



GEORGES
RIVER
GRAMMAR

Inspired to learn
committed to serve.

Annual Report

to the School Community

2023

A Kindergarten to Year 12 Co-Educational
School in the Anglican Tradition

Principal: Mr Ben Haeusler

Acknowledgement of the Traditional Owners of the Land

The Aboriginal groups of the entire Sydney region were part of the Australian south-east coast cultural group, and they are the original people of Canterbury Bankstown. It is believed that the Darug and Eora people were the original inhabitants of the Bankstown and Canterbury area, for many thousands of years before European settlement. Georges River Grammar acknowledges the Darug and Eora people as the traditional custodians of the land and as such, we pay deep respect to their Elders past and present.



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Theme One Context

Message from Key Bodies



From the School Board



Once again, our year culminated in the celebration of our student achievements with the Sports Awards Evening, Primary Presentation Day and Secondary Presentation Night. It was a fabulous showcase of the talent within our school, including our talented performers who accompanied each event.

At our Sports Awards Evening, Mr James Magnussen was our honoured guest. He gave us some insights on the efforts it takes to get to represent Australia at the pinnacle of sport; the Olympics. At the end of the evening, he remarked on how well we performed for the size of our school; and this success flowed through to our academic achievements. Our students are always a wonderful example of the breadth of talent we have at GRG.

To all our students, congratulations on all your hard work in 2023 and to those who received awards, your efforts paid dividends. To the students who may not have received an award, remember that accolades do not define your worth or potential. Success comes in various achievements.

The School itself has seen a number of wins over the year. Late in the year we received final approval to begin the construction of our new Multipurpose Hall. We expect construction to commence early in the new year. While we eagerly await this time, we were also aware of one significant compromise that will come as construction is undertaken. We will lose a large part of our playground to the builders for around 12 months.

Another hurdle we have overcome this year was the acquisition of a key piece of land, which will enable us to open up an additional 4,500 sqm grassed playground to the western side of our school. We expect the land to be cleared and grass laid over the summer break and the site to be available for the students in early 2024. As I have mentioned, some of our plans have started to come to fruition, but there are many more that we hope to share with you in the coming years.

During 2023 we farewelled a number of long-term staff members, Mrs Nina Heinecke and Mrs Raquel Charet, two notable ones. Many of us enjoyed a wonderful farewell for Mrs Heinecke early in the year, and we wish both women and all our staff who moved on the best in the future.

As with all things, one change leads to another. To ensure the best outcome for the School, we conducted a thorough search for a new principal. Thank you to all members of our school community who participated in this process. In the end, the best candidate was in front of us, and we appointed Mr Ben Haeusler as Principal, and we welcome him as our Principal.

As I mentioned, one change leads to another; Mr Haeusler's appointment led to the need to find a new Deputy Principal, which after another wide search led to the appointment of Mr Peter Joseph. To Mr Haeusler, Mr Joseph and all our terrific teachers and staff, thank you for all you have contributed to the success of our school over the past year.

Earlier in the year, one of our directors, Ms Heard, stepped back from her Director role. We thank her for her assistance as a Director and her continued assistance in many other ways since. We also welcomed a new director, Mr Estephan, who, together with our other directors Mr Falconer, and Mr McKenzie, devote considerable time assisting the School over the course of the year; thank you.

A very big thank you everyone who volunteered throughout the year, led by our wonderful P&F Committee. You have continued to surpass expectations, from the many social events held during the year culminating in the Colour Fun Run on the last Friday of the year. These events are a testament to your unwavering support of the School.

Thank you to the parents and caregivers, without whom the students would not have been able to excel in all the avenues they have. Thank you for being your child's Uber driver, restaurant, sounding board, assistant, the person who runs home at the last minute to pick up the items they have forgotten and for just being there to support them along their journey.

The School enters its 40th year in 2024, and there are a number of plans to celebrate this milestone.

We look forward to sharing this special occasion with all of you at the events over the year.

D. McGregor

Mr David McGregor
Chair of Board

From the Principal

2023 was by all accounts a great year, but

the future is even brighter.

and I am thrilled and excited to be taking that journey with every member of our community.

When I reflect on the year that has been 2023, one word immediately pops into mind – change.

2023 has been a year defined by change. Not only have we witnessed a 'once-in-a-generation' curriculum overhaul in NSW, designed to meet the needs of our ever-changing educational landscape, but we have also seen significant enhancements to many of our existing programs aimed at providing a holistic education. The widespread adoption of AI technologies, such as Chat-GPT, presented the education sector with novel challenges, as well as opening new doors to opportunities for enhanced problem-solving and ways of thinking. Lastly, our school also saw significant shifts in our leadership team, with the introduction of new members bringing fresh perspectives and innovative strategies to our already phenomenal school.

GRG is not the only school grappling with significant change – like many industries throughout the world, the entire education sector is in a state of flux as society still reels from the effects of the COVID pandemic.

Change, although often daunting, is however essential to success. It is the force that challenges the status quo, tests our limits and builds our resilience. Above all else, change leads to improvement, further development and most importantly, growth.

At the start of the year, we bade farewell to Mrs Nina Heinecke, our illustrious Head of Primary for 25 years. Mrs Heinecke had an immeasurable impact on the education and lives of countless students throughout her 54-year career, and her tireless, unwavering commitment to education truly inspired our community. Mrs Charet, GRG's Principal since 2018, also left the School partway through the year to take on the position of Principal at Masada College. Her passion for student wellbeing and academic excellence has left an indelible mark on our school, and we wish her well in her future endeavours.

With these departures, of course, we welcomed new members of staff, including Mrs Natalie Stevenson as the new Head of Primary, and Mr Thien Tong as the School's Business Operations Manager. After temporarily acting in the position of Deputy Principal, Mr Peter Joseph was appointed to this role permanently at the end of the year, and I have no doubt that our school will continue to thrive and reach new heights of success with these exceptional additions to our school's Senior Leadership Team. Whilst Mr Joseph was Acting Deputy Principal, Mr Cameron Paff was our Director of Teaching & Learning (7-12), seamlessly working as a vital component of our team. Thank you, Mr Paff!

On a personal note, I also wanted to extend my deepest gratitude for the overwhelming support the community has shown following my appointment as Principal. My transition into this role this year was made immeasurably smoother by the entire community's warmth, encouragement and unwavering commitment to the success of our school and its students. Your trust in my leadership has been both incredibly humbling and motivating, and I am honoured to serve this community.

In particular, I wish to say a heartfelt thank you to our School Board: Mr Vern Falconer, Mr John McKenzie, Mr Sam Estephan, and our Board Chair, Mr David McGregor. Their selflessness, dedication and the many hours they devote to the School behind the scenes has a significant impact on not only safeguarding our school, but also setting it up for future success.

I am indebted to them for their support and guidance, as well as our astonishing P&F and Parent Volunteers, who are the backbone of our school. Every year they come up with new ways to build community – something that is so important to our school's culture.

This year we introduced several initiatives to express appreciation for our exceptional staff – both teaching and support staff – including the establishment of an Employee Recognition Program. For the first time in GRG history, we acknowledged staff years of service at our Presentation Day, as a way for the whole community to publicly thank the staff that contribute to the education of their children every day. Each staff member who has been at our school for 10, 15, 20, and for a few individuals, over 25 years, was presented with a gift and medallion as a token of our immense appreciation for all that they have contributed to GRG throughout their tenure thus far. As a school, we also introduced a celebration for World School Support Staff Day, alongside World Teachers' Day, further cementing our deep appreciation for the amazing work of our staff. At GRG, we are so fortunate to have staff who are genuinely committed to our school, going above and beyond daily, in the education of our students. I know that everyone of us in the community, is extremely grateful for their unwavering and tireless efforts. Thank you, GRG staff!

To support our staff reach their professional goals, all teaching staff participated in UNSW's Mini-COGE (Certificate of Gifted Education), effectively enhancing their understanding and skills in identifying and educating high potential students, as well as ensuring that all learners are recognised and provided with the appropriate challenges and support to fulfill their potential. As our staff prepares for major changes in the NSW curriculum, I know that their participation in programs such as this will not only extend them professionally but will be of immense benefit to our students.

Continuing with the theme of change, this year we overhauled a number of existing programs and policies, most notably the Secondary School's Reward System & Primary Student Leadership Program and introduced numerous new events to the annual school calendar, including the widely successful GRG Movie Night and Year 12 Showcase Evening.

We also established new leadership roles across the school, such as Head of Co-Curricular Programs (K-12) and Head of Teacher Accreditation (K-12), injecting fresh perspectives and specialised expertise that will drive educational innovation and tailored student development programs for many years to come. And finally, international trips commenced once again, with twenty Year 10 students travelling on a whirlwind two-week adventure in Japan and visiting all manner of destinations. At GRG, there really is never a dull moment!

Throughout the School year I was continually reminded that the true strength of our school is our remarkable students. Our students are the physical embodiment of our school's values, and I cannot count the number of times I have had visitors, members of the public or individuals who work at other schools compliment our children and tell me how unique our students are – friendly, funny and overall outstanding human beings. It is a joy to come to GRG every day and work with them.

And next year, as we enter GRG's 40th year, we have even more exciting plans in store.

Change is not just good; it is essential to the success of a vibrant community. It is the path to excellence and the blueprint for an extraordinary future. As the Principal, I am incredibly excited about the next phase of GRG's journey. 2023 was by all accounts a great year, but the future is even brighter, and I am thrilled and excited to be taking that journey with every member of our community.

B. Haessler

Mr Ben Haessler
Principal

The Parents and Friends Association

As we bid farewell to another remarkable year at GRG, the Parents and Friends Committee (P&F) reflects on a journey filled with unity, community spirit, and dedication. It's been a year that underscored the importance of working together for the betterment of our school and its students.

With the students always at the forefront of our efforts, the P&F Committee has celebrated a series of memorable events. None of this would have been possible without the incredible volunteers who devoted their time to help at these functions, a testament to the strength of our school community.

The school year commenced with a warm welcome as the Kindy Pizza Picnic and Year 7 Welcome Evening events brought families together in a community-focused atmosphere. These events not only allowed parents to connect with one another and school staff but also created a fun casual atmosphere for the children to form new friendships. Feedback from the families who attended was overwhelmingly positive with many feeling GRG's strong sense of community spirit.

First term also featured one of the most important events on the School calendar, Open Day. The P&F Committee took great pride in supporting the School by hosting the Secondary School BBQ and the Primary Cafe. Open Day is a wonderful opportunity for committee members and volunteers to meet new families, engage in conversations with current ones, and offer parents a deeper insight into the heart of GRG. It's these experiences that reassure families of the vibrant community they are joining. The annual Mother's and Father's Day stalls were a delight to host, offering primary school students the opportunity to select gifts for their loved ones. The independence displayed by these young learners in making their choices was heartwarming. It is so much fun for our wonderful volunteers who have the honour of helping students with their selections, and seeing their faces light up as they experience the joy of giving.

This year we hosted our first cinema under the stars event featuring the movie 'Puss In Boots The Last Wish'. With festive lighting, and food trucks offering an array of dinner and snack options the night was filled with fun, giggles and family togetherness as we spread out under the stars on picnic blankets. The night was an enormous success enjoyed by young and old and will definitely be making a return to our event line up in 2024!

The K-12 Farewell Evening, celebrating families who have been part of the GRG journey from Kindergarten to Year 12, stood as one of the year's highlights. This event marked a special occasion as students who began together as Kindy students at GRG are celebrated as graduates. Attendees enjoyed cocktail food and drinks while students recounted some of their favourite memories from their 13 years at GRG.

A short video put together by their Head of Year Kristie Marks, showcased a visual representation of the students' journey over the years, with fun photos and videos, from cute baby faces to the mature yet cheeky fun faces of young adults. Congratulations to the 13 students and their families.

The year culminated in the annual Colour Fun Run. After the success of last year's event, we brought back the fun with a festive celebration that we hope to grow each year. This event is a highlight of our calendar, as it provides the community with a chance to let loose and have fun with their friends before the holiday period.

We enriched our meetings this year with a number of guest speakers; Natalie Stevenson who was warmly welcomed to GRG with a meet and greet, Linton McRae who presented on the Duke of Edinburgh's Award, Returning Class of 2022 Graduates who shared their post school experiences, Sue Worthington and Jenny Chisholm presenting on Diverse Learning at GRG, and Joshua Mitchell and Natalie Stevenson who presented their vision of 2024. We thank you for your time and valuable insights.

On behalf of the P&F Committee I would like to extend a heartfelt thanks to the many families who supported our efforts throughout the year.

Your willingness to volunteer and give up your time for our various events has been instrumental in realising our goal of creating a fun and inclusive community for our children to enjoy.

This year would not have been possible without the steadfast support and organisation and planning skills of current committee members, Carolyn Emmas, Monica Saliba, Lisa Mason, Sarah Brown, Mirvat Raphael and Jeanette Kassably. Their dedication and commitment have been invaluable.

As we look to 2024 the P&F Committee remains committed to nurturing community spirit, celebrating unity, and ensuring that GRG continues to be a place where students thrive and where lifelong bonds are forged.

C. Stelmaszak

Camilia Stelmaszak
President
P&F Association



From the Secondary School Captains

We are both so grateful to have been given the opportunity to be the 2023 School Captains for GRG. The entire leadership process from Year 11 onwards has been rewarding and has allowed us to attain a new set of skills that we can apply when we leave. We are thankful for being provided with the opportunity to serve the School community and represent our cohort. We would like to thank the rest of Year 12 for being supportive of our captaincy and always being there to help us when we needed it. To the staff who also embarked on this journey with us over the past year, we thank you for giving us confidence to speak on behalf of the school community at important events.

We acknowledge that our team has a diverse range of personalities. We all share different hobbies, ideas, interests, priorities, and work differently. We are 15 people, all from different friend groups within our grade, who were able to come together to get things done. Like most teams, we faced our challenges, however we were able to overcome them and collaborate on a range of different events put before us. We all had one common goal, which was to give back to the School as it has given so much to us. To our 2023 leadership team, we sincerely thank all of you for making the team as fun and supportive as it was. We thank you for trusting us with the position of Captain and for being so authentic throughout the entire process.

Most importantly we would like to say our deepest thanks to Ms Marks. At the start of Year 9 when she took over our year group, her happy, determined, and confident presence brought unity to our grade. Over the years, her persistent effort and enthusiastic involvement in all the activities she has put together for us has not gone unnoticed. Our grade wouldn't have the abundance of amazing and fun memories we have made over the course of our secondary school lives if it weren't for her. Not only has Ms Marks created what we will look back on as some of our fondest memories, but she has developed our grade into the people we are today as we look to the future to take on our own endeavours.

Ms Marks, you took so much time to get to know every single individual and showed compassion in every circumstance. Your guidance in all circumstances will forever be appreciated.

We are so grateful you took over our year group, as your passion and dedication always brought a smile to our faces, even in the worst of times. Your efforts are irreplaceable and have truly been core to our grade. We will dearly miss you. From all of Year 12, thank you!

As we write this, we are reminded of all of the amazing experiences we have been able to enjoy. From the Year 11 Leadership Camp, Year 7 Camp, all of our Year 12 carnivals, Parliament House visits, Year 12 Dance Party and numerous other exciting events, we are so grateful for the memories they provided. Our senior years have been nothing short of memorable and we thank all of the staff, students, and Year 12 peers for making our last year as Captains so enjoyable.

As we conclude the last six years of our high school life, we would like to thank GRG for the opportunities given to us and for the stepping stones provided for us to find our interests, become who we are and now finally depart and explore our future endeavours. It has been an honour to be the School Captains of 2023, but all good things come to an end.

Thank you, GRG.

N. De Domizio

Noah De Domizio
Secondary School Captain

E. Robertson

Ella Robertson
Secondary School Captain

Primary School Leaders

Primary School Leaders 2023	
Matilda Webb	Captain
Sebastian Steliou	Captain
Sophie Boskovski	Vice Captain
Nicholas Tsigounis	Vice Captain
Hannah Thompson	Prefect
Lucas Tran	Prefect
Mariah Toubia	Jackson Captain
Eamonn Estephan	Jackson Captain
Yasmeen Albert	Rossiter Captain
Raymond Abou-Haidar	Rossiter Captain
Milla Freedman	Wood Captain
Brody Icanovski	Wood Captain
Sophie Athota	Chamberlain Captain
Mackenzie Cochrane	Chamberlain Captain

Secondary School Leaders

Secondary School Leaders 2023	
Ella Robertson	Captain
Noah De Domizio	Captain
Anneliese Joy	Vice Captain
Inesh Tankasali	Vice Captain
Julia Sigalas	Senior Prefect
Owen Forest-Jones	Prefect
Harrison Gidney	Prefect
Selina Zhao	Prefect
Matthew Dancy	Prefect
Kaitlin Gillett	Jackson Captain
Chichi Wang	Rossiter Captain
Tiffany Stelmaszak	Wood Captain
Luke Stone	Wood Captain
Ricardo Nader	Chamberlain Captain
Patrick Galea	Chamberlain Captain

Contextual Information About the School

Georges River Grammar (GRG) is a diverse, inclusive and supportive co-educational independent school for students from Kindergarten to Year 12, located in Sydney's South-West.

Affectionately known as GRG, the School is a dynamic and supportive environment that offers students a well-rounded, holistic and comprehensive educational experience which enables them to thrive, grow and prosper. The School provides students with a vibrant, encouraging and enriching learning environment, governed by its Christian ethos and the School's values of community, sacrifice, service and compassion.

The aims and objectives of GRG are to:

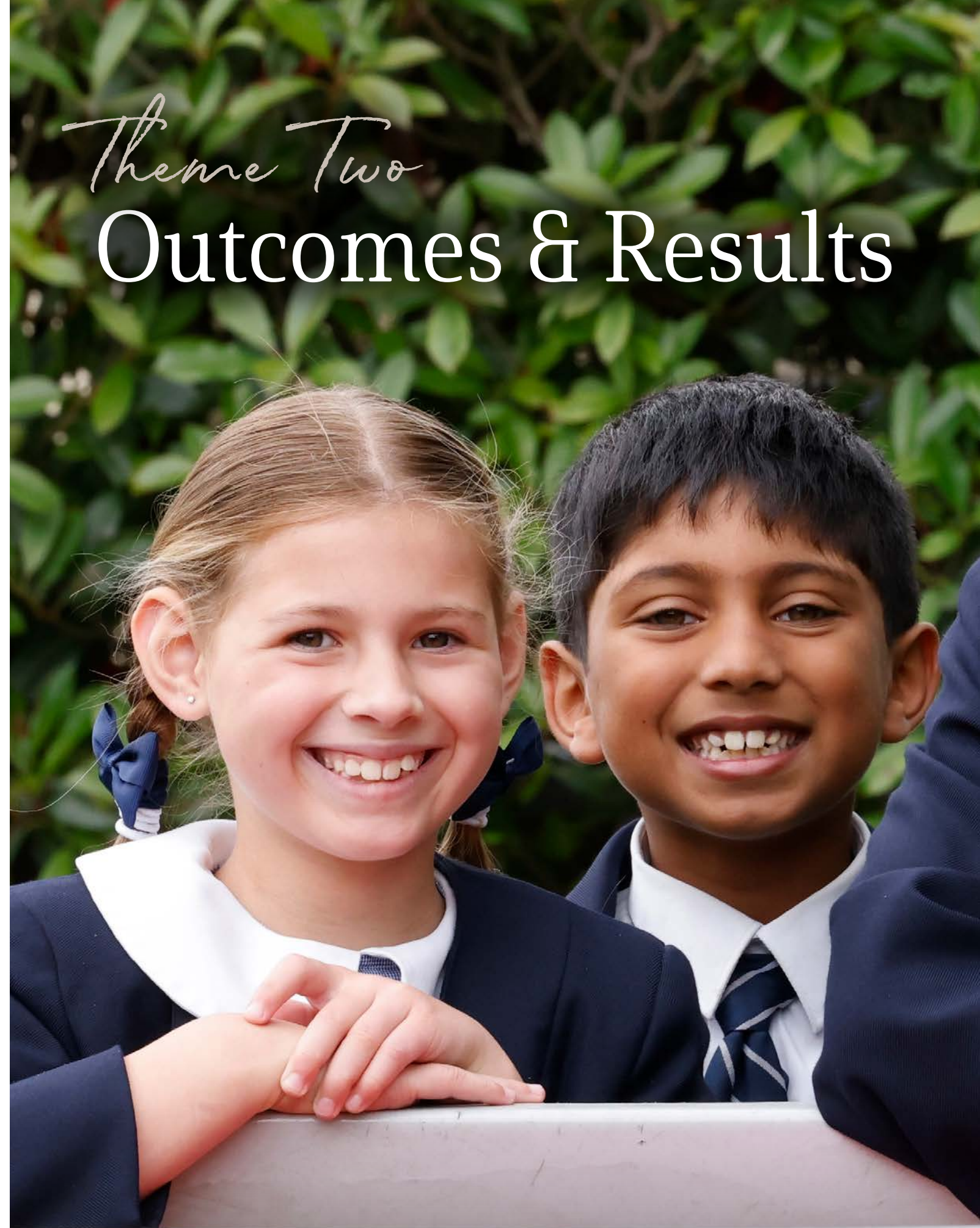
- create a nurturing environment which is defined by care, support, and community;
- develop students into compassionate, resilient, engaged and accomplished lifelong learners, ready to face the challenges of an increasingly complex world;
- help grow outward-looking members of the community who are considerate, respectful and conscientious;
- offer excellence in all facets of a well-rounded education; provide students with opportunities to discover and develop their passions; and,
- foster a sense of belonging within every student, parent and member of the school community, where relationships are developed and built with mutual respect, trust and empathy.

The School caters to a multi-culturally diverse and inclusive community, with many of our students coming from a language background other than English. The majority of students live within a geographically accessible suburb to the School, largely in the south western suburbs of Sydney and the Sutherland Shire.

In 2023, there were 895 students enrolled in the School. There is a relatively equal gender balance throughout the School. The School has a small population of about 1% who identify as Aboriginal, Torres Strait Islander or both. The School also enrolls overseas students for the senior years.

Further information about the School can be found on the My School website: <http://www.myschool.edu.au>

Theme Two Outcomes & Results



Standardised Testing

The National Assessment Program – Literacy and Numeracy (NAPLAN) tests the literacy and numeracy skills of all students in Years 3, 5, 7, and 9. All parents receive an individual report for their child’s test results.

The table below shows the average student results of Georges River Grammar in 2023, when compared to all Australian students. Cells coloured dark blue indicate that GRG students achieved well above average when compared to all Australian students, whilst light blue indicates that GRG students achieved above average in comparison to all Australian students. The cells that remain indicate that the School’s results are ‘close’ to those of all students nationally.

	Reading	Writing	Spelling	Grammar	Numeracy
Year 3	422	451	443	455	443
Year 5	517	537	526	521	529
Year 7	541	558	561	555	556
Year 9	589	596	595	574	607

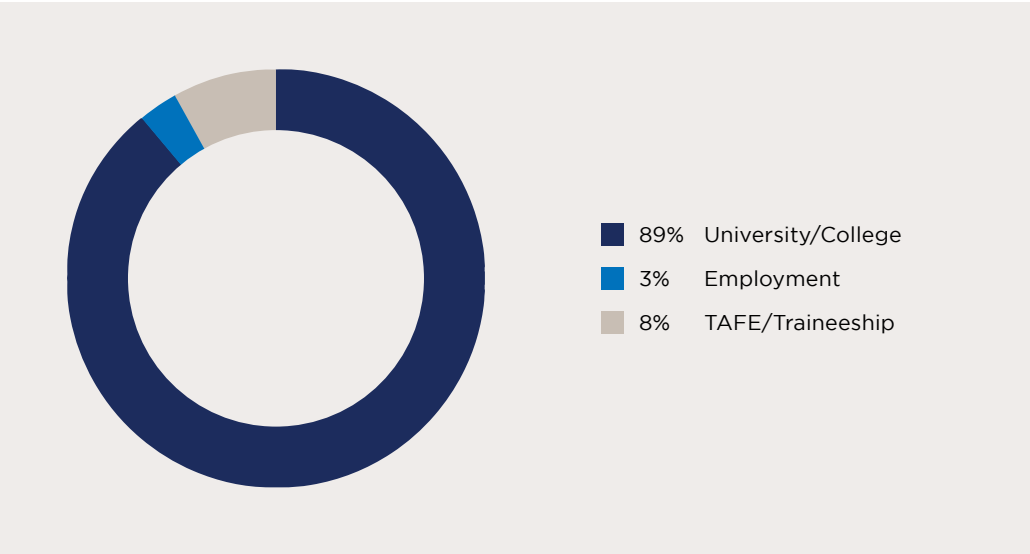
Comprehensive NAPLAN data can be found on the My School website (<http://www.myschool.edu.au>).

NAPLAN participation for GRG is 100%. NAPLAN participation for all Australian students is 95%.

Post-School Destinations

The vast majority of students who graduated at the end of Year 12 in 2023, following completion of their Higher School Certificate, enrolled at university. Of the 62 students to complete their HSC and received an ATAR, 89% were offered a place at university. These students gained university admission into a variety of courses in the areas of Commerce, Computer Science, Construction, Engineering, Education, Nursing, Health Science, Law, and Psychology.

The post-school destinations of our Year 12 Class of 2023, are outlined below:



Senior Secondary Outcomes

In 2023, 25 Year 12 students studied a vocational education training (VET) course. More information relating to VET courses at GRG can be found on: <https://www.myschool.edu.au/>

Higher School Certificate 2023

In 2023, 62 students were awarded a Higher School Certificate. This was 100% of the cohort. Georges River Grammar extends its congratulations to all students who worked conscientiously and achieved their best during their examinations. These students epitomised the School’s unrelenting quest for excellence. The School is equally proud of those who achieved their best in cultural, co-curricular and sporting activities throughout the year.

GRG 2023 Dux of the School

Jacob Wills

- ATAR of 99.35
- Band 6/E4 in English Advanced, Mathematics Advanced, Mathematics Extension 1, Mathematics Extension 2, Chemistry & Physics

GRG 2023 Proxime Accessit

Luca Nguyen

- ATAR of 99.20
- Band 6/E4 in Biology, Chemistry, Economics, English Advanced, Mathematics Advanced, Mathematics Extension 1

Distinguished Achievers Honour Roll

Distinguished Achievers are recognised for achieving a Band 6 or Band E4 result in a course.

Evthalia Boutzetis	Biology, English Advanced, English Extension 1, English Extension 2, Mathematics Standard 2
Matthew Dancy	Mathematics Extension 1, Music 1
Noah De Domizio	English Advanced, Mathematics Extension 1, Mathematics Extension 2, PDHPE
Michael Dib	Mathematics Advanced
Owen Forest-Jones	Mathematics Standard 2, Music 1
Harrison Gidney	Mathematics Standard 2, Modern History
Kaitlin Gillett	Food Technology
Ryan Godbier	Biology
Jessica Jamil	Business Studies
Natasha Janjic	English Advanced
Anneliese Joy	English Advanced, Mathematics Extension 1
James Kemp	Biology, Chemistry, Mathematics Extension 1
Gerald Luong	Business Studies
Samantha Maguire	Visual Arts
Ricardo Nader	Mathematics Standard 2
Justin Nguyen	Business Studies, English Advanced, English Extension 1, Mathematics Advanced, Mathematics Extension 1
Luca Nguyen	Biology, Chemistry, Economics, English Advanced, Mathematics Advanced, Mathematics Extension 1
Julia Sigalas	Food Technology
Tiffany Stelmaszak	Mathematics Standard 2
Inesh Tankasali	English Advanced, English Extension 1
Jade Tjong	Economics, English Advanced, English Extension 1, English Extension 2, Visual Arts
Chichi Wang	Business Studies, Mathematics Advanced
Jacob Wills	Chemistry, English Advanced, Mathematics Extension 1, Mathematics Extension 2, Physics
Yamin Zhao	Design & Technology, Mathematics Extension 1

HSC Exam Results

Students at the School also performed above the HSC Exam State Average in the majority of courses. These courses are outlined below and also includes the number of GRG students enrolled.

Course Name	Students Included	School Exam Mean	State Exam Mean
Ancient History 2 unit	7	73.97	71.44
Biology 2 unit	25	81.07	73.3
Business Studies 2 unit	21	75.1	73.77
Chemistry 2 unit	13	74.37	74.13
Construction Examination 2 unit	7	79.34	76.91
Design and Technology 2 unit	9	79.51	77.16
Economics 2 unit	6	83.97	76.76
English Advanced 2 unit	55	78.75	81.73
English Extension 1 1 unit	10	43.65	42.17
English Extension 2 1 unit	2	46.15	40.07
English Standard 2 unit	3	65.67	70.12
Food Technology 2 unit	7	80.94	72.9
Geography 2 unit	5	77.04	75.88
History Extension 1 unit	3	36.1	39.79
Hospitality Examination (Kitchen Operations)	8	76.93	76.3
Information Processes and Technology 2 unit	2	78.3	70.71
Legal Studies 2 unit	12	78.93	75.27
Mathematics Advanced 2 unit	17	80.51	78.04
Mathematics Extension 1 2 unit	14	85.44	77.78
Mathematics Extension 2 2 unit	7	84.6	82.2
Mathematics Standard 2 2 unit	34	75.32	71.76
Modern History 2 unit	11	73.91	72.78
Music 1 2 unit	6	87.43	82.09
Personal Development, Health and Physical Health	18	77.14	72.98
Physics 2 unit	14	75.99	74.81
Retail Services Examination 2 unit	4	75.85	70.23
Science Extension 1 unit	2	40.8	37.36
Visual Arts 2 unit	6	87.3	81.49

Comparative Trends in Student Performance Over Time

2023 saw another increase in the School's HSC Success Rate, a measurement of total Band 6 results achieved compared to the total number of examination attempts. This now means that the School has a positive trend in achieving HSC results within the top band when looking at this data over a three-year period. The School uses information such as this to establish whether there is improvement in the quality of teaching.

A three-year comparison of this success rate is in the table below. This table factors in all courses offered at the School.

2021	6.3%
2022	7.2%
2023	17.38%

Band 6/E4 Course Performance

The following courses achieved Band 6/E4 results. Georges River Grammar congratulates the students on their effort and diligence in achieving top band performances in these courses. The School also wishes to thank the teachers of these courses for their dedication and care demonstrated.

- Biology
 - Business Studies
 - Chemistry
 - Design and Technology
 - Economics
 - English Advanced
 - Food Technology
 - Mathematics Advanced
 - Mathematics Standard 2
- Modern History
 - Music 1
 - PDHPE
 - Physics
 - Visual Arts
 - English Extension 1
 - English Extension 2
 - Mathematics Extension 1
 - Mathematics Extension 2

All Candidates' Marks > Band 4/E3

The School measures the courses where 100% of candidates achieved a mark greater than or equal to 70. The School uses statistics such as this to analyse the quality of teaching within courses, and to establish whether students of all abilities are benefiting from the style of teaching. The following courses saw 100% of all candidates achieve a Band 4/E3 or greater:

- English Extension 1
 - English Extension 2
 - Food Technology
 - IPT
- Mathematics Extension 2
 - Music 1
 - Science Extension
 - Visual Arts

Accounting for the Highest mark

As a statistical measure of course performance, the School monitors how many students achieved their highest mark in each course. This allows the School to appreciate how teachers are able to get the best out of students within the course. The top 3 courses are as follows:

1. Visual Arts - accounted for the highest mark of 83% of students who did this course
2. Music 1- accounted for the highest mark of 67% of students who did this course
3. VET Hospitality – accounted for the highest mark of 63% of students who did this course

Theme Three

Staffing

Teacher Accreditation

Level of Accreditation	No. of Teachers
Conditional	2
Provisional	5
Proficient Teacher	77
Highly Accomplished Teacher (voluntary accreditation)	0
Lead Teacher (voluntary accreditation)	0

Workforce Composition

Georges River Grammar embraces non-discriminatory recruitment by providing equal employment opportunity to all, and pride ourselves on our inclusive and diverse staff culture. There were no staff members of indigenous background employed in 2023. Further information and details regarding GRG's workforce composition can also be found on the My School website: <http://www.myschool.edu.au>

School Staff	
Teaching Staff	84
Full-time equivalent teaching staff	77.2
Non-teaching staff	43
Full-time equivalent non-teaching staff	34.2

Theme Four

Attendance



Student Attendance Rates

In 2023, an average of 93.5 % of students attended each school day. This is a slight increase to the daily attendance rate in 2022.

Kinder	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12
93.6%	92.7%	94.6%	93.7%	93.7%	95%	94.1%	93.5%	94%	90.2%	92.6%	95.2%	94.1%

Management of Non-Attendance

Attendance at Georges River Grammar is very high. Extended or repeated non-attendance by students was usually for illness. In the rare situation that a student had prolonged or repeated non-attendance not related to illness, the School has implemented the following strategies to improve unsatisfactory attendance and student engagement in school and learning:

- The School encourages parents/guardians to understand their legal obligations to ensure their child attends school, and does not condone absences for unauthorised reasons, including, but not limited to events such as birthdays, family holidays and/or other leisure activities.
- Regular meetings are conducted between the Director of Student Wellbeing, Stage Coordinators (Primary) and Heads of Year (Secondary), as appropriate, to coordinate responses to student absences.
- If a student is absent for more than three days and this is unexplained, the Classroom Teacher (Primary) or Head of Year (Secondary) will contact the parent to check-in. Any absence in excess of three days with no explanation is referred to the School's Senior Leadership Team.
- Students with persistently low attendance are monitored, and personalised strategies implemented to increase their attendance and/or engage them in continuing with their education program. For students requiring more intensive support, one-on-one meetings and alternative arrangements are organised in consultation with parents/guardians. Where appropriate, the School will work with the parents/carers and the student to develop an Attendance Improvement Plan or seek the assistance of external agencies, including the Association of Independent Schools NSW.
- Where frequent absences are explained as being due to illness, the School requests medical certificates for the absences and will consult with parents/guardians regarding the health care needs of the student.
- For continued, unjustified absences, or concerns regarding 'Educational Neglect', the Director of Student Wellbeing makes a mandatory report to the Community Services Child Protection Helpline. Contact will also be made with the Child Wellbeing Unit if there are safety, welfare or wellbeing concerns in relation to student attendance.

Theme Five School Policies

The following school policies are publicly available on the School's website and can also be accessed using the hyperlinks below (<https://www.grg.nsw.edu.au>):

- [Enrolment Policy](#)
- [Child Protection Policy](#)
- [Bullying Prevention and Intervention Policy](#)
- [Student Discipline Policy](#)
- [Student Wellbeing and Discipline Procedures](#)
- [Complaints Handling Policy](#)



Theme Six

Stakeholder Satisfaction

Georges River Grammar is dedicated to continuous enhancement. As a school of choice in our community, we strive to maintain this status.

Therefore, we regularly engage with all community stakeholders—parents, students, and teachers—gathering their feedback on vital issues. This ongoing dialogue helps us identify and implement improvements to better our school.

Grade-Up Day

Following feedback from staff and parents, a new initiative was introduced in 2023 in the Primary School – Grade-Up Day. Held in November, this inaugural event provided an opportunity for all students in the Primary School to spend a day in their 2024 class with their new teacher and classmates. Over 30 new students enrolled for the following year also attended, enabling them to meet new friends and familiarise themselves with the School before they joined us in 2024.

Grade-Up Day served many purposes; however, the overarching goal was to alleviate any anxiety students may feel over the Summer Holidays as they wait to find out about their class for the following year. The School received significant positive feedback regarding this new initiative and it will be incorporated as a regular part of our transition plan, supporting all students to be excited about the year ahead.

Introduction of ‘Student Voice – Town Hall’ Meetings

One new initiative in 2023 was the introduction of Student Voice, a “Town Hall” style meeting where students meet with members of the Senior Leadership Team throughout the year. Agenda items are emailed to the student body prior to meetings to encourage diverse student attendance, and time is provided during the meeting for students to raise any other matters of concern. These meetings can help to identify issues and concerns that students may have and communicate these to those in leadership who can enact change allowing for a more collaborative and responsive approach to wellbeing.

Like all “town hall” meetings, minutes are taken, which are then tabled at the Senior Leadership Team meetings for consideration. In 2023, students were actively involved in a variety of discussions including uniform concerns, merit systems, canteen options and assessment procedures. Most importantly, students have been successful in achieving changes in uniform and assessment procedures based on their input at Student Voice meetings. Students have seen the benefits of active engagement in their educational setting, and the School anticipates even more positive contributions to occur in the future.

A Revised Secondary School Merit System

In 2022, one piece of feedback raised by parents were concerns about the difficulty of Secondary students achieving 100 merits and being able to attend ‘Rewards Day’. Parents also noted that it was difficult for students who consistently behaved well to obtain merits as they went ‘unnoticed’ and therefore struggled to reach the 100-merit goal. As a result of this feedback, in 2023 the School commenced a comprehensive review of the Secondary School’s Merit System, engaging all students, parents and staff in this process.

The result of this review was a new Secondary School Merit System which better aligns well with both our Berry Street Wellbeing Model and current educational research. The crux of the change is that all Secondary students will start each year already having achieved the 100-point requirement for attending the Secondary School Rewards Day Excursion. This will ensure that all students who display appropriate behaviours consistently do not need to earn this privilege, but rather have already acquired it at the beginning of every calendar year. Students will still receive merit points throughout the year and will continue to be recognised with certificates as they reach certain levels of attainment.

Conversely, those students who engage in inappropriate behaviours now receive demerit points which may put them under the 100-point threshold. The onus is on these students to embrace more positive behavioural choices to gain merit points and therefore redeem their place on the excursion. All points are assessed on a ‘tally day’ to take place closer to the excursion date to determine who will be attending.

In addition to this change, and as a result of feedback gained from staff and parents the School also introduced a digitised system for the merit and demerit point system, giving all parents live notifications when such points are given to students. The School anticipates that this digitised system will further the partnership between staff and parents/caregivers in the education and development of our students.

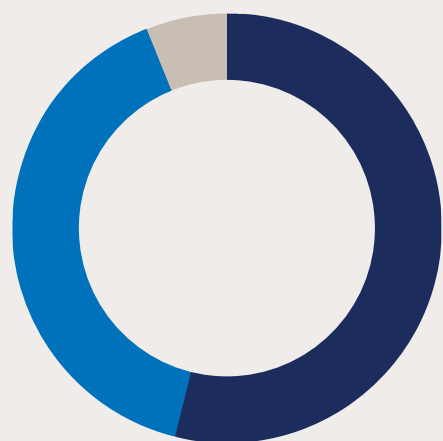
Search for the New School Principal

In Term 2, the School Principal, Mrs Raquel Charet, announced her departure from GRG. Throughout Term 3, the School embarked on a thorough and comprehensive search process to ensure that the most suitable candidate was selected as GRG’s next Principal. As part of this initiative, members of the GRG community engaged in focus group discussions to ensure the selection of the most suitable candidate for their next principal. These sessions brought together a diverse group of stakeholders, including teaching staff, parents, students, and administration staff, who shared their insights and expectations. The discussions were structured to ensure all voices were heard, with an emphasis on identifying the qualities and skills deemed most essential for the role. This collaborative effort not only enhanced the sense of community involvement but also aimed to align the selection process with the School’s values and future goals, ensuring that the candidate chosen would be the best fit for leading GRG into its next chapter. At the end of Term 3, it was announced by the School’s Board that Mr Ben Haeusler, was appointed as the next Principal of GRG.

Theme Seven

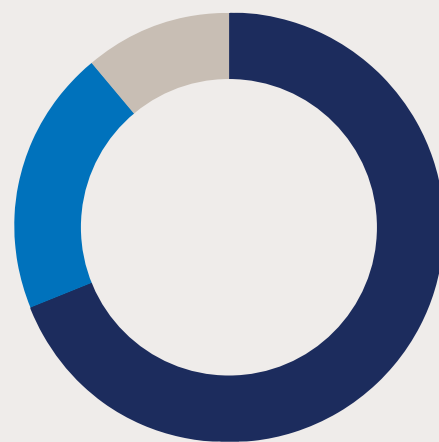
Financial Information

Recurrent/Capital
Income 2023



■ 54% State & Federal Grants
■ 40% Fees & Private Income
■ 6% Other Income

Recurrent/Capital
Expenditure 2023



■ 69% Salary Expenses, Allowances and Related Expenditure
■ 20% Non Salary Expenditure
■ 11% Capital Expenditure



In 2023, Georges River Grammar continued to uphold its tradition of delivering exceptional co-educational schooling.

With a strong commitment to academic excellence and holistic development, the School has consistently provided high-quality education to students in the Georges River Region and the southwestern suburbs of Sydney.

Georges River Grammar prides itself on fostering a nurturing and inclusive environment where students are encouraged to achieve their full potential. The School's comprehensive curriculum, coupled with dedicated teachers and state-of-the-art facilities, ensures that students receive a well-rounded education that prepares them for future success.

In addition to academic achievements, Georges River Grammar emphasises the importance of extracurricular activities, promoting the development of skills in sports, arts, and community service. This balanced approach to education helps students to become well-rounded individuals, equipped with the knowledge, skills, and values necessary to thrive in a rapidly changing world.

As the School looks to the future, it remains committed to its mission of providing high-quality education and fostering a love of learning among its students. With a proud history and a bright future ahead, Georges River Grammar continues to be a beacon of educational excellence in the region.

B. Haeusler

Mr Ben Haeusler
Principal





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