

Melbourne Montessori School

# Annual Report 2022



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# About Melbourne Montessori School

## Our Philosophy

An authentic Montessori approach to learning provides the framework for our educational program and underpins our teaching methods and materials. The words, wisdom and practical advice of Maria Montessori and her associates are the lens through which we select, design and evaluate our program and curriculum.

## Our Mission

Our mission is to provide an outstanding learning experience grounded in Montessori principles, while embracing subject and teaching excellence and a total commitment to the wellbeing of our students and wider community.

## Our Values

*We believe that self-esteem, human dignity, emotional wellbeing and the ability to communicate and cooperate effectively with others – adult to adult, adult to child or child to child – must be valued as highly as academic and material success.*

*We affirm that we will support and promote the principles and practice of Australian democracy, including the commitment to elected government, the rule of law, equal rights for all before the law, freedom of religion, freedom of speech and association and the values of openness and tolerance.*

*We affirm that we will support the ideal that all beings are interdependent and that every form of life has value, regardless of its worth to human beings. We will support and promote the belief that we need to protect and restore the integrity of Earth's ecological systems, especially biological diversity and natural processes that sustain life, and manage the use of renewable resources such as water, soil, forest products and marine life so as not to exceed rates of regeneration and protect the health of ecosystems.*

*We affirm that education begins at birth and continues throughout life and all our values apply equally to adults, parents, teachers, guardians and all children in the school. We believe that intelligence is not rare among human beings.*

*We nurture intellectual, emotional, social, spiritual and physical growth for the development of a whole and healthful being.*



# Chair's Report



I would like to invite you to enjoy this 2022 Annual Report. It tells the story of a year in the life of our school that has been marked by regeneration and renewal, exploring new possibilities, and being curious about our individual and collective potential.

While the challenges of COVID have undoubtedly left their mark and it is important that we continue to support each other as we find our new normal, it is also incredibly energising to walk around our campuses and witness our students' joyful enthusiasm for being at school.

I recently reflected on how quickly Daniel's first year as Principal has gone. He has brought ambition, a sense of curiosity and a determination to take Melbourne Montessori School to the next stage of its growth. Thank you, Daniel.

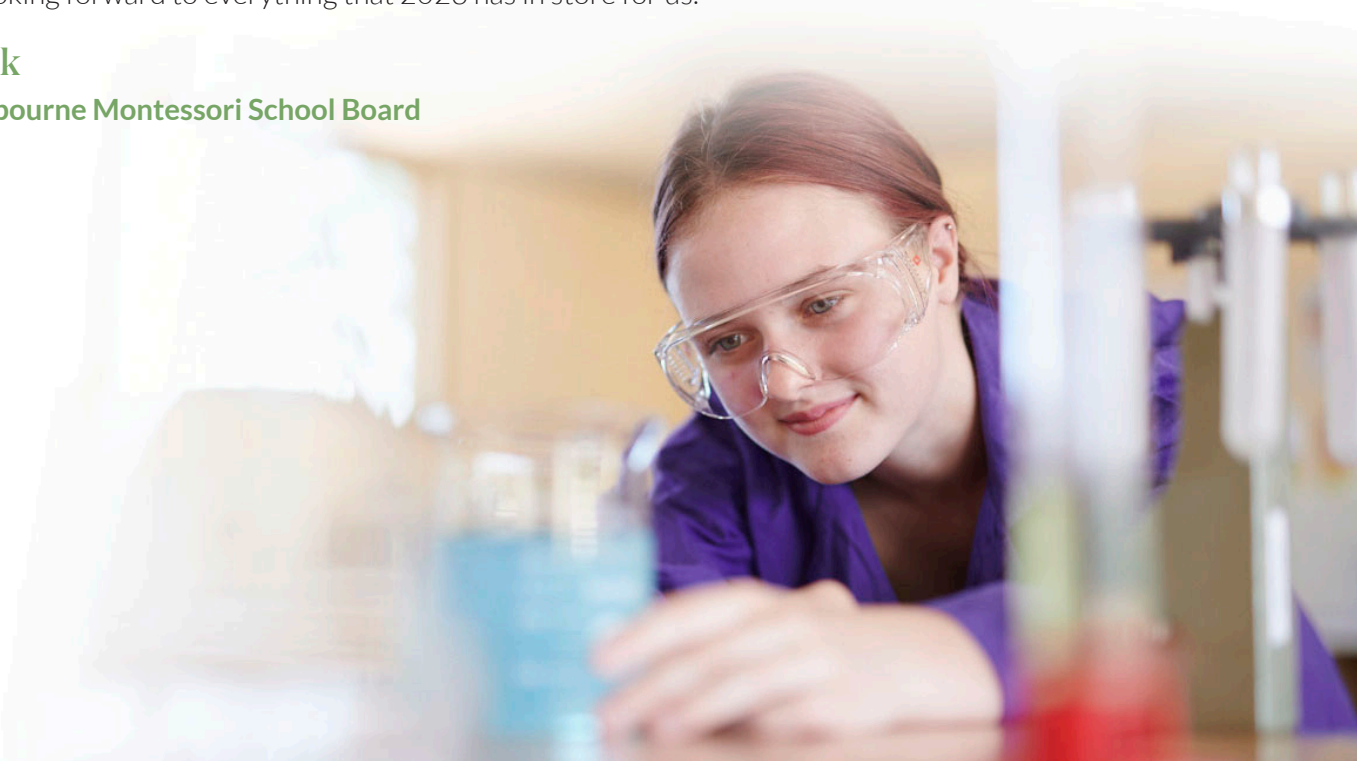
He leads a team of highly-experienced, dedicated and enthusiastic teaching and administration staff. The delivery of the curriculum, the respect and recognition of our children as individuals, and the way in which our children are encouraged to think about their contribution and impact on the world around them, are hallmarks of Melbourne Montessori School. I would like to thank the entire team for their ongoing dedication to our children.

I would also like to extend my sincere thanks to my fellow MMS Board Directors for all their hard work, as well as members of the school community who support our Board sub-committees. My thanks, too, to the MMS Foundation Directors, the Parents' Association and the classroom representatives who are so generous with their time and expertise. Our school is a stronger, vibrant and more enriching place because of these ongoing and very generous contributions.

On behalf of the Board, we thank you for another extraordinary year at Melbourne Montessori School and I am looking forward to everything that 2023 has in store for us.

**Neil Cook**

**Chair, Melbourne Montessori School Board**



# Principal's Report



Our Annual Report aims to give readers an understanding of how our Melbourne Montessori School community works together. Melbourne Montessori School values every individual and makes the most of every opportunity to support the personal development of each member of our community.

This report provides an insight to the achievements of our students, staff, community and operations during 2022. Of particular importance are our key indicators of success including our student learning outcomes, the post-school destinations of our students, our financial performance, and the development and support provided to our staff.

The Annual Report is also a record of compliance and provides information on school performance as required under the Australian Education Act (2013) and in accordance with the Victorian Registration and Qualifications Authority (VRQA) guidelines.

The COVID-19 pandemic remained a significant defining factor during the first part of the year. Communication with families was paramount and the pandemic continued to present the school with challenges, but it also provided incredible opportunities that led to innovations in education and communication.

The strength of our school community shone through and, later in the year, I had the great privilege of finally being able to open the school to our families and welcoming everyone back to our beautiful school campuses.

We received a "Building Blocks Grants – Inclusion", from the Victorian Government's School Building Authority to significantly upgrade our Caulfield Campus playground. The grant was successfully applied for by the Melbourne Montessori Foundation and allowed us to undertake a major redevelopment of the playground that began in December 2022.

Raising awareness of the school was a priority in 2022 as we identified a need to increase our profile in the community and surrounding areas. Campus signage, radio advertising, billboards, and an increased social media presence were all part of a strategy to lift enrolments across the school.

When I reflect on my first year at MMS, I am incredibly proud and honoured to be leading this community. What we have accomplished as a school so far is quite significant. It takes a team of committed people to build a thriving learning community and I am grateful for the support I have received from you all.

**Daniel Thomas**

**Principal, Melbourne Montessori School**



# Foundation's Report



The school transitioned to new leadership and the MMS Foundation also began a period of transition as Founding Directors, Paul Maginnity and Steven Castan retired after 10 years with an immeasurable contribution to the Foundation.

I am also grateful to our Deputy Chair, Hali Halphen. We have achieved so much together over many years – often with our eight children at our feet! To support our transition plan, Hali retired and Melissa Schraner was appointed Deputy Chair. We also welcomed new Directors and current parents Julian Isaacs (MMS Board Director) and Sascha McGregor.

The Foundation received \$105,565 in philanthropic and government grants. Landscaping works at the Caulfield Campus were supported by the Victoria Schools Building Authority and Cycle 1 teaching staff received a grant from the Warrawong fund.

This year the MMS Scholarship Fund awarded five scholarships to the value of \$45,000. While the MMS Foundation builds an endowment to fund the scholarship program in perpetuity, the MMS Board committed funding to support the program.

The MMS Spring Fair brought the school community together and was the year's major fundraising event for the MMS Parents' Association and MMS Foundation. Alumni, families and staff were invited to celebrate with us and catch up with special friends. Many Alumni faces were spotted...

In 2022, the Voluntary Building Fund Levy raised \$90,632. A special thank you to the 242 MMS families who kindly supported this tax-deductible levy that contributes to loan repayments on Brighton Campus and the maintenance of existing buildings.



### **In summary, the MMS Foundation achieved the following short-term goals:**

- The MMS Scholarship Fund awarded five scholarships valued at \$45,000.
- The MMS Foundation & Master Plan Newsletter Edition 14 was published in August.
- The MMS Spring Fair was the first community and fundraising event co-hosted by the MMS Parents' Association and MMS Foundation.
- MMS was successfully awarded philanthropic and government grants of \$105,565.
- An annual grant of \$5,000 was made to the MMS Building Fund for the Caulfield Library redevelopment. The MMS Parents' Association matched the Foundation grant through funds raised at the Spring Fair.

### **The MMS Foundation continued working towards:**

- Governance and management of the MMS Scholarship Fund. Since 2022, 14 scholarships have been awarded totalling \$85,000.
- Awarding \$67,000 in accumulative grants to the MMS Building Fund, MMS Library Fund and MMS Scholarship Fund.
- The MMS Foundation endowment and investment framework has been implemented. The first investment is scheduled for early 2023.

Financial operations for the year ended 31 December 2022 resulted in net profit of \$939. The MMS Foundation endowment is \$93,076.

Daniel Thomas, in his first address to the school community as Principal, stated: "2022 is an invitation to be curious, explore new possibilities, ask questions and search for answers."

For the MMS Foundation, through being curious and exploring new possibilities together, we are creating something truly wonderful.

## **LJ Ryan**

**Chair, Melbourne Montessori School Foundation**

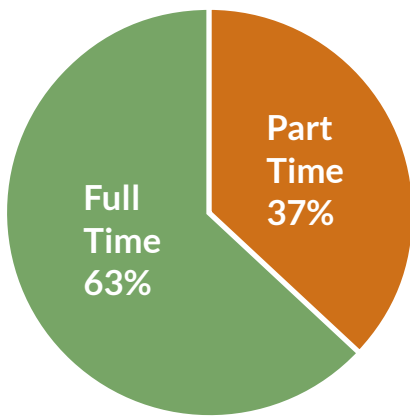


# Staff

The staff at our school are vital to its growth, professionalism and success. Each member of the MMS team is committed to supporting every child as they develop, learn and explore.

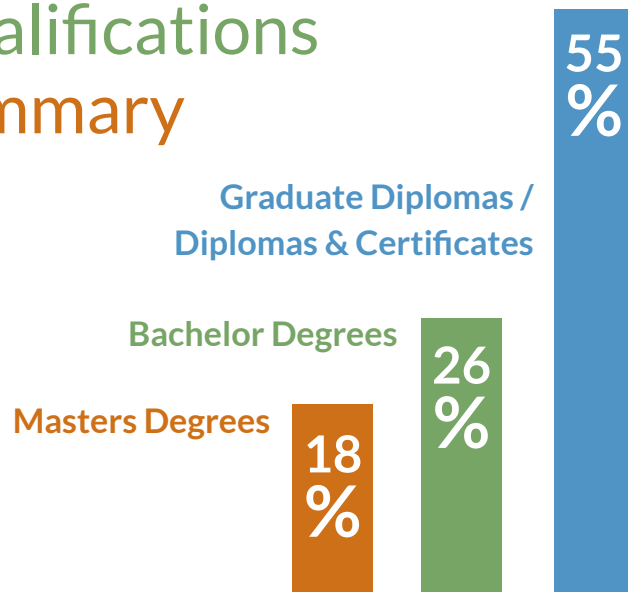
At the end of December 2022, the school had 57 staff: 45 female and 12 male members. 36 of those members were full-time and 21 were part-time. In 2021, our staff was made up of 61 female and 12 male members.

## 2022 Staff Members



## Full Time vs. Part Time

## Qualifications Summary







## Professional Development and Compliance Training

Melbourne Montessori School actively encourages all staff to engage in ongoing learning as part of a learning community. Illustrating this, professional and personal learning opportunities are provided through school-based, online and external programs.

Compliance training is essential for risk management and to meet the responsibilities of the school to our staff in providing the skills and knowledge necessary for duty of care and OH&S.

### During 2022, courses, workshops and briefings were held that covered:



Level 1 and  
2 First Aid  
training



Diabetes  
education



Asthma  
training



CPR  
updates



Anaphylaxis  
training



Emergency  
control  
and warden  
training

# Students

Throughout the year we closely monitored our students, including their attendance, NAPLAN results, the outcomes of our graduates and the pathways they took after leaving MMS.

Here is a snapshot of what our students achieved...

## Attendance

Student attendance is recorded online twice daily through the school's database. Teachers and administration staff monitor student absences and parents are informed of any absences when appropriate.

2022 82.36%

2021 85%

Overall, in 2022, average attendance was 82.36% compared to 85% in 2021.

## 2022 NAPLAN Results

In 2022, all students in Years 3, 5, 7 and 9 completed the National Assessment Program – Literacy and Numeracy.

Our student results were:

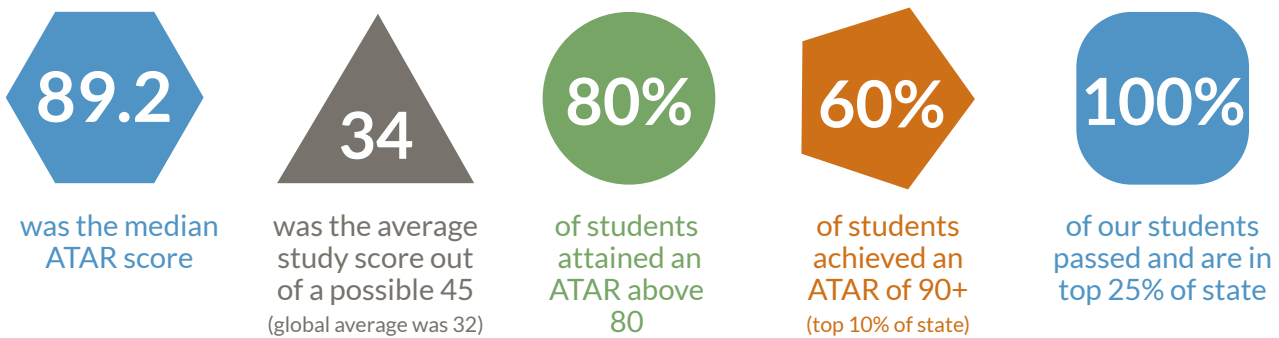
	Reading	Writing	Spelling	Grammar	Numeracy
Year 3	495	441	447	509	437
Year 5	573	521	532	539	533
Year 7	595	565	574	574	524
Year 9	596	537	534	572	586

Source: MySchool Website

# Graduate Outcomes

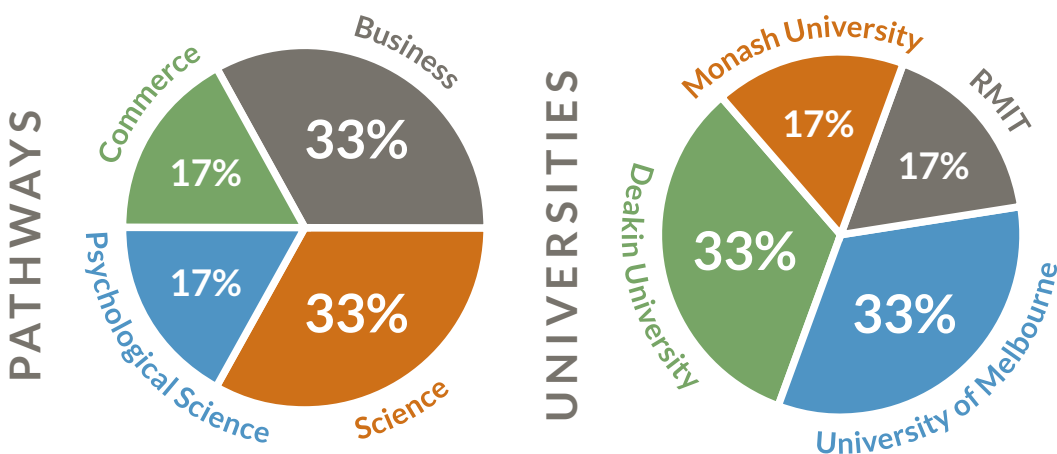
We are always excited to see how our Year 12 students bring together everything they have learned during their time at MMS. The final year of high school provides a gateway to the next stage of a student's life and we are proud of what our graduates of 2022 achieved.

Thanks to their resilience, hard work, and focus, our 2022 Year 12 cohort achieved exceptional results.



# Courses & Pathways

What choices did the Year 12 cohort make upon leaving our school?

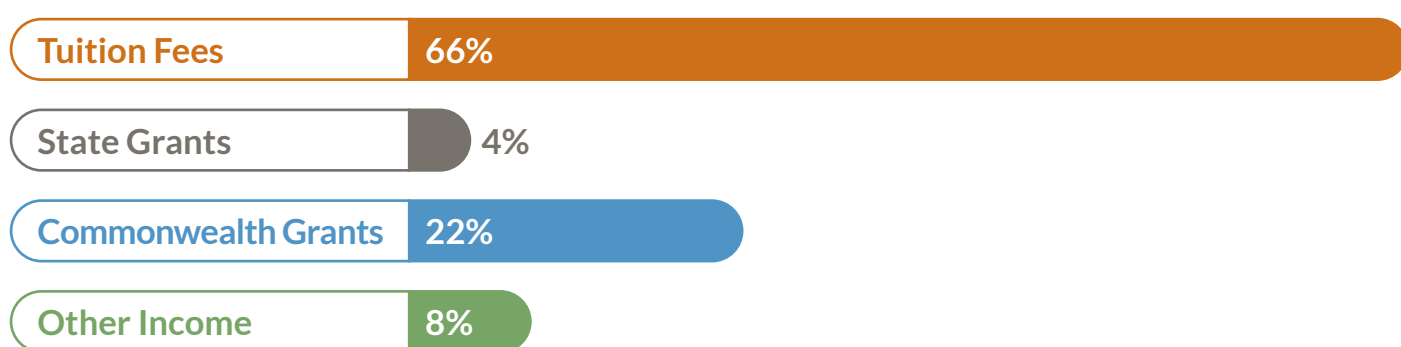




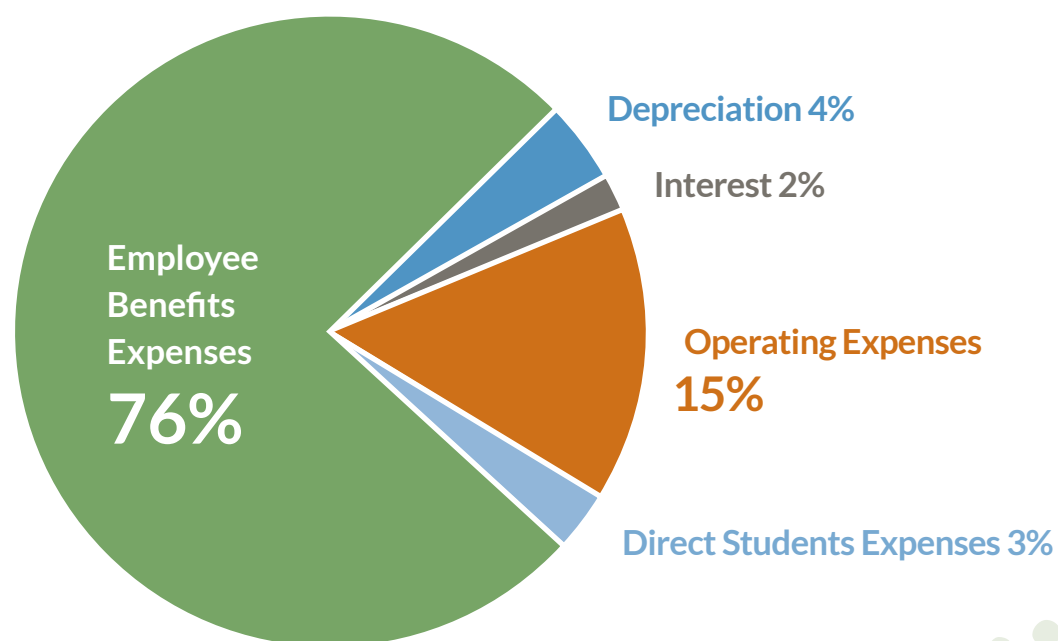
# Finance Report

These charts are a summary of Melbourne Montessori School's income and expenses for 2022.

## MMS Income



## MMS Expenses





Melbourne  
Montessori  
School

Inspiring our children  
to create a better world  
with their *own* two hands

### Contact Us

03 9131 5200  
admin@mms.vic.edu.au

### Caulfield Campus

6 Roselea Street  
Caulfield South VIC 3152

### Brighton Campus

741 Hawthorn Road  
Brighton East VIC 3187

[melbournemontessori.vic.edu.au](http://melbournemontessori.vic.edu.au)

