in Sydney's Eastern Suburbs.

Our vision is to be a world class school which encourages and enables all of our students to explore, enjoy and fulfil their potential. We lead our students to discover and make the most of their talents, give their best and thrive in and love the pursuit of excellence. As a school we energise the educational environment by offering a rich and distinctive schooling both within and beyond the curriculum and give powerful pastoral support. We uphold the character and foundation of our Anglican foundation in order to promote the moral and spiritual development of each student and foster the principles of service.

Cranbrook aims to build resilience and confidence so that each student can face the challenges of the twenty-first century with personal confidence, intellectual versatility, academic hunger and optimism. We inspire and support them to respect the integrity of differences, lead adventurous, courageous and generous lives contributing to the betterment of society.

The academic programme is based upon a structured teaching and learning framework, as well as the International Baccalaureate (IB) Primary Years Programme (PYP) in the Pre-schools and Junior School, and the Middle Years Programme (MYP) in Years 7 to 10. For Year 11 and 12 Cranbrook offers students the choice of the Higher School Certificate or the IB Diploma.

Cranbrook School is an IB World School, and in August 2020 became accredited as an IB Continuum School, now offering each of the PYP, MYP and IB Diploma Programme.

We aim to discover each child's potential and develop their strengths. Because we believe that every child is unique, we provide motivation and challenge for those with academic or creative gifts and appropriate support for children with learning needs.

We encourage students to think and act skilfully, creatively and responsibly. In terms of pastoral care, Houses in the Senior School and classes in the Junior School promote an environment within which students feel safe, gain a sense of identity and become known and valued as individuals.

There is a wide range of co-curricular activities available across sport, service, drama, music, debating and public speaking, technology, outdoor education and visual arts.

We cater for approximately 1,760 students across all our campuses.

Currently, Cranbrook caters for boys and girls in the Pre-schools, and boys in Kindergarten to Year 12. As

announced in 2022, Cranbrook is moving to co-education and, in 2026, will accept girls into Year 7 and Year 11. We will be fully co-educational in the Senior School in 2029.

Our two Pre-schools – St Mark's at Darling Point and St Michael's at Vaucluse – provide a secure, warm and exciting environment for our youngest Cranbrookians, who attend pre-school either two, three or five days a week from the age of three. St Mark's Pre-school accommodates 22 students per day and students attend five days per week. St Michael's Pre-school accommodates 40 students per day and students attend two, three or five days per week.

The Junior School has classes from Kindergarten to Year 2 with an intake of approximately 60 students into three classes in each year group. There is an additional intake of approximately 12 students into Year 3, creating three classes of approximately 25 students each for each of Year 3 to Year 6.

The Junior School campus for Kindergarten to Year 6 is located at Rose Bay. It is an outstanding, integrated educational facility. It provides academic and creative facilities, including art rooms, music rooms, a science classroom and a library, complemented by sports grounds including tennis courts, grass playing fields and a gymnasium that is also equipped to double as a multipurpose space for rehearsals, performances and special events. The campus is flexible enough to meet changing educational needs and is both spacious and robust; an ideal combination for active students.

The Senior School has classes from Year 7 to Year 12. Each year group has approximately 200 to 215 students. In Year 7, as well as students moving from the Junior School, there is an intake of approximately 125 students from other schools. Entry to other years in the Senior School is currently by way of a casual vacancy.

Boarding is offered from Year 7 onwards in one of two boarding houses. The total boarding capacity is 75 students. The boarding population consists of young people from various backgrounds: urban, rural and international; and we have a small number of full-fee-paying overseas students. The boarding experience at Cranbrook teaches the students to be independent and responsible both for themselves and to the group so that they develop into mature and self-reliant young adults.

The Senior School campus at Bellevue Hill overlooks Sydney Harbour with facilities including bright, open and modern teaching spaces, specialist classrooms, a gymnasium, weights room, indoor swimming pool, library, basketball courts, playing field and recording studio. This campus had recently undergone a process of major renewal to renew some buildings and replace others - some of which had been in use for over 70

years - with new facilities that include a multi-level contemporary education building incorporating a drama and music theatre, chapel and dining commons, the Murray Rose Aquatic and Fitness Centre and an underground carpark.

The School also has an outdoor education facility located in the secluded and picturesque Wolgan Valley, a three-hour drive from Sydney in the World Heritage listed Greater Blue Mountains. Wolgan Valley is a residential and experiential education site that compliments the main campuses and allows learning to be undertaken in innovative ways, placing students in the natural environment and giving them an appreciation that they are part of an ecosystem, and have a responsibility to maintain it. At present, however, the School is unable to utilise the Wolgan Valley facility due to ongoing issues with the access road into the Valley.

At the end of 2023, there were 76 students enrolled at the Pre-schools, 479 students enrolled at the Junior School and 1,206 students enrolled at the Senior School.

Cranbrook has a student population reflecting a diversity of cultural and linguistic backgrounds, as well as a broad range of abilities and learning styles, including students with special learning needs. The student body is predominantly local, from within a 10-kilometre radius of the School, but some students travel a considerable distance to school each day.

Priority areas for improvement identified for 2024 include the following for the Junior School:

- Streamlining and sustaining our systems, processes & planning to maximise our students' learning through refining 2023 units during 2024.
- Effective and efficient differentiation for all students through the consolidation of 2023 units in 2024 by exploring more effective ways to modify and adjust units to suit the learning needs found within the relevant cohort.
- Strengthening the rigour of our teaching through scope and sequences that reflect new syllabuses and IB elements.
- Ensuring sequential targeted teaching sits under an inquiry umbrella through the commencement of a long-term deep dive into unpacking each IB Transdisciplinary Theme and mapping the vertical development of concepts, knowledge and skills across relevant Pre-school to Year 6 units of inquiry.
- Driving and supporting teacher professional growth through the ongoing roll out of WalkThrus as our key staff development model and the training of identified staff to be coaches.
- Deepening the Pre-school to Year 12 continuum for a student across academic and pastoral zones through embarking on the AIS Whole School Wellbeing Initiative in 2024 and building stronger ties between Pre-school and Junior School; and

Junior School and Senior School.

- Planning for adjustments needed to facilities on the Junior School campus as we welcome girls for Saturday sport and mid-week training.
- Continuation of the native garden planting on the Junior School site, complemented by our native bee programme.

Priority areas for improvement identified for 2024 include the following for the Senior School:

- Continue to develop a culture of peer to peer collaboration and observation through the establishment of a new teaching coaching model.
- Enhance the delivery of our MYP programme through our explicit focus upon Approaches to Learning (ATL) skills.
- Seek to lift numbers in the IB Diploma Programme with a strong focus on enhancing programme delivery through professional development.
- Continue to develop a school wide program of literacy/numeracy development led by our literacy and numeracy coordinators.
- Invite student voice in shaping the Student Wellbeing Program.
- Collect data through student surveys each term on academic and co-curricular activities and how they rate their effort as well as mental and physical concerns like sleep and how they feel.
- Build social and emotional skills in young people by teaching skills like emotional regulation.
- Increase staff professional learning on developing and teaching social and emotional skills.
- Embark on the AIS Whole School Wellbeing Initiative.
- Maximise the use of the Masterplan Stage 2 buildings including the Aquatic and Fitness Centre for Sport, PDHPE classes and recreation.

For more information about the School, please visit our website: www.cranbrook.nsw.edu.au.

2. Messages from Key School Bodies

2.1 Report from the President of the School Council

I would firstly like to acknowledge the warm welcome given to the new School Council in 2023. This was greatly appreciated, as we sought to acquaint ourselves with this wonderful school and its community of engaged students, staff, parents and Old Cranbrookians.

Throughout 2023, we established ourselves as the governing body, aimed to settle the School community after a challenging year in 2022, and set our bearings for navigating the School's future.

During the year, we bid farewell to three Council members. As acknowledged at last year's Annual General Meeting of the School, Katrina Rathie retired in June 2023. Dr Julie Greenhalgh came out of her retirement at the end of 2023 to become the new Principal of The Illawarra Grammar School. Bishop Stuart Robinson headed into a much-deserved retirement at the start of 2024, moving to the Blue Mountains. Julie and Stuart made terrific contributions in their short time with us. They have been replaced by Claire Fern and The Reverend Antony Weiss respectively, each of whom has significant experience in education and other relevant fields of endeavour.

The School Council comprises a diverse group of capable people, with a strong mix of experience relevant to the task of governing Cranbrook into the years ahead. Each of my colleagues is thanked for their dedication and personal sacrifices in serving Cranbrook, and I am particularly grateful for the support of Amelia Salter and James Sheller as Vice-Presidents.

The renewal of the Senior School campus progressed last year with the completion of the refurbished Perkins Building, which now serves as a dedicated state-of-the-art music facility. The School's music and broader co-curricular programme will continue to flourish as a result.

Our students are at the heart of all we do here at Cranbrook. As an International Baccalaureate (IB) Continuum School, all our students - from Pre-Schools through the Junior School with the Preliminary Years Programme (PYP), in Years 7 to 10 with the Middle Years Programme (MYP), and into Years 11 and 12 with the Diploma Programme (IBDP) - benefit from being taught how to 'learn how to learn'.

We congratulate Year 12 students and their teachers on the outstanding 2023 HSC and IBDP results in 2023. Cranbrook's offering of both the HSC and the IBDP continues to give students real choice in the senior years. The School is moving ever closer to its vision of being a truly world-class school, providing options and flexibility for our students who will leave with the

knowledge, skills and confidence to pursue their true potential.

The quality of school education is as important as ever for our society. Participation rates in the independent school sector are increasing and Cranbrook can serve as a beacon to others as the education sector adapts to the changing demands of the world around us. This is a noble pursuit, but it comes with a heavy responsibility for all of us at Cranbrook. I shall return to this shortly.

Looking to the future, and as part of the School's commitment to continuous improvement, the School Council worked with staff in 2023 on the preparation of a new Strategic Plan. This Plan, which intends to operate through to 2029, will incorporate the transition to co-education, accompanied by a proposed expansion to the size of the Senior School. Other initiatives will include: building the capacity for change; embedding the IB pedagogy within the School's educational programme; further strengthening the Junior School and the Senior School's experiential outdoor education programme; enriching the School by providing access to students from diverse backgrounds; improving sustainability initiatives; and engaging authentically with Indigenous peoples.

Preparations for a smooth transition to co-education are progressing well. Council is assisting this process through participation in the School's Co-education Steering Committee. Applications by girls are healthy and initial offers via interview for entry by girls (and boys) into Year 7 in 2026 are now being accepted. Interviews and offers for Year 11 entry in 2026 will commence later in 2024. The School is confident that the targets for enrolments in 2026 will be achieved.

Preparation for co-education has also advanced through the development of the curriculum and pastoral care frameworks, staff professional development, uniforms and planning for co-curricular activities.

The other significant piece of work by the School Council on co-education has involved planning for the proposed increase in the student population on the Bellevue Hill campus. An update to the Bellevue Hill campus masterplan was adopted and an application to Woollahra Council for an increase in the permitted number of students is progressing. A design competition is now also underway for some of the additional facilities contemplated under the masterplan.

In addition to our students, our dedicated staff at Cranbrook are central to everything we do. As I said in my Prize Giving address at the end of 2023, it is a teacher's commitment to her or his students that sustains the quality of the educational outcomes provided by Cranbrook over time. The commitment of our staff is outstanding, and this was recognised in late 2023 with one-off increases to staff and teacher salaries.

Members of the School Council have enjoyed getting to know staff members through informal lunches, meetings and in other ways. In doing so, we have come to understand better their hopes for a stronger professional future, both for themselves and for the School as a whole. These discussions will be continuing.

Further, the School is currently undertaking a staff culture project, which follows the student culture project undertaken in 2023. These projects will further inform the initiatives required to strengthen the School as a place of learning and of work, and in fulfilling its purposes more broadly.

The School Council is grateful for all our staff and the way they value the intrinsic worth and dignity of each child under their care.

The spirit of partnership across the Cranbrook community is further exemplified by the tireless work of the Cranbrook School Parents' Association, the Old Cranbrookians' Association and the Cranbrook Foundation. Each of these bodies is being ably led by a member of the School Council, namely Sam Roberts, Marty Cayzer and Vanessa Cardonnel respectively. There is a generous culture of giving back within the Cranbrook community and this makes an enormous contribution to the life of the School.

Each year, the School and the Old Cranbrookians' Association celebrate the value of a Cranbrook education by naming an Old Cranbrookian of the Year. For 2023 we again had two categories – Old Cranbrookian of the Year (Martijn Wilder OC 1985) and Young OC of the Year (Leo Coates OC 2002). Both are fine examples of what Cranbrook can provide in preparing its students to become valuable contributors to a rapidly evolving and challenging world.

I conclude by referring to the challenges which emerged in early 2024. Events such as these are difficult for any institution and are keenly felt in schools which are as tightly knit as Cranbrook.

As we navigate these challenges together, the School Council is particularly grateful to Mrs Michele Marquet for embracing the challenge as Acting Head of School. Mrs Marquet, who has been with Cranbrook for 26 years, most recently as Head of the Junior School, is an outstanding educator and passionate advocate for the School, its students and its staff.

The School Council has established an external process to allow concerns to be reported on a confidential basis or otherwise give feedback, and we are pleased to report that is being used by members of our community. We welcome the opportunity to engage with and address those concerns. As part of this process, the School is also reviewing its policies and procedures relating to child protection, workplace health and safety, whistleblowing, and discrimination and bullying. The School is also working closely with regulators to respond to their requests.

The School Council welcomes feedback as we continue to serve the best interests of the School. It remains our

priority to do whatever we can to ensure the safety and wellbeing of our students and staff.

The School Council acknowledges the privileges afforded to Cranbrook by society-at-large, by our own heritage, and by the parents who entrust their children to our care. With these privileges comes a weighty responsibility for each of us to strive for the highest standards in everything we do.

By recommitting now to those standards all the more, we are confident that the School will emerge even stronger from this challenging period. The future of Cranbrook remains filled with promise.

Geoff Lovell
President

2.2 Report from the Acting Head of School

The 2023 school year was an exciting and productive one for Cranbrook, with the student body achieving impressive results across a range of academic and co-curricular areas, combined with contributing invaluable to the daily life of the School. It was pleasing to see the students thrive by embracing so many of the opportunities presented to them. The year allowed us to revive programmes that had been paused due to COVID-19 and introduce new adventures and events: the CETOP tour to Ladakh, the European Music Tour, as well as a Drama Tour to Japan and England, and the very first Junior School Art Immersion Camp held at Bundanon, on the South Coast.

Over the course of the year, we made significant inroads in readying our campuses for the future through the innovative and exciting use of our newly opened facilities at the Senior School campus, the completion of the refurbishment of the Perkins Building and the opening of the Year 11 College. We were reminded that any new development or refurbishment is not a means to end, but a beginning, enabling wonderful possibilities. Careful and thoughtful design can help shape the framework upon which we build culture and community, where teachers can assist students to develop respectful habits for learning and interaction, and where we can enjoy and cultivate rituals that build and strengthen community.

Our school community warmly welcomed the 13 new members of the School Council which included the newly appointed Presidents of the CSPA and OCA. The School Executive worked on developing a new strategic plan with the support of the School Council. The plan is a significant document which will guide and shape our work for the next five years. With the School Council, the Senior Executive are focused on developing the strategy that responds sensitively to the changes evident in the educational landscape, strengthening our key values of individuality, excellence, respect, global-mindedness and service.

We have continued to engage and strengthen the valuable relationships built within our community

through a plethora of CSPA and OCA events held throughout the year. The return to a full and vibrant school life was in evidence everywhere. Cranbrook's supportive community of families, students, staff and Old Cranbrookians adds a richness and depth to the School and gives it a unique and vital character.

As Cranbrook transitions to coeducation for Year 7 and Year 11 students in 2026, the School has made tremendous progress with our plans through the diligent and methodical work of the Coeducation Committee. This Committee is tasked with ensuring the best possible offerings are available to future students across all areas including subject selection, wellbeing programmes, school facilities and school culture. During the year, we revealed our new uniform, applied for membership to the Independent Sporting Association, or ISA, through which girls will be able to participate in competitive sport and evaluated our current unit offerings to ensure a diversity of perspectives is represented, which is integral to quality educational experiences for all students. Through professional development, we have focused our teaching practice and wellbeing programmes to ready the School for this new phase.

We are proud of how our staff and students continued to consolidate the International Baccalaureate Continuum Programme, benefiting all students from Pre-School to Year 12, by building skills, developing character and encouraging an openness to the world. Our Primary Years Programme and Middle Years Programme were evaluated through IB Evaluation visits and thrived on the opportunity to share their journeys of development and refinement with representatives of the IBO.

An inspiring Year 6 PYP Exhibition evening was held in Term 4 highlighting how the learning cycle our students are taught from Pre-School onwards is then applied by them so effectively as they pursue their own individual inquiries. In many ways, learning is the movement of the individual from being a novice to becoming an expert and this progression was clearly apparent as the students shared their personal inquiries with their family and those in the broader Cranbrook community. In the Senior School, the Curating Cranbrook exhibition highlighted not only the importance we place on artistic expression at Cranbrook, but illustrated the advantages we enjoy as an IB Continuum School, articulating demonstrably how teaching through the lens of the IB captures a way of thinking and being that makes a real difference: the systematic development of skills and the promotion of character as our students are supported to 'learn how to learn'.

Our graduating Class of 2023 faced the challenges of the last few years with good humour, grace and maturity. Their results have been exceptional and a testament to the impressive dedication of the students and their talented teachers.

The top ATARs in each programme were achieved by IB Diploma Dux, Emmanuel Travassaros, (99.95) and HSC Dux, Edward Zahra (99.65), both of whom

achieved outstanding results. Cranbrook had 11 students named on the SMH All-Round Achievers list and eight students achieved an ATAR of 99 or above, with seven students achieving places in the State including second in State for Geography (Edward Zahra) and in Studies of Religion 1 (Matthew Radvin). Tom Gloster achieved third in the State for Mathematics Advanced and Alexander Wilson was awarded fourth in the State in Geography. Congratulations to Lewin Fairbairn on the selection of his project, Last Line, for inclusion in Shape, being exhibited at Walsh Bay Arts Precinct from March to May 2024.

In 2023, our second cohort of the IB Diploma Programme undertook their final exams. Thirty-five Year 12 students sat the IB Diploma examinations. Apart from Emmanuel Travassaros becoming Dux, other outstanding results were achieved by Luca Lewis, Toby Rodgers and Maxim Berry, who all attained scores of 40 and over. Our students achieved an overall average score of 33 out of 45, whilst the global average was 29. Our median ATAR for the IB Diploma Programme was 91.

Cranbrook continued to foster and further develop the breadth of our co-curricular programme. The Arts remain firmly ingrained within the fabric of the School. Throughout 2023 we enjoyed wonderfully exhilarating performances in the Pre-School Annual Christmas Concerts, both Junior School Musical Showcases, as well as the Scholars' Recital in the Senior School. Our talented musicians performed at an evening with the Australian Chamber Orchestra and we were thrilled by a poignant Easter concert, Songs of Ascent, where our fine young musicians, alongside those from St Catherine's, transformed our Senior School, performing in multiple venues across the campus. AMPED, our very popular rock concert, was an outstanding success once more and hundreds of members of our community joined us at Town Hall for our superb Gala Concert, Greater Than. NEU!, our always highly anticipated contemporary music performances, did not disappoint either! Senior School Drama students excelled in the productions of Break a Leg, and in student directed drama productions: Corridors and Great Expectations. The Junior School had the pleasure of performing their annual play in the Packer Theatre for the first time. There was a special joy in having back many of our Year 12 students who had roles in the first production of Alec in Wonderland in 2016 to help this year's cast and crew perform an outstanding production of the same play.

On the sports field, we had much to celebrate. It is always wonderful to watch hundreds of our students participate in their weekly fixtures across such a broad range of sports, including Tennis, Football, Basketball, Rugby, AFL, Volleyball and Multi-Sports, to name just a few. The dedication of our Swimming, Athletics, Ski and Cross Country teams from both the Junior School and Senior School led to some impressive performances from these teams in 2023. The Junior School Cross Country Team had its best performance to date at the IPSHA Carnival, clearly benefiting from increased

targeted training from our coaches in preparation. Our rowers were crowned ACT Head of the Lake Champions, our First XI cricketers won the CAS Archer Shield for the fourth year in a row, Cranbrook sailors are NSW champions, the Under 16's Water Polo team won gold in the WPNSW State Championships and Year 11 student, Marcus Da Silva, gained much success in the NSW All School's Swimming Championships in 50m, 100m and 200m races, breaking records in the last two events.

I take this opportunity to acknowledge the leadership across the Creative Arts and Sporting domains and how every staff member contributes to the broad and inclusive offering of co-curricular at Cranbrook through these areas, as well as many others available to our students, including Debating, da Vinci Decathlon, Chess, Ethics Club, Duke of Edinburgh, Model UN and Photography to name just a few. Its breadth and depth are essential for our students to find their own voice and expression of who they are and the commitment of the staff to providing these opportunities is warmly appreciated.

In 2023, our students from Years 7 to 10 were able to complete the Cranbrook In The Field (CITF) course with success and our Year 3 to Year 6 students attended their annual camps. I thank the Service Learning staff across all sections of the School who guide our students to engage in various programmes, to not only raise money for various charitable causes, but to focus on elevating awareness in the areas of sustainability, the environment and human need. Cranbrook participated and supported many activities, including the CSPA Reuse and Recycle Uniform Sale which raised funds for the Starlight Foundation; the Thread Together initiative where students volunteered their time to pack, sort and distribute clothing for those in need; students and teachers experienced homelessness for a night camping in partnership with Rough Edges to raise awareness, understanding and donations; hundreds of boxes of toys and non-perishable food were contributed by Junior School students and packed by Junior School Cranbrook Community Committee representatives to donate to Anglicare's Toys'n'Tucker drive; as well as many individual and House based efforts.

Our Development and Community office worked throughout the year to engage with our Old Cranbrookians and the broader community. They welcomed current grandparents to the School in November for the very popular Grandparents Lunch, held a series of Connection evenings for current parents and Old Cranbrookians across different industries, hosted the OCA annual lunch and numerous reunions. This work bolsters the important and invaluable links between our past, present and future parents and students.

Our staff form the backbone of the School and I note a few important changes that occurred in 2023. At the start of the year, we welcomed new Pre-School Coordinator, Abigail McFarlane and mid-year, Matt Grice was appointed Director of Sport. At the end of the

year, we farewelled Director of Professional Learning, Cathleen Jin, after 21 years of dedicated service and we gratefully acknowledged the long and extraordinary service to Cranbrook of Fiona Crawford, Head of Visual Arts, and Anna George, Librarian, and CETOP and CITF extraordinaire.

One of the key pillars of success in the Senior School is the exemplary work of those who teach, guide and nurture our Junior School and Pre-School cohorts. These groups ultimately form a sizeable proportion of each Senior School year level. The fine work done in the early years is then built upon magnificently by the large team of dedicated teaching professionals across many departments in our Senior School. All are supported so ably by a diverse team of professional services staff who oversee finance, communications, IT, HR, compliance, facilities, general administration and more. These people work in the background to help the School to 'hum'. We thank them all for their commitment, loyalty and dedication to their work, as we all collaborate as a team to help guide and shape our students as they move from children not much older than a toddler, to young people ready to embrace the challenges of adulthood.

2023 has been a year of enormous endeavour, diligent effort and significant achievement where our welcoming culture has continued to flourish. Our Junior and Senior Common Rooms remain strong, in spite of the teacher shortage which has been widely reported. Our community is united and supportive, and our student body is thriving.

I write this 2023 report as the newly appointed Acting Head of School, having commenced in the role in March 2024. I had the opportunity throughout 2023 to lead Cranbrook Junior School, including our Pre-Schools, but also to witness and share in the wonderful work in the Senior School. I have marvelled at the growth and progress of the students from Pre-School to Year 12 and I am filled with hope for the future.

Michele Marquet
Acting Head of School

2.3 Report from the Chair of the Cranbrook Foundation

It is with great pleasure that I reflect on 2023, my inaugural year as both Chair of the Cranbrook Foundation and a School Councillor. The Cranbrook community, encompassing students, parents, alumni, donors, and friends, is truly extraordinary, and our shared experiences contribute to the enriching and rewarding nature of being part of this unique institution.

The collaboration between the School Council, Cranbrook Foundation, Senior Leadership Team, and the Development & Community Office has been instrumental in fostering a rewarding and inspiring engagement program for the Cranbrook community.

Throughout 2023, our focus was on creating opportunities for celebration and connection among students, families, donors, and alumni. Your continued support and generosity have had a tangible impact, with new buildings and facilities and the financing of Foundation Scholarships, all making a difference in the lives of students at the School.

We were fortunate to welcome new members to the Cranbrook community with events such as the cocktail evening for new parents and the collaboration with the Australian Chamber Orchestra, showcasing the Packer Theatre. Special ceremonies like the Handover Ceremony and Remembrance Day Ceremony, and gatherings of the Hordern Society and 1918 Society, allowed us to recognise the multi-generational legacy of Cranbrook families.

Our alumni engagement program thrived, culminating in the Vintage Club Day, where Old Cranbrookians from various graduating classes attended a whole school assembly. Connection evenings across different industry groups provided valuable networking opportunities for Old Cranbrookians, as well as current and past parents. Our commitment to fostering personal connections within the community remains strong.

The Realise Capital Campaign reached an impressive milestone, with contributions from the community totalling \$2,180,840 by the end of 2023. The accumulated net assets of the Foundation, including the Scholarship and Special Purpose Fund, the Building Fund, and General Foundation funds, stood at \$4,075,924. We transferred \$2,700,000 to the School, demonstrating the Foundation's ongoing commitment to supporting Cranbrook's development.

We extend our gratitude to the community for their ongoing support of the Cranbrook Scholarship Funds, which play a crucial role in transforming students' lives. Foundation Scholarships, supporting 13 students, totalled \$607,025 in 2023. As we look ahead, our focus will remain on building a strong corpus for scholarships, ensuring more students have the opportunity to join Cranbrook, especially as we approach co-education in 2026.

In 2023, we continued to benefit from the generosity of bequests and received funds from the Estate of Elaine Irwin, the wife of Baron Brooke OBE OAM (OC 1936), and the Estate of Robert Armstrong (OC 1962).

I would like to express my heartfelt thanks to my fellow Foundation Board members, Acting Head of School Michele Marquet, Director of Development and Community Cameron Torrance, and the dedicated staff at the Development and Community Office.

As we embark on the year ahead, the Cranbrook Foundation is filled with optimism and energy, driven by the intergenerational responsibility demonstrated by our network of parents, alumni, Old Cranbrookians, friends,

and supporters. Your continued support is invaluable to the School, and we express our sincere appreciation for your commitment to the work of the Cranbrook Foundation.

Vanessa Cardonnel
Chair of Cranbrook Foundation

2.4 Reports from Students

At the start of the new year, the Cranbrook Student Representative Council (SRC) organized a series of events aimed at fostering camaraderie and strengthening school spirit within the community.

The SRC arranged a student-versus-teacher basketball game, which served as a touching display of unity and collaboration. Under the guidance of Mr Young, Ms Hartson, and Mr Sinclair, the SRC coordinated the basketball game, creating excitement amongst the School for the fun event. We endeavoured to arrange teams and handle venue logistics as best as we could, learning along the way from the new year's SRC's first experience of running an event.

Following the enjoyable and successful basketball match, the SRC brought together students from all houses for a much-anticipated tug-of-war competition. This highly spirited event further invigorated the camaraderie in the Cranbrook community, engaging in some playful competitive spirit and cheering. Despite the challenges of finding a day clear of rain, the event was a success, with many boys watching in the grandstands and many boys pulling hard in competition for their Houses.

As the term progresses, the SRC is excited to organise events that promote unity and inclusivity. With the ongoing support of our teachers, the SRC continues to strive to enhance the Cranbrook experience for all members of the community with gratitude and humility.

Plans in the future involve organising a plain clothes day to raise funds for the Visual Arts Department exhibition, organising a talent show for all boys who want to perform for a prize and show off their individuality, organising musical accompaniment for Friday Night Lights, representing boys regarding technology, the canteen and school life, and other initiatives.

Sam Collison
President, Student Representative Council

Matt Downes
Secretary, Student Representative Council

Cranbrook School boasts a vibrant and positive culture significantly enriched by the active participation and contributions of its students. This dynamic environment is rooted in the enthusiasm, creativity, and leadership that students bring to various facets of school life.

At Cranbrook, students are encouraged to take initiative and become deeply involved in extracurricular activities, ranging from sports to arts and community service. The School's extensive athletic program is a testament to student engagement, with teams achieving notable successes. For instance, the recent CAS swimming competition saw Cranbrook achieving their best results since the 1980s, with enthusiastic support from fellow students in the stands. Similarly, Friday Night Lights events for basketball and rugby draw large crowds of students who passionately cheer on their teams, fostering a strong sense of community and school spirit.

The arts play a pivotal role in Cranbrook's culture. Students contribute significantly through music, drama, and visual arts. Annual events such as the Senior and Junior Productions, AMPED, the Spring Festival Solo Competition, and the Music Gala at Town Hall are eagerly anticipated. These events, organized and performed by students, showcase their talent and dedication, enhancing the School's vibrant atmosphere and providing opportunities to develop confidence and express creativity.

Student leadership is another cornerstone of Cranbrook's positive culture. Various leadership positions, such as Student Representative Council and House Captains, empower students to take on responsibilities and spearhead initiatives. These roles allow students to have a voice in school governance and contribute to decision-making processes, fostering a sense of ownership and accountability.

Cranbrook students are also excelling in academic pursuits, with the debating team achieving their best results ever in Semester 1. This intellectual engagement underscores the School's commitment to academic excellence and critical thinking.

Service initiatives reflect the School's commitment to social responsibility. This year, a record turnout was seen for Clean Up Australia Day, and similar feats are expected for Red Shield Appeal and for the running of a volunteer water station at City2Surf. These incredible efforts are driven by the students' dedication to making a positive impact beyond the School's walls. These efforts enhance the School's inclusive and supportive environment, reinforcing values of empathy and altruism.

In summary, the positive culture at Cranbrook School is greatly influenced by the active participation and contributions of its students. Through their involvement in sports, arts, leadership, academic competitions, and community service, students not only enrich their own educational experience but also contribute to a cohesive, dynamic, and thriving school community.

Theo Walsh
Head Prefect

Angus Malcolm
Second Head Prefect

3. Standardised National Literacy Numeracy Testing (NAPLAN) Student Outcomes

In 2023, students in Years 3, 5, 7 and 9 participated in the national Numeracy and Literacy Assessments, known as NAPLAN. NAPLAN assesses individual student achievement in areas of literacy and numeracy. The overall literacy component of the NAPLAN includes areas of reading, writing, spelling and language conventions. The writing component of the NAPLAN is an assessment of a student’s writing ability, encompassing aspects of text structuring, grammar, spelling and punctuation.

Students in Years 3, 5, 7 and 9 are tested in reading, writing, spelling, grammar and punctuation, and numeracy. NAPLAN participation for Cranbrook School in 2023 was 99%; NAPLAN participation for all Australian students was 95%.

The table below shows the average student results at Cranbrook School compared to students from schools with similar background and all Australian students. Students with a similar background are a comparison with the performance of all students with a similar background across the country, as determined by parental occupation and education.

The School’s average was well above or above when compared to results of ‘All Australian students’ in all year levels and components, and well above, above or close to when compared to results of ‘Students with similar background’.

More information can be found on the My Schools website: <http://www.myschool.edu.au>, including student results over time.

		Reading	Writing	Spelling	Grammar & Punctuation	Numeracy
Year 3	Cranbrook	469	473	469	494	492
	All Australian	405	416	404	411	407
	Similar Background	459	459	450	467	459
Year 5	Cranbrook	556	537	537	572	562
	All Australian	496	483	489	497	488
	Similar Background	547	528	530	549	541
Year 7	Cranbrook	589	574	581	584	608
	All Australian	536	534	539	539	538
	Similar Background	563	558	560	565	566
Year 9	Cranbrook	616	608	607	615	631
	All Australian	564	567	568	557	568
	Similar Background	594	597	589	588	599

4. Senior Secondary Student Outcomes

Results for our Year 12 2023 cohort in both the HSC and IB Diploma Programme are outlined below.

Overall student achievement was well above State average, and continued with the overall trend of consistent improvement over recent years.

4.1 Year 10 Record of School Achievement

The Record of School Achievement is only awarded to students who leave School prior to the HSC. No Record of School Achievement credentials were issued to students in 2023.

4.2 Higher School Certificate and Vocational Training

Vocational Training

Seventeen students (8% of all Year 12 Students) completed a Vocational Education course as part of their HSC programme. These courses include Construction and Hospitality.

Higher School Certificate

100% of Year 12 students undertaking the Higher School Certificate in 2023 qualified for the award of the Higher School Certificate.

HSC All Round Achievers List

Students who are eligible for this list gained 90 per cent or above in 10 or more HSC units. This year eleven students achieved a place on this prestigious list.

In 2022 eleven students achieved a place on this list, in 2021 eighteen, in each of 2020 and 2019 sixteen students.

Top Achievers – Place in Course

Eight students achieved the following places in courses:

2nd in the state in **Geography**

2nd in the state in **Studies of Religion 1**

3rd in the state in **Mathematics Advanced**

3rd in the state in **Geography**

4th in the state in **Geography**

9th in the state in **Economics**

16th in the state in **English Advanced**

20th in the state in **English Advanced**

Six students achieved places in courses in 2022, four in 2021, four in 2020, and eleven students in 2019.

Distinguished Achievers

Students must score 90% or above in a subject to

receive a Band 6 or E4 result and be named on the *Distinguished Achievers List*.

In 2023 106 students were placed on the *Distinguished Achievers List* in at least one subject.

There were 100 students placed on this list in 2022, with 101 in 2021, 104 in 2020, and 106 students in 2019.

HSC Showcase & Exhibitions Nominations

In 2023, there were 25 nominations involving 37 Cranbrook students for outstanding works in practical and performance courses:

- Five students were nominated and selected for InTech 2023, the exhibition of exemplary major works created by HSC Industrial Technology students.
- Twenty four students were nominated for OnSTAGE 2023, a presentation and exhibition of group and individual performances and projects by HSC Drama students.
- Three students were nominated for ENCORE 2023, a program of outstanding performances and compositions by students from the HSC Music Examinations.
- Five students were nominated and one selected for Shape 2023, an exhibition featuring a selection of exemplary Major Projects from HSC Design and Technology students.

In 2022 there were 20 Cranbrook students achieving nominations, in 2021 nine students, in 2020 14 students, and in 2019 38 students who were nominated for HSC Showcases and Exhibitions.

Achievement in Each Subject – Higher School Certificate

Band 6 is the highest band awarded for a course and indicates a mark of 90 or above out of 100. For Extension subjects, the highest band awarded is E4 for 45 or above out of 50.

Band 5 is the next highest band, indicating a mark of 80 to 89 out of 100. The equivalent band for Extension subjects, E3 is award for marks of 35 to 44 out of 50.

Table 1 indicates achievement across all subjects in the top band across 2019 to 2023, and compares this to State results.

Of note for 2023 are very strong results compared to the rest of the State in the top band in Ancient History, Business Studies, Design and Technology, Drama, Advanced and Extension English courses, Geography, Industrial Technology, both Latin courses, Legal Studies, Music 1, Extension Music and Studies of Religion 1. This is a broad range of subjects and reflects Cranbrook's commitment to the principles of a

liberal education, the encouragement of a love of the pursuit of excellence and an appreciation of the integrity of differences.

Where there are subjects with smaller student cohorts (such as extension subjects and languages) results generally show more variability year on year, where the results of one student can have a significant impact.

Table 2 illustrates the same comparison however, across the top two bands.

This table shows that in all but two subjects (which have small and very small cohorts), the percentage of students achieving a result in the top two bands is greater, and often significantly greater, than the percentage of students achieving a result in the top two bands across the State.

A new one unit subject, Studies of Religion 1, was introduced in 2023 with strong results in the top two bands.

Overall, HSC results contain to be strong, despite the introduction of the IB Diploma Programme removing students from the HSC cohort.

4.3 International Baccalaureate (IB) Diploma

In 2023, 35 students completed the IB Diploma Programme.

All but one student (97% of the 35 students undertaking the IB Diploma Programme) were awarded their Diploma. The student who did not achieve the minimum result in two of his Higher Level subjects resat those examinations in May 2024.

For the IB Diploma, in addition to six subjects studied, three of which studied at Standard Level (SL) and three at Higher Level (HL), students also complete an individually researched Extended Essay of 4,000 words, a Theory of Knowledge course and 18 month of continuous engagement Creativity, Activity and Service, including a month-long collaborative CAS Project.

Cranbrook IB Diploma students averaged a score of 33 out of a possible 45 points, well above the world average of 29.

One student scored a perfect IB Score of 45.

Grades in each subject range from 1 to 7.

Cranbrook IB Diploma students were awarded 20 grades of 7 across 22 subjects.

The average grade across the cohort was 5.20. Further information about each subject and achievement compared to global results are outlined in Table 3.

As this was the second cohort to complete the IB Diploma Programme, and class sizes are small and therefore subject to significant variation based on the results of an individual student, meaningful comparative data over time in relation to performance cannot yet be ascertained.

Table 1: Cranbrook vs State Top Band Results by HSC Subject 2019 - 2023 (rounded to the nearest percentage)

	Cranbrook B6 & E4 2019	State B6 & E4 2019	Cranbrook B6 & E4 2020	State B6 & E4 2020	Cranbrook B6 & E4 2021	State B6 & E4 2021	Cranbrook B6 & E4 2022	State B6 & E4 2022	Cranbrook B6 & E4 2023	State B6 & E4 2023
Ancient History	33	9	32	9	26	10	38	9	33	9
Biology	17	7	3	6	8	7	4	6	15	8
Business Studies	15	9	24	9	20	9	33	10	37	11
Chemistry	37	16	24	13	6	11	30	9	5	12
Chinese Continuers	100	40	-	-	-	-	67	41	33	41
Chinese Extension	-	-	-	-	-	-	-	-	100	69
Design and Technology	50	14	80	16	13	17	56	13	62	12
Drama	58	15	62	19	46	18	73	21	52	22
Earth and Environmental Science	19	6	0	6	0	1	0	6	-	-
Economics	35	15	26	13	33	15	27	15	27	13
English Advanced	41	13	31	14	47	16	46	15	45	14
English Extension 1	92	34	40	39	89	41	100	40	75	41
English Extension 2	71	26	20	26	33	25	100	29	100	19
English Standard	0	1	0	1	0	1	4	1	0	1
French Continuers	33	31	0	31	44	33	0	26	20	25
Geography	33	10	43	12	25	9	16	11	38	10
History Extension	30	28	29	21	13	24	7	25	0	26
Industrial Technology	17	6	9	8	0	7	0	8	40	8
Latin Continuers	60	51	25	50	43	47	25	38	66	46
Latin Extension	100	77	100	86	57	78	100	78	100	81
Legal Studies	53	13	29	15	37	15	32	15	46	14
Mathematics Advanced	52	24	52	23	55	23	31	23	35	22
Maths Extension 1	45	39	49	37	60	37	50	35	31	34
Maths Extension 2	10	36	58	36	45	43	75	40	25	37
Mathematics Standard 2	13	5	22	5	21	6	22	7	17	9
Modern History	22	10	24	10	27	11	21	10	25	10
Music 1	50	22	29	22	40	20	67	22	83	23
Music 2	60	41	20	38	67	45	0	34	0	34
Music Extension	60	66	33	69	75	64	100	76	100	71
PDHPE	6	6	5	9	13	7	16	5	16	6
Physics	8	12	32	13	26	12	47	12	9	13
Science Extension	-	-	25	7	67	10	11	8	0	7
Software Design and Development	-	-	-	-	-	-	17	14	0	12
Studies of Religion 1	-	-	-	-	-	-	-	-	43	14
Visual Arts	35	16	6	17	35	17	8	16	33	18

Table 2: Cranbrook vs State Top Two Bands Results by HSC Subject 2019 - 2023 (rounded to the nearest percentage)

	Cranbrook B5/6 & E3/4 2019	State B5/6 & E3/4 2019	Cranbrook B5/6 & E3/4 2020	State B5/6 & E3/4 2020	Cranbrook B5/6 & E3/4 2021	State B5/6 & E3/4 2021	Cranbrook B5/6 & E3/4 2022	State B5/6 & E3/4 2022	Cranbrook B5/6 & E3/4 2023	State B5/6 & E3/4 2023
Ancient History	71	35	74	33	74	34	84	34	83	28
Biology	71	31	56	30	60	31	37	27	69	32
Business Studies	62	33	78	35	65	36	78	34	77	35
Chemistry	93	46	65	43	53	40	63	33	58	38
Chinese Continuers	100	79	-	-	-	-	100	75	100	70
Chinese Extension	-	-	-	-	-	-	-	-	100	98
Design and Technology	71	46	100	46	100	55	89	47	100	47
Drama	96	44	95	47	79	46	96	59	91	60
Earth and Environmental Science	57	31	33	29	40	28	30	33	-	-
Economics	87	52	61	51	81	50	74	50	77	48
English Advanced	90	61	84	63	93	69	97	68	96	67
English Extension 1	100	95	100	92	100	94	100	93	100	95
English Extension 2	100	80	100	83	100	84	100	85	100	87
English Standard	23	12	13	11	50	17	51	16	47	13
French Continuers	56	64	50	64	56	63	50	58	20	58
Geography	85	43	86	41	69	44	82	42	83	42
History Extension	90	78	100	76	73	77	100	83	94	86
Industrial Technology	50	21	54	23	22	25	45	22	70	24
Latin Continuers	100	88	100	89	43	77	25	74	100	82
Latin Extension	100	100	100	100	100	95	100	95	100	98
Legal Studies	87	41	83	39	77	42	80	41	94	42
Mathematics Advanced	87	49	84	52	77	50	67	49	77	50
Maths Extension 1	98	80	87	74	87	74	97	74	75	71
Maths Extension 2	100	86	95	84	100	87	100	86	100	88
Mathematics Standard 2	59	24	72	24	50	25	64	29	57	31
Modern History	65	39	69	37	70	38	70	35	72	35
Music 1	100	66	71	64	100	64	100	70	100	69
Music 2	100	91	80	86	100	88	80	86	100	85
Music Extension	100	98	100	97	100	95	100	97	100	96
PDHPE	39	31	47	24	57	31	69	26	53	30
Physics	56	37	68	41	61	41	76	41	45	39
Science Extension	-	-	100	74	100	72	78	79	100	77
Software Design and Development	-	-	-	-	-	-	50	38	25	35
Studies of Religion 1	-	-	-	-	-	-	-	-	100	50
Visual Arts	96	63	94	65	95	63	95	65	75	65

Table 3: Comparison of Cranbrook Average Grade and Global Average for IBDP 2022 - 2023

Subject	Number of Students 2022	Cranbrook Average 2022	Global Average 2022	Number of Students 2023	Cranbrook Average 2023	Global Average 2023
English Language & Literature HL	-	-	-	7	5.86	4.84
English Language & Literature SL	-	-	-	21	5.30	5.04
English Literature HL	10	5.60	5.47	4	5.50	5.07
English Literature SL	14	4.86	5.04	3	5.33	4.89
Chinese B – Mandarin SL	1	7.00	6.57	2	5.00	6.51
French B SL	8	5.88	5.53	3	6.67	5.36
German B SL	1	7.00	5.47	2	6.00	5.25
Japanese Ab. SL	7	6.00	5.68	5	5.25	5.56
Latin HL	-	-	-	2	4.50	6.11
Latin SL	-	-	-	2	5.00	5.74
Spanish Ab. SL	7	6.00	5.41	18	5.00	5.37
Economics HL	4	5.00	5.60	8	5.50	5.21
Economics SL	1	7.00	5.50	3	5.50	4.99
Env. and Soc. SL	5	5.60	4.12	3	5.33	3.98
Geography HL	-	-	-	6	5.50	5.27
Global Politics HL	5	5.60	5.35	10	5.70	4.98
History SL	-	-	-	2	6.00	4.29
History Americas HL	-	-	-	5	6.00	3.88
Psychology HL	10	6.00	5.47	18	5.35	5.31
Biology HL	4	6.00	4.85	7	4.00	4.57
Biology SL	6	5.00	4.01	1	5.00	3.73
Chemistry HL	2	5.00	5.50	7	3.57	5.26
Chemistry SL	1	4.00	4.22	4	5.25	3.94
Computer Science HL	-	-	-	7	4.33	4.49
Design Tech HL	4	4.75	4.61	4	5.00	4.72
Physics HL	3	5.33	5.44	2	5.50	5.07
Physics SL	2	6.00	3.99	6	5.33	3.81
Sports Science HL	-	-	-	9	5.44	5.57
Sports Science SL	-	-	-	1	3.00	4.12
Mathematics Analysis & Approaches SL	5	6.20	4.40	10	4.70	3.85
Mathematics Applications & Interpretation HL	9	4.56	4.45	9	5.25	4.20
Mathematics Applications & Interpretation SL	9	5.22	4.20	16	4.88	3.74
Music HL	5	5.20	5.67	-	-	-
Music SL	-	-	-	2	5.00	4.41

4.4 ATAR Results

An ATAR is a rank between 0 and 99.95 that indicates a student’s position relative to the State cohort.

The median ATAR at Cranbrook School for students undertaking the Higher School Certificate in 2023 was 88.40. The median ATAR for IB Diploma students in 2023 was 91.00. The combined median ATAR across both courses in 2023 was 89.00.

The top ATAR at Cranbrook School in 2023 was 99.95. Eight students received an ATAR of 99.00 or higher in 2023.

Table 4 illustrates comparison of these figures over the past five years.

Table 5 below illustrates the continued trend of “moving the middle” with the percentage of students achieving an ATAR of 80.00 or higher increasing over the past 5 years.

Table 4: Cranbrook vs State ATAR Comparison 2019 - 2023 (rounded to the nearest percentage)

	Cranbrook Median ATAR	State Median ATAR	Cranbrook Top ATAR	Students with ATAR of 99.00 or higher
2023	89	71.05	99.95	8
2022	89	71.25	99.95	10
2021	88.5	70.4	99.9	13
2020	89.6	69.75	99.9	10
2019	88.45	69.75	99.95	11

Table 5: Cranbrook vs State ATAR Comparison 2019 - 2023 (rounded to the nearest percentage)

	Cranbrook ATAR of 90.00 or higher	State ATAR of 90.00 or higher	Cranbrook ATAR of 80.00 or higher	State ATAR of 80.00 or higher
2023	47%	17%	78%	35%
2022	44%	18%	74%	35%
2021	42%	17%	70%	34%
2020	45%	17%	70%	34%
2019	46%	17%	68%	33%

4.5 Post School Destinations

Most students (approximately 98%) go on to a tertiary institution, such as a university, TAFE or private college to further their education either straight after school or after completing a “gap year”.

2023 saw a decline in the number of students taking a gap year from approximately 12% to 6% of the cohort; 2022 had a significantly higher number than usual which is believed to be connected to a desire to travel after the restricted years of the pandemic. Many of the students undertaking a gap year secure work in UK boarding schools.

The balance of students (2%) have gone straight to full time work, although this usually involves either an apprenticeship or cadetship.

Notably, out of the 2023 student cohort, a large proportion of approximately 120 students received one or more early entry offers. The majority of these early offers were from the Australian National University, Macquarie University, the University of Technology Sydney, with a small number of students receiving early entry offers from other universities.

Students attend a wide range of tertiary institutions, both local and interstate. Local universities include University of Sydney, University of NSW, University of Technology Sydney and Macquarie University. Interstate universities include Australian National University and the University of Melbourne. A small number of students (1 to 2%) have accepted offers at overseas universities, usually in the UK or USA.

For those studying, courses cover a broad range of disciplines. The most popular were business/economics/commerce/finance; law; engineering; information technology; medicine and health sciences; science; arts/international studies/social sciences; communications; construction; creative arts.

The provision of post school information for students over 17 years of age is not compulsory and accordingly the information above provided is to the best of our knowledge. It is based on the information provided from the NSW/ACT University Admissions Centre (“UAC”) which indicates university offers made, as well as information provided by students voluntarily to the school.

5. Teacher Accreditation

This table shows level of accreditation of teachers who were responsible for delivering the curriculum during 2023.

Level of Accreditation	Number
Conditional	12
Provisional	24
Proficient Teacher	183
Highly Accomplished Teacher (voluntary accreditation)	0
Lead Teacher (voluntary accreditation)	0

6. Workforce Composition

School Staff as at 4 August 2023	Number of Staff
Teaching staff	213
Full-time equivalent teaching staff	175.8
Non-teaching staff	134
Full-time equivalent non-teaching staff	114.2

School staff are approximately 58% female and 42% male if excluding casual staff, and 42% female and 58% male if including casual staff.

The current average tenure of staff is just under 6 years.

Staff range in ages from their early 20's to mid 70's.

Staff come from a variety of cultural backgrounds. In 2023 the School did not have any staff who have identified themselves to the School as Aboriginal and/or Torres Strait Islander.

7. Student Attendance

7.1 Student Attendance Rates in 2023

Year Level	Attendance Rate %
Kindergarten	99.9%
Year 1	95.6%
Year 2	96.1%
Year 3	96.6%
Year 4	95.6%
Year 5	94.7%
Year 6	93.9%
Year 7	95.0%
Year 8	94.8%
Year 9	93.2%
Year 10	94.6%
Year 11	95.4%
Year 12	95.8%

The whole school attendance rate, indicating the percentage of students attending school on average each school day in 2023, was 97.1%. This is significantly higher than the whole school attendance rate in 2022 which was significantly impacted by requirements for mandatory COVID isolation, the Omicron variant waves and a general increase in respiratory illness, and has returned to be in line with whole school attendance rates years prior to 2022.

7.2 Management of Non-Attendance

Cranbrook School has implemented policies and procedures to assist in the management of non-attendance. These include:

- The School monitors the daily attendance and absence of students;
- Student absences from classes or school are identified and recorded;
- Unexplained absences from classes or school are followed up with the student and their parents;
- The School notifies parents where a student has a poor record of school or class attendance;
- Where unsatisfactory class or school attendance is identified, appropriate action is taken to address the issue; and
- Extraordinary leave must be requested in writing and requests will be considered in the light of individual circumstances.

Attendance every day at school, and at compulsory events, sport, and co-curricular activities that a student has elected to join, unless ill or granted leave in advance, is a condition of enrolment at Cranbrook School.

Students are expected to attend all compulsory events, which may occur outside of class times and on weekends. Absence from any compulsory events requires a medical certificate. Unexplained absences from compulsory events are followed up by a letter requesting an explanation for the absence. It may also result in disciplinary measures being taken.

Participation in school sport is compulsory for every student from Year 3 onwards. This participation involves

attendance at training sessions and a Saturday commitment. Unexplained absences from sporting commitments usually result in disciplinary measures being taken.

Where a student has committed to a co-curricular activity, the student is expected to attend all classes, practice sessions and events in relation to that co-curricular activity. Unexplained absences from co-curricular commitments usually result in disciplinary measures being taken.

Cranbrook School keeps a register of the daily attendance of all students at the School electronically.

Parents are responsible for personally notifying the School by ringing the relevant Absentee Line as early as possible (and prior to the start of the school day if possible) when their child is absent from school.

Unexplained absences are monitored by the Student Services Coordinator (Senior School) and the Executive Assistant to the Junior School Leadership Team (Junior School) and followed up for explanations with parents. Medical Certificates are required for absences of three days or more (Senior School) or two days or more (Junior School) unless leave in advance has been approved. Any absence on the last day of term, the beginning of a new term or the day of a compulsory event also needs to be supported by a medical certificate dated that day.

There are procedures for students for signing in and signing out when arriving late or leaving the School prior to the end of the school day.

Absences are regularly monitored by relevant Class Teachers (Junior School) and Heads of House (Senior School) and if absences reach certain thresholds must be escalated to the Deputy Head - Student Wellbeing P-6 (Junior School) or Director of Students (Senior School) who will investigate the absences and take such further steps as are considered necessary.

At any time when a student's absences are considered likely to interfere with their educational progress, a number of steps will be taken to help address the issue, including involving the student, their parents, and other internal and external support bodies where appropriate. The aim is to:

- Arrive at an understanding of the student's circumstances;
- Facilitate the student's return to school;
- Co-ordinate the student's continuing studies;
- Seek to ameliorate the effect of the absence on the student's educational progress; and
- Explore appropriate strategies to address the absence issue and support the student.

Applications for leave during term time must be made in advance and in writing to the relevant staff member who has the authority to approve an absence of that type and duration.

The School does not generally approve the taking of leave for travel during term time. Travel should be organised wholly within Cranbrook's published holidays.

Parents whose child is absent without approved leave are advised that they and their child are jeopardising their place in the School.

8. School Policies

The following school policies are publicly available on the School's website here:
<https://www.cranbrook.nsw.edu.au/about-us/policies-2/>.

- Admission Policy
- Anti-Bullying Guidelines – Junior School
- Bullying and Harassment Policy
- Child Protection Policies
- Complaints and Dispute Resolution Guide
- Handling Allegations of Staff Misconduct and Reportable Conduct Policy
- Student Discipline Policy.

These policies are also made available in electronic or hard copy form on request.

9. Parent, Student and Teacher Satisfaction

We encourage parental and staff involvement and feedback and our Executive Team very much operate an open door policy towards both.

Parents

Parents are given a myriad of opportunities to contact the School, their child's teachers, Mentor or Head of House. This can be by phone, email or meeting in person.

Parents also attend student / parent / teacher events each year to get feedback on their child's learning.

Parents also attend a number of functions at the School, including a welcome cocktail party, mothers' and fathers' day events, professional events, student musical and drama performances and sporting events.

The Cranbrook School Parents' Association has a regular meeting with the Head of School and shares feedback from parents about levels of satisfaction and/or any concerns they have with how the School is operating. The President of the Cranbrook School Parents' Association is also a member of the School Council.

A formal survey of parents of students in Year 12 was conducted in 2023 to measure stakeholder perceptions and satisfaction across a range of areas including academic programmes, student wellbeing and co-curricular offerings.

Key strengths identified included the quality of teaching, the facilities and the sense of community at the School.

The satisfaction results were good with a Net Promoter Score of 35, an improvement on a score of 32 in 2022.

Recommendations from those results included the need for a greater focus on helping students prepare for a fast-changing future, improvements in student communications, and improvements in academic progress reporting.

A broader parent survey is planned for Term 3 2024.

Staff

Staff are encouraged to share constructive feedback with leadership through a variety of forums; from staff meetings and workshops to 1:1 meetings. Staff are also offered the opportunity to have lunch with members of the School Council once per term to share feedback and views.

By encouraging feedback and acting upon it, our staff are motivated and this leads to continuous improvement for the School and its students.

Staff have the opportunity to join the staff Common Room which organises regular social events, gatherings and activities for staff, and will also represent staff concerns on key issues as required. The School also celebrates special occasions for staff.

Different groups of staff across the School are also represented on the School's Work, Health & Safety Committee to ensure that feedback and consultation on key issues of health and safety consider occurs across different campuses and types of roles.

Less experienced teachers are allocated a staff mentor to coach and mentor them as needed providing further avenues for feedback.

Anecdotal feedback collected from staff in various formats reflects high levels of satisfaction with facilities and colleagues, frustrations caused by legacy IT systems, and challenges with the requirement to undertake co-curricular commitments on weekends.

Following the last staff survey in 2022, planning for a staff culture review as part of a whole school cultural review was undertaken in late 2023 with this review commencing in Term 1 2024. This includes both a survey and focus group discussions facilitated by an external provider.

Students

Students have many avenues to give their feedback on their schooling.

Students meet in small mentor groups where feedback is encouraged. Students are also part of the leadership of the School and make up the Student Representative Council, House leaders and prefect body. The prefect body are provided with an opportunity each year to provide feedback directly to the School Council with respect to their views and experiences at the School. A Student Wellbeing Committee has also recently been formed.

The School's Child Safety Committee continues to explore opportunities for increasing Student Voice in the School, which includes encouraging both formal and informal student feedback.

A formal survey of students in Year 12 was conducted in 2023.

Results were similar to the survey conducted with parents. Subject satisfaction amongst Year 12 students overall was high across both the HSC and IB Diploma Programme, as was satisfaction with co-curricular activities.

Students in Years 5 through 11 also participated in a survey on school culture and values in Term 4 2023, as part of an ongoing whole-school cultural review process.

Students broadly had very positive perceptions of the school culture in both junior and senior years, peaking in Year 7.

Negative experiences of bullying and harassment were most often related to physical abilities and appearance, or interests and hobbies.

These results are being synthesised with previous insights from the Corridor Culture research project conducted in 2022 to inform the evolution of our student wellbeing programme and overall pastoral care system.

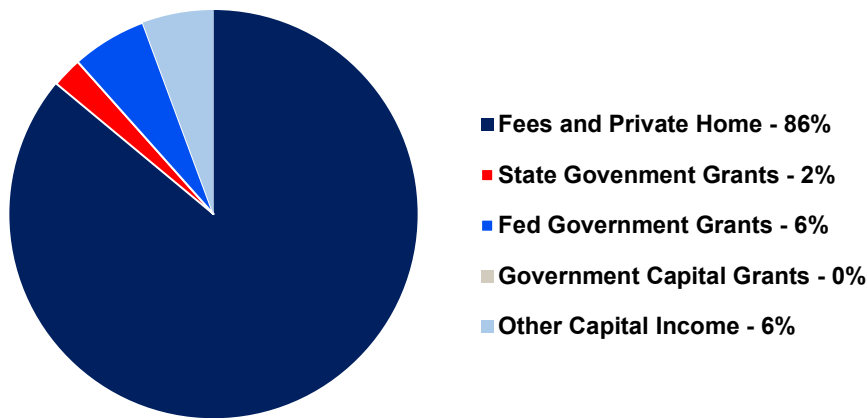
10. Summary Financial Information

Income	2023
Fees and Private Income	\$72,653,487
State Government Grants	\$2,015,321
Federal Government Grants	\$5,021,345
Government Capital Grants	\$0
Other Capital Income	\$4,765,097
Total	\$84,455,251

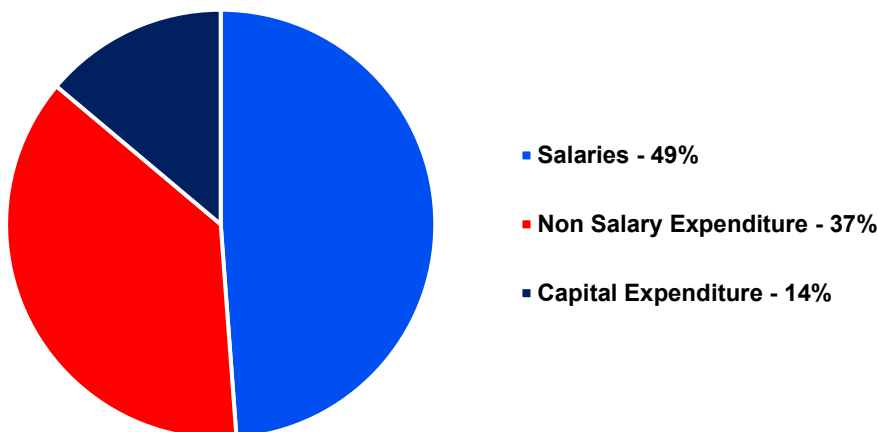
Expenditure	2023
Salaries	\$48,167,154
Non Salary Expenditure	\$36,802,005
Capital Expenditure	\$13,686,634
Total	\$98,656,153

Source: 2023 Annual Financial Report

2023 Recurrent and Capital Income



2023 Recurrent and Capital Expenditure





**CRANBROOK
SCHOOL**



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CRANBROOK.NSW.EDU.AU
CRANBROOK@CRANBROOK.NSW.EDU.AU
+61 2 9327 9000