



**Bialik College**

# Annual Report 2023



# Principal's Message



Shalom Kehilla

2023 was a year of great change for our community. Whilst the College ended the 2023 year with record numbers, a re-visioned Launch Lab with state-of-the-art Science and Technology facilities, a refurbished Hall and spectacular VCE results, the event of 7 October shook our community to the core.

We have rallied as a community to ensure that our children continue to learn and thrive in a best-in-class supportive and inclusive environment, and the fact that for the ninth year in a row our graduating class achieved in the Top Three in the state at VCE demonstrates our commitment to excellence.

We aspire to be the best by learning from the best, and our biannual Cultures of Thinking Conference was delighted to welcome Drs Daniel Wilson and Flossie Chuah from Harvard University's Graduate School of Education, together with Professor Marcia Langton AO, Associate Professor Melitta Hogarth, Dr Stefania Gaimminuti and Dr Wesley Imms. Educators from around Australia and the world came to

Bialik to further their engagement with the Cultures of Thinking and we have grown as a result of the experience.

With a full Bialik Children's Centre (the new name for our Creche), a wholesome series of community activities, the successful completion of our five-yearly VRQA audit and a full complement of valued and dedicated colleagues who go out of their way every day to ensure that our children achieve their best in every way possible, 2023 was a very successful year.

I encourage you to see beyond the literal statistics in this Annual Report, impressive though they are, and visit our beautiful community to see for yourself the Bialik magic.

B'Shalom,

Jeremy Stowe-Lindner  
**PRINCIPAL**

## OUR SCHOOL

Bialik College is a pluralist Jewish Zionist school, embracing an inclusive approach to Judaism. We are committed to the pursuit of excellence in an enriching, innovative and nurturing environment. All students attend one campus in Hawthorn, creating a close-knit community of students from as young as 3 months to 18 years old. We are dedicated to empowering our students with the knowledge, skills, dispositions and values necessary to achieve their potential and to contribute meaningfully to the Jewish, Australian and global communities.

## BACKGROUND

Bialik College is Melbourne's oldest Jewish school and began its existence modestly as a Zionist Sunday school and kindergarten in 1942 in North Carlton. The kindergarten was the first educational establishment in Australia to use Hebrew as a language of instruction. As the local Jewish population grew and developed, Bialik transformed into a modern, vibrant and growing kindergarten, primary and secondary school complex. The College's first Year 12 class graduated in 1990.

## STEP FORTH WITH COURAGE

The school's motto, Step Forth With Courage, is derived from a Chaim Nachman Bialik poem, Lamitnadvim Ba'am, which was written in 1900 in Odessa shortly after the second Zionist Congress. A poem full of pathos, Bialik makes an impassioned call to the younger generation to rebuild the Land of Israel.

Years 2 to 12 celebrating Yom Ha'Atzmaut.



# THE BIALIK COLLEGE ETHOS

## OUR MISSION

is to be the school where all Jewish children and their families thrive to be their best, irrespective of affiliation, background or resources.

## OUR VISION

is of a proud diaspora community that embraces, teaches and lives the plurality of the Jewish people and Israel. A community that supports each other and makes the lives of its members, and broader society, better.

## ALL

of the Jewish People are fit to reside in one sukkah (Babylonian Talmud, Masechet Sukkah).

## STRENGTHEN

the hands of all our people, who cherish the dust of our homeland wherever they are. Let not your spirits fall, happy ones rejoice, come as one to support the people (The People's Blessing, Chaim Nachman Bialik).

## OUR VALUES

### RESPECT

Let the honour of your friend be as dear to you as your own (Pirkei Avot).

### INTEGRITY

Do not be wise in words, be wise in deeds (Jewish proverb).

### PERSEVERANCE

From challenge comes sweetness (Shoftim).

### EMPATHY

And you shall love your neighbour as yourself (Vayikra).

### RESPONSIBILITY

If I am not for myself, who will be? If I am only for myself, what am I? And if not now, when? (Pirkei Avot).

**STEP FORTH WITH COURAGE**  
**דרכו נא עוז**

# הרוח של בית הספר ביאליק

## הערכים שלנו

יהי כבוד חברך חביב  
עליך כשלך  
(פרקי אבות).

אל תהיה חכם  
במילים: היה חכם  
במעשי  
(פתגם יהודי).

מעז יצא מתוק  
(ספר שופטים).

ואהבת לרעך כמוך  
(ספר ויקרא).

אם אין אני לי מי  
לי? וכשאני לעצמי,  
מה אני? ואם לא  
עכשיו, אימתי?  
(פרקי אבות).

## שכל

ישראל ראויים  
לישב בסוכה אחת  
(מסכת סוכה).

## תחזקנה

ידי כל אחינו  
המחונונים  
עפרות ארצנו  
באשר הם שם  
אל יפול רוחכם  
על יזים  
מתרונונים  
באו שכם אחד  
לעזרת העם  
(ברכת עם -  
תחזקנה).

## היעד

שלנו כבית הספר  
הוא להיות המקום בו  
ילדים יהודיים  
ומשפחותיהם פורחים  
ומשגשגים ללא קשר  
לשיוך דתי או רקע  
כלכלי וחברתי.

## החזון

שלנו הוא של קהילה  
בגולה המאפשרת,  
מלמדת וחיה את ריבוי  
התרבויות בעם היהודי  
ובמדינת ישראל.  
קהילה שתומכת  
בחבריה, ומשנה את  
חייהם, כמו גם של  
החברה הרחבה יותר,  
לטובים ועשירים יותר.

# The Bialik College Council

The governing body of Bialik College is the School Council.

The Council sees its role as:

- Setting the strategic direction and mission of the College
- Ensuring the College is run in a prudent financial manner
- Fundraising
- Construction and refurbishment of the College's physical assets
- Appointment, and subsequent review, of the Principal

The Principal and his team are responsible for delivery of education at the College. Council considers and approves substantial developments in the College's educational offerings.

Council sets the College's annual budget and reviews any plans that have material financial implications.

Council meets at least 2 times per school term. An Executive Committee, which is elected from among the Council members, meets more frequently to deal with matters arising between scheduled Council meetings and to consider some matters of importance prior to their discussion by the full Council.

Council has a number of sub-committees including Finance, Audit, Risk Management, Building, Governance and Nominations to assist it in carrying out its function.

A PGM is held in November each year when three parents are elected to positions on Council.

## COUNCIL MEMBERS FOR 2023

<b>President</b>	Tyson Wodak
<b>Past President</b>	Kate Beaconsfield
<b>Principal</b>	Jeremy Stowe-Lindner
<b>Vice-Presidents</b>	Dan Feldman Kate Beaconsfield
<b>Honorary Treasurer</b>	Peter Eben
<b>Honorary Secretary</b>	Miri Zevin
<b>Council Members</b>	Darren Blankfield Adam Burman Michael Carp Amie Frydenberg Nigel Givoni Adi Glasman Boaz Herszfeld Michelle Jablko Fiona McIntyre David Naphtali Aimee Southwick Naomi Swart
<b>Director of Business</b>	David Simmelmann
<b>Life Governors</b>	Graham Goldsmith AO Alan Goldstone OAM Jack Gringlas OAM Jeffrey Mahemoff AO
<b>Governor</b>	Mark Blankfield

# Bialik College Staff

## STAFF COMPOSITION

Some 251 individuals formed Bialik's staff of 2023 of whom:

- 133 were teachers
- 37 were support staff
- 75 were administrative and other staff
- 6 were maintenance staff

The full-time equivalent for the above staff is:

- Teachers 116.44
- Support staff 27.13
- Administrative and other staff 60.30
- Maintenance staff 6

In 2023 there were no Aboriginal or Torres Strait Islander staff at Bialik College.

All teaching staff are qualified to the standards required by the VIT.

## SENIOR EDUCATIONAL STAFF

<b>PRINCIPAL</b>	Jeremy Stowe-Lindner
<b>VICE PRINCIPAL &amp; HEAD OF SENIOR SCHOOL</b>	Gary Velleman
<b>ASSISTANT PRINCIPAL, PASTORAL CARE &amp; HEAD OF MIDDLE SCHOOL</b>	Dan Sztrajt
<b>HEAD OF PRIMARY SCHOOL</b>	Karen Friede
<b>HEAD OF ELC</b>	Daphne Gaddie
<b>ASSISTANT PRINCIPAL &amp; DIRECTOR OF LEARNING</b>	Michaela Strang
<b>ASSISTANT PRINCIPAL &amp; DIRECTOR OF JEWISH LIFE</b>	Amanda Castelan-Starr

## RETENTION RECORD

A total of 41 staff members departed Bialik during the 2023 calendar year.

Of these employees, 17 were teaching staff and 24 were non-teaching staff.

## PROFESSIONAL LEARNING

At Bialik, we foster a culture of learning and continuous improvement through tailored professional learning experiences for our educators. All experiences have been underpinned by our desire to improve the pedagogical practices of our educators and the priority of maximising our students' learning potential.

From the beginning of the year, all educators at Bialik actively engaged in Communities of Practice centred around Cultures of Thinking. As part of this initiative, teachers have undertaken action research projects concentrating on a specific Cultural Force. New Bialik educators also engaged in Thinking Routines workshops led by Caitlin Faiman, Bialik's Head of the Rosenkranz Centre for Excellence and Achievement.

Teams of educators also participated in additional professional learning opportunities. The Science Department collaborated with Dr Daniel Wilson, Principal Director and Investigator from Project Zero at Harvard Graduate School of Education (HGSE). The team used the concept of 'Transforming Spaces and Places for Learning' to develop their pedagogical practices before moving into their new Science wing, The Launch Lab. Other educators participated in Project Zero courses, including 'Visible Thinking: Using Thinking Routines Effectively to Cultivate Dispositions and Support Learning,' 'Making Learning Visible: The Power of Documentation to Support Individual and Group Learning,' 'Investigating the Forces that Shape Cultures of Thinking,' and 'PZ Classroom'.

Professional learning was also undertaken on the Reggio Emilia Approach. Two leaders attended the Reggio Emilia International Study Tour in Italy, where they were immersed in experiences that explored the image of the child and their potential for

development. Early Learning Educators also collaborated with Dr Stefania Giamminuti, a bilingual Italian/Australian Senior Lecturer in Early Childhood Education at Curtin University in Western Australia.

Dr. Giamminuti delivered workshops and one-to-one learning experiences on the importance of the environment as the third teacher.

Insights and learnings from the Cultures of Thinking and Reggio Emilia Approach professional learning opportunities were shared at Bialik's 8th Cultures of Thinking Conference, 'Transforming Spaces and Places for Learning.' Throughlines explored at the two-day conference included collaborative learning for tomorrow's world, the impact of purposefully built spaces and places for thinking, and spaces and places for First Nations People's voices.

The conference plenary and workshop speakers included Dr Daniel Wilson; Dr Flossie Chua, Principal Investigator at Project Zero, Harvard Graduate School of Education; Professor Marcia Langton AO, Associate Provost, Foundation Chair of Australian Indigenous Studies at The University of Melbourne; and Associate Professor Melitta Hogarth, Associate Dean (Indigenous) at the Melbourne Graduate School of Education.

During Bialik's Indigenous Immersion Week, the Reconciliation Action Plan Committee organised an opportunity for staff to take part in a Come Together Truth-Telling session run by Stand Up, an event co-facilitated by Jewish volunteers and First Nations educators. The presenters shared their stories and offered suggestions on how First Nations' knowledge and histories can be represented in our curriculum.

Bialik coaches and Heads of Departments prioritised professional learning in their team meetings to develop their educators' subject knowledge and pedagogical practices to maximise student learning outcomes. Emphasis was also placed on

assessment and reporting, with educators curating effective feedback when developing continuous reports.

Staff engaged in professional learning on Jewish Life, Mandatory Reporting on Child Safety and Protection, Restorative Practices, First Aid and Anaphylaxis Management, Diverse Learning, and Data Analysis. Educators also completed training on how to use Compass, Bialik's new learning management system.

The professional learning initiatives undertaken in 2023 have significantly enriched our school community. By investing in the development of our educators, we have created a nurturing and dynamic learning environment.

# Bialik's Students

## CHARACTERISTICS OF STUDENTS:

The largest segment of the Bialik catchment lives in the Caulfield area, other sizeable locations include proximity to the College in Hawthorn, Malvern and Glen Iris, as well as Bentleigh. 99% of students identify as Jewish.

## ATTENDANCE & RETENTION RECORD

1,007 students were enrolled at Bialik College in 2023 from 3-Year-Old Kinder through to Year 12 and 84 children enrolled in Bialik's Children's Centre.

The table below, outlining Bialik's Student School Attendance Report for 2023, indicates an average attendance rate of 95.08%. Illness, injury and family commitments account for student absences.

Attendance is managed & supported in accordance with the school's Attendance Policy.

Enrolment Data	Attendance Rate		Attendance Data
	Male	Female	Overall % attendance
Prep	23	21	n/a*
Year 1	22	28	99.9
Year 2	19	28	99.0
Year 3	22	27	99.0
Year 4	34	38	99.1
Year 5	43	30	98.4
Year 6	34	44	89.6
Year 7	47	47	89.8
Year 8	34	30	92.3
Year 9	53	29	91.4
Year 10	51	36	93.2
Year 11	31	51	n/a*
Year 12	36	45	n/a*
<b>Total</b>	<b>449</b>	<b>454</b>	<b>94.5</b>

n/a\* – not applicable

Following the commencement of the 2023 school year, 25 students were withdrawn from the school and 24 joined throughout the year.

## COMMUNITY SATISFACTION:

The biennial survey is due to be held in 2024.

## ACADEMIC VCE ACHIEVEMENT

Bialik's Class of 2023 performed extraordinarily well. These results reflect the commitment and hard work of the students and their dedicated teachers.

Of the 81 Year 12 Bialik students who presented for their VCE in 2023:

- **24%** of students scored 98 or above, placing them in the top 2% of the State
- There were **5 perfect study scores** of 50 across 3 subjects
- **38%** scored 95 and above, placing them in the top 5% of the State
- **47%** scored 90 and above, placing them in the top 10% of the State
- **33.8%** of study scores were over 40, placing them in the top 8% of the State and the median ATAR score was 89.55.

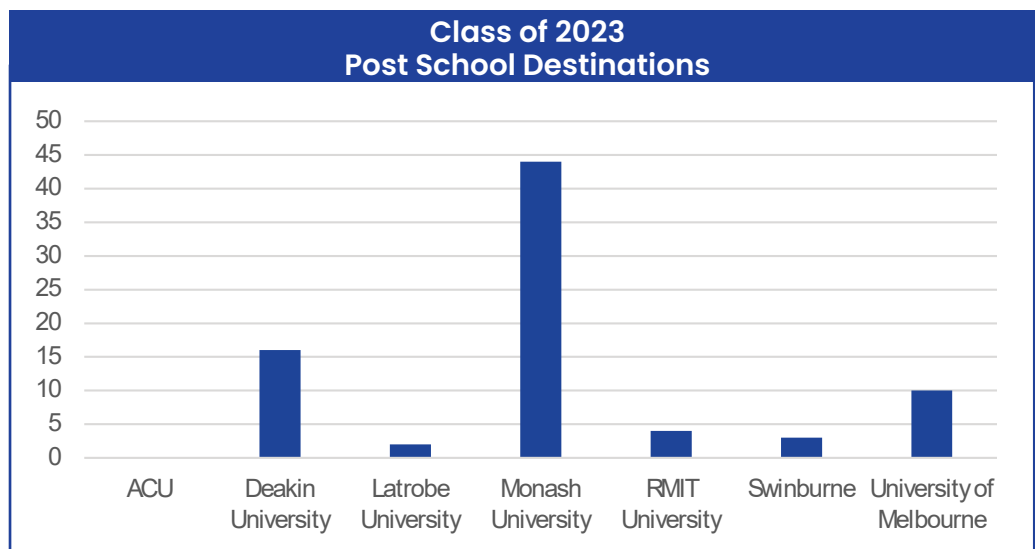
## POST-SCHOOL DESTINATIONS

100% (79) of Bialik's Class of 2023 who applied for a course received a tertiary offer. Two students decided not to put an application into VTAC. This included one student who has moved directly to the workforce, and one applied directly to a course not in the VTAC system.

Our students chose to undertake a wide variety of paths for tertiary education:

Course Type	No. of students
Architecture and Building	1
Creative arts (Design and Media)	11
Engineering and related technology	10
Health - nursing, podiatry speech pathology, medicine, chiropractic	17
Information technology	2
Management and Commerce	33
Natural and Physical Sciences	15
Society and Culture, arts, public relations	17

\*Over half of the 2023 Bialik student cohort is doing a double degree so are counted in two course types- ie Commerce/Law is counted above in both Management and Commerce and Society and Culture



## LITERACY AND NUMERACY

Students in Years 3, 5, 7 and 9 participated in the online National Assessment Program – Literacy and Numeracy (NAPLAN) in 2023. The school achieved above the State and National medians for all the assessed NAPLAN areas.

The below summary of Bialik's 2023 results in Reading, Writing, Spelling, Grammar and Punctuation, and Numeracy can be unpacked using the following key:

- NAS- Needs Additional Support
- Developing
- Strong
- Exceeding



School



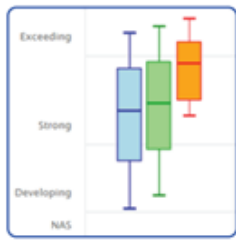
State



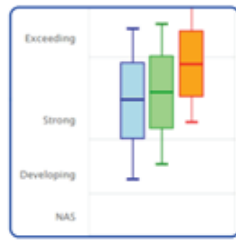
National



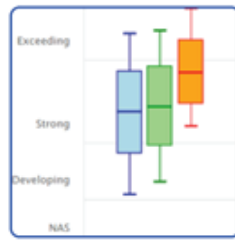
## Reading Summary Report



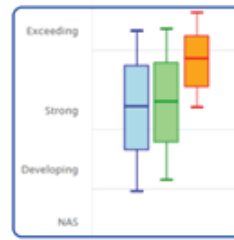
Year 3



Year 5

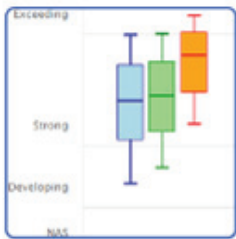


Year 7

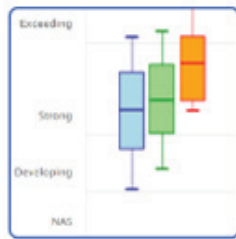


Year 9

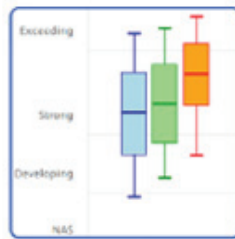
## Writing Summary Report



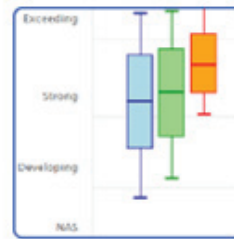
Year 3



Year 5

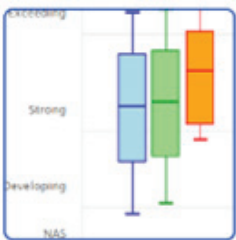


Year 7

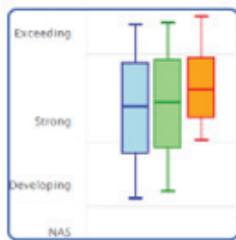


Year 9

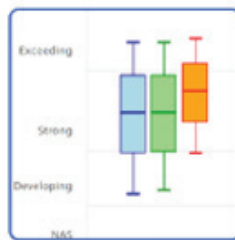
## Spelling School Summary Report



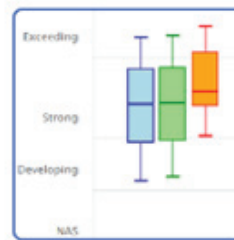
Year 3



Year 5

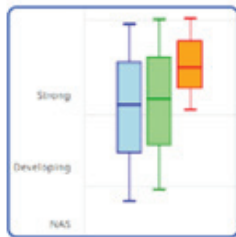


Year 7

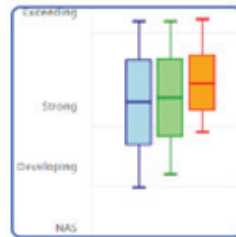


Year 9

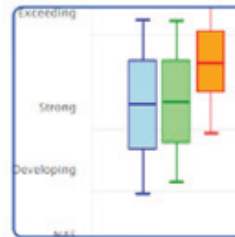
## Grammar and Punctuation School Summary Report



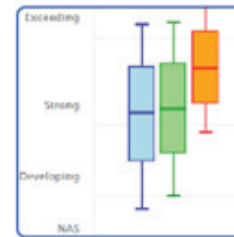
Year 3



Year 5

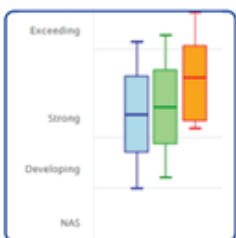


Year 7

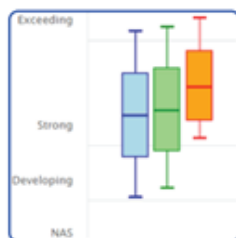


Year 9

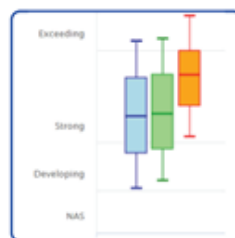
## Numeracy School Summary Report



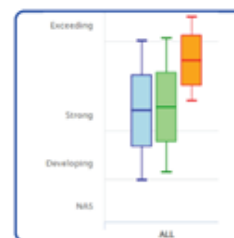
Year 3



Year 5



Year 7

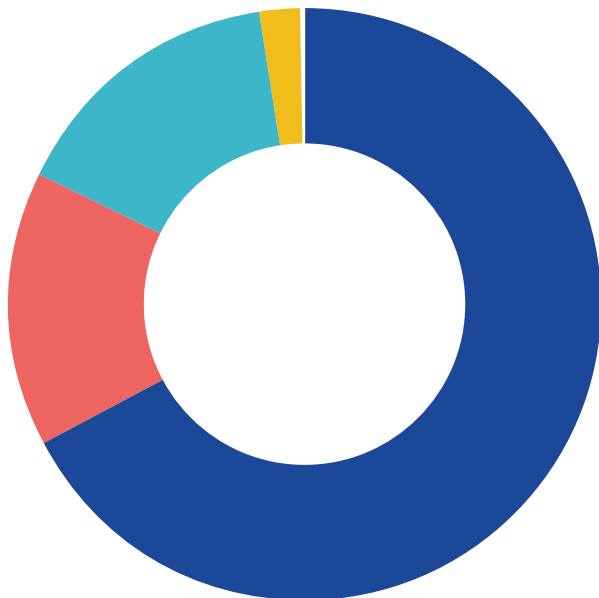


Year 9

# College Operations

## Income 2023

■ Fees	67.23%
■ Government Recurrent Grants	15.12%
■ Other Income	15.41%
■ Fundraising	2.25%



## Expenditure 2023

■ Salaries and Staff-Related Expenditure	57.44%
■ Teaching and Curriculum Expenditure	6.54%
■ Administrative and General Operating Expenditure	12.25%
■ Debt Servicing	0.36%
■ Capital projects	17.19%
■ Depreciation	7.22%

