

- + INSPIRATIONAL
 COMMUNITY
 Celebrating togetherness
 and collaboration
- + GROWTH AND
 CONNECTION
 Transformational
 change and support
- + MEANINGFUL
 OPPORTUNITIES
 Bringing Montessori
 into the home



Melcome

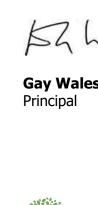
Serendipitously, 2020 started as the 'Year of Caring' at MMS with a new Staff Buddy system. Inevitably 'caring for our community' became the focus as the global pandemic unfolded; Melbourne experienced 110 days of major lockdown; and learning from home and Montessori online teaching was invented! We cared for our Essential Workers' children at School, the Tech Army helped other parents become familiar with the new digital demands and our community came together in Term 4 to raise the extraordinary sum of \$115,500 to help our families who have been most severely affected financially so that their children can remain learning at MMS in 2021. Generosity was flourishing in our community!

The passion and creativity of our staff quickly focussed on rolling out Montessori, hands-on lessons in the home; packs of resources were sent home to enable lessons to continue and imaginative Montessori teachers devised numerous ways of connecting with children and parents too. The level of ingenuity in the lessons delivered by staff was fantastic to see as Art classes involved famous paintings of beds at home and the printing of real fish. Physical expression lessons were devised as keep-fit obstacle courses; students ran choreography lessons and our MCP students made furniture at home. The Cycle 2s and 3s created a stop motion film with tiny, home-made props which tells the extensive life of a raindrop. Even Montessori materials were dyed and created so children could use objects from the kitchen or garden to enable hands-on learning to continue.

We added a new fence to the front of our Brighton campus, and laid a section of artificial turf for soccer there too. We welcomed visits from James Newbury, member for Brighton and also Tim Wilson MP for Goldstein when we were awarded an Innovative Schools Winner for the second year in a row.

This year, MMS proudly achieved our mission statement to deliver the option of excellence in Montessori education from birth to age eighteen. For the voungest in our community, the Long Day Care began and we delivered Year 12 for the first time. Our first ever Year 12 Graduation was held outside, Covid-safe at Brighton to a rapt audience of parents and staff. Congratulations to our first Year 12 Graduates!

Gay Wales





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Financial Statements (available upon request)



Whole School

Adding Value

At MMS a truly holistic approach is taken to the education of all students. This was especially true in 2020 and whilst the academic growth of students is extremely important, we believe that empowering our students through a series of carefully planned, prepared environments allows each child to explore, challenge, question and take on responsibility to become a life-long learner and problem-solver for the betterment of our planet. We celebrated 150 years since the birth of Maria Montessori this year and our staff continued as creative, inspired educators through lockdown which enabled our students to grow despite the COVID restrictions. We are exceptionally grateful to all our staff who work tirelessly to honour our Montessori values every day and also acknowledge the many dedicated parents who so generously give their time or resources to contribute to the life of our community in so many ways.

Camps and Incursions

Senior School students attended camps early in the year to the Bass Coast and Mornington Peninsula. Although many camps had to be cancelled, inventive 'camp days' were held at Caulfield for the Junior School students.

Several excursions and incursions were undertaken in Term 1 and 4: The Senior School students attended Shakespeare under the Stars, went to the REACH leadership day; Cycle 2 went to Melbourne Zoo; the Italian teacher organised a Tarantella workshop. During lockdown, many incursions were held online from Book Week authors; science experts holding sessions; Chinese Dragon incursion; interviews by Year 11 French students with French people in Canada and New Caledonia etc. Numerous events were cancelled, however, many were creatively held online such as Night of the Notables, the Year 6 Graduation Concert and the Art Show. National Science Week was celebrated with involvement in the Backyard Bird Count, the creation of solar ovens, experiments with gravity, exploration of galaxies etc. We held Italian Day at School, celebrated Fathers' Day with cooking lessons with Junior School fathers and Micro Economy students began new ventures making greeting cards etc.



Wellbeing

We focussed on the students' and staff mental and physical wellbeing and so yoga, cooking classes or music were used to help students stay mindful. Caring continued as Senior School students raised money for Victorian Bushfire victims and the Grads maintained their fundraising for the homeless online! VET students made furniture at home, Senior School music recitals and dance classes were held and sport became innovative in ways to keep fit. Junior School children enjoyed the Spoonville craze. We ensured that access for staff and parents to our partnered psychologists was widely known and subsidised by the School.



Community Relations

Foundation Chair Report

As the uncertainty and impact of the COVID-19 pandemic unfolded in 2020, the MMS Foundation reshaped plans and created new ways to provide financial and in-kind support for our school community.

On Thursday 5th March, the Alumni **'Evening to Remember'** event was held at the Caulfield Campus. Over 70 guests attended and included a wonderful mix of past students, parents and staff. Many guests had attended the Caulfield Campus and were amazed to see how it had changed over the past forty-one years. There were several community members who helped shape the Caulfield Campus and it was wonderful to hear their stories. A special mention to the Western family, who were responsible for finding the original properties purchased in 1978, and Ron Miller past Board Chair who oversaw the 2005 building program. This program included the demolition of the last original house on the property and the building of the current classrooms, library and administration block.

In 1996 our first cohort of Graduates, four Grade 6 students, completed primary school at Caulfield Montessori School. It was exciting to welcome Sinclair Brook back to Melbourne Montessori School accompanied by his beautiful infant daughter and learn the names of these first 'Grads'.

first scholarship - MMS Principal's Bursary 2021 – were launched to the MMS Community in December.

The MMS Foundation commenced active engagement with the broader philanthropic community by establishing the Grants Project Team to focus on grants to support the MMS Scholarship Fund.

The Voluntary Building Fund Levy raised \$84,692.35 with a special thank you to the MMS families who generously supported this tax-deductible levy during a challenging year. The levy contributes to the loan repayments on the Brighton Campus and the maintenance of our existing buildings.

The MMS Foundation made an annual grant of \$1,500 to the MMS Library Fund and accumulatively \$7,000 has been granted to the school.

The MMS Foundation achieved the following shortterm goals during the year:

The MMS Foundation & Master Plan Newsletter

"There were several community members who helped shape the Caulfield Campus and it was wonderful to hear their stories."

Our inaugural Melbourne Montessori School Community Giving Day, with the theme 'Caring for our Community', was held on the 24 November and raised \$115,506 in 24-hours to launch the MMS Scholarship Fund to provide fee support for students and families impacted by the COVID-19 pandemic. Our incredible community, supported by our very generous Match Donors, came together to support the Foundation's first major fundraising initiative. Plans to establish the MMS Scholarship Fund were bought forward to support students/families impacted by COVID-19. The MMS Board delegated the administration of the scholarship fund to the MMS Foundation and with tight time constraints the

- published in May 2020.
- Four unsuccessful grant applications:
 Bennelong Foundation; Tucker Foundation;
 The Pierce Armstrong Foundation and Australian Communities Foundation.
- Two successful grant applications: Loti and Victor Smorgon Families and Jack & Robert Smorgon Families Foundation.

The MMS Foundation continued working towards achieving the following longer-term goals:

 The implementation of the MMS Foundation Fundraising plan with the inaugural MMS



- Foundation Community Giving Day raising \$115,506.
- The implementation of the MMS Alumni engagement strategy with two events: Alumni 'Evening to Remember' and the sixth MMS Graduates and Alumni 2015 event.
- The establishment of the MMS Scholarship Fund with the launch of the MMS Principal's Bursary 2021.
- Accumulative MMS Foundation grants \$7,000.

The MMS Foundation Board members continue to embody 'Caring for our Community' by volunteering their expertise and time. A special thank you to this wonderful group of alumni and current parents - Hali Halphen, Paul Maginnity, Steven Castan and Melissa Schraner. Moana Weir, a founding Director with 8 years of service retired and the Board thanks Moana for her invaluable contribution. Sarah Turkopp, a current MMS parent, joined as Finance Director and brings a wonderful new perspective to the Board.

We also farewelled Kerryn McIver, MMS Community Engagement Manager, whose contribution was invaluable. Our Alumni are reconnected, and Kerryn departs having successfully managed our inaugural MMS Foundation Community Giving Day. Thank you for all your hard work and all the best on your next adventure.

The financial operations for the financial year ended 31 December 2020 resulted in a total comprehensive net surplus of \$89,758. The MMS Foundations corpus is \$132,391.

LJ Ryan Chair, MMS Foundation



Parent Association

The Parent Association (PA) and Room Representatives (RR) play an important role in our School to build community through education and social events, and provide a resource for parents to get involved and stay connected.

This year, the PA and RR had to re-think the way in which they supported and connected with families whilst acknowledging the additional responsibilities faced by everyone for more of 2020. We were reminded that we were part of a previous school community through some of the activities led by the PA and RR in 2020, including (but not limited to):

- An online Trivia Night that saw many of our families get together (virtually) for a relaxing night
 of banter and laughs in the comfort of their own homes. Well done to our teachers' team for
 taking out first place!
- Greeting cards sent to each of our students by their teachers during remote learning,
 acknowledging their resilience and commitment, and to look forward to the bright days ahead!
- A small gift of thanks, arranged by the PA on behalf of all parent and caregivers at MMS, for each of our teachers, staff and management for their dedication to our School and our children during a year like no other. We are incredibly lucky to have you!

The PA and RR are very much looking forward to 2021 and reconnecting with our community.

A new year always brings new opportunities, and the PA and RR will look to develop new and fun activities and events that reflect where our community needs support.

If you would like to help support our school community, please contact the MMS Parent Association (pa@mms.vic.edu.au).



Community Satisfaction

School surveys were taken across the board during our very tough COVID year and we are delighted to report the following:

Parent Satisfaction with the School

Melbourne Montessori parent satisfaction was indicated to be higher across the following general areas compared with statistically similar schools.

- curriculum/academic program
- quality of teaching
- learning outcomes
- pastoral care
- discipline and safety
- parental involvement
- year transition

Student Satisfaction with the School

The survey, undertaken by students from Year 5 to Year 12, indicated higher levels of student satisfaction across the following general areas compared with statistically similar schools.

- academic program
- quality of teaching

- learning outcomes
- pastoral care
- personal development
- discipline and safety
- School ethos and values
- peer relationships

Teacher Satisfaction with the School

Teachers indicated higher levels of satisfaction across the following general areas compared with statistically similar schools.

- School ethos/values
- student behaviour
- discipline
- pastoral care
- quality of teaching and learning
- teaching practice
- learning support
- technology
- parent involvement



Student and Staff Statistics

Graduate Outcomes and Destinations

Year 6

A total of 34 graduates completed Year 6 education within Cycle 3. The destination of these students was as follows:

Melbourne Montessori School Cycle 4 13 Students
Other Government School 7 Students
Other Independent School 9 Students
Relocated Interstate 2 Students

Year 12

In 2020, we had five Year 12 students (four IB students and one MCP student).

International Baccalaureate (IB)

Our IB students went on to:

- Film and TV at Swinburne University
- Business at RMIT
- Computer Science at Swinburne
- Certificate IV in software development at Swinburne

Montessori Careers Program (MCP)

Our MCP student went on to:

 Apprenticeship as a Carpenter and received an offer to do the Diploma of Construction Management at RMIT



Staff Headcount and FTE

As at the end of August 2020 the School's FTE was 59.747 (2019 63.6). In terms of total headcount, the figure was 76 (63 Female and 13 Male) (2019 82 - 65 Female and 17 Male).

Staff Qualifications

A summary of qualifications held by all staff shows the following:

Masters Degree11 StaffBachelor Degrees49 StaffGraduate Diplomas / Diplomas and Certificates16 Staff

In addition, 21 members of teaching staff have specific Montessori Qualifications.



Professional Development

Montessori professional development for our staff continued as the Montessori peak body, MSCA, still delivered online courses and workshops and kept other Montessori teachers across Australia connecting with, and inspiring, our Melbourne locked-down teachers. Montessori Football workshops were held too which instruct teachers on how to teach sport through Montessori teaching methods.

During the 2020 financial year the School spent a total of \$16,953 (2019 \$74,547) in Professional Development expenditure. This figure is the direct cost for training programs and materials and does not include any costs associated with back-filling staff attending any courses. Of course, this amount was severely impacted by the COVID-related lockdowns.

Literacy and Numeracy

During 2020, NAPLAN did not take place.

Attendance

Attendance is recorded twice a day online through the School's database. Teachers and Administration staff monitor student absences and parents are contacted where appropriate. Overall average attendance for 2020 was 86.9% (2019 81.83%).



Governance and Finance

From the Business Manager

Investment in our teachers and the learning program is paramount to the success of our School and for excellent student learning outcomes. Significant investments were made in upgrading our IT infrastructure during 2020.

Enrolments were monitored closely in response to the global pandemic.

The Board is very pleased with the current financial position of the School. On behalf of the Board and Leadership Team, I thank you for your continued support of Melbourne Montessori School. Very best wishes for the remainder of this school year.

The School will continue to operate in a financially responsible manner, and in this climate of uncertainty, this is particularly difficult. I can assure parents that we are as well informed as possible and work closely with Independent Schools Victoria (ISV) who provide ongoing expert advice.

I look forward to another successful and productive year in 2021.



Board Chair Report

2020 has been a year we will all remember for the Coronavirus pandemic. Like all schools, we were faced with a number of challenges that none of us had been through before. Home schooling was quickly introduced and enhanced as lessons were learned. During home schooling, children and staff remained engaged with best possible continuity of education maintained. Furthermore, the children of essential workers and the staff required to be with them continued to attend the school with no health problems. Overall, children and staff should be congratulated for how they thrived during the year.

At the start of 2020 it was Gay, the School Principal's, intention to relocate to the UK in January 2021 which would have required the Board the Montessori philosophy that has been the platform for countless children around the world to learn to love learning.

The wonderful school that Melbourne Montessori has become was highlighted during the *School Foundation Giving Day* where \$115,506 was raised. LJ Ryan, Foundation Chair, will expand on this incredible achievement later in this report. Such a result is testament to the community spirit that remains integral to the success of the School.

The School year concluded with the campus swapping of Cycle One and Three. This was carried out in response to parent and guardian feedback

"During home schooling, children and staff remained engaged with best possible continuity of education maintained."

to appoint a new principal in the most uncertain of times. The School will forever be in Gay's debt for agreeing to stay for an extra year to allow stability to be maintained as the pandemic was navigated. Gay will now leave in January 2022 having successfully led the team that allowed the School to perform so well during the pandemic.

Of course, Gay's tremendous contribution to the school includes many achievements that came before the pandemic management. There is insufficient space to list all we are grateful for, but some highlights include the purchase of the Brighton campus, the opening of the Senior School the introduction of the International Baccalaureate (IB) Diploma Programme, Montessori Careers Program (MCP) and establishment of long day care facilities. Melbourne Montessori is now an "end to end" school with capacity for close to 500 children. In short, it is unrecognisable from the school when Gay started, but has lost none of its adherence to

over a number of years. We now have a more natural flow with Cycle 1 children graduating to Cycle 2 which will be an environment they have become familiar with in their previous three years at Caulfield campus. Thereafter, as our Cycle Three children approach adolescence, they will be best prepared for the adventure of finishing their Junior School journey whilst also being inspired by the older children in Cycles Four and Five in Brighton campus.

During 2020, the Board members remained the same which was a great help as the School itself was going through such upheaval due to the pandemic. The Board continued to give so much of their time voluntarily and the School is fortunate to have such a group of talented and committed people carrying out the essential governance role. At the end of the year, Gaudi Schneider left the Board and was replaced by Court Haas who became the new Finance Director.

I will conclude my comments with a further acknowledgement of Gay's achievements. She has put together a team of teachers, assistants and support staff that will ensure her legacy will continue be built on as the school begins a new chapter with the appointment of a new principal for 2022. Please join me in thanking and congratulating the entire school staff for allowing the school to exit 2020 better than it started. I am thrilled that 2021 can be used for the Board to take suitable time to find the new Principal and that he or she can have an extended handover period with Gay during 2021.

Chris Burke Chair, MMS Board



Governance

The School continues to be served by an active and engaged volunteer School Council. In 2020, membership of School Council continued as follows:

Chris Burke (Chairperson)

Qualifications: HND in Business & Finance from Thames Valley University (UK)

Experience: Chris has over 25 years' experience working in retail. Currently, Chris manages an Australian nationwide chain in the furniture sector. Previously, Chris has managed business in a variety of countries including the UK, Germany, Portugal, Belgium, Greece and Thailand. Chris has also sat on various committees and boards, including the chairmanship of the Cheshire Chamber of Commerce in the UK.

Court Haas (Appointed 9 December 2020)

Qualifications: BBA (Finance and Accounting) United States Certified Public Accountant

Experience: Court was appointed a director in January 2021 and has over 20 years of experience in finance and accounting roles. Currently, Court is a financial consultant specialising in CFO advisory and prior held senior finance roles with ASX listed businesses Vicinity Centres, Federation Centres and Centro Properties Group as well as chartered accounting firm EY in both Australia and the United States.

Joshua Murnane

Qualifications: Adv Dip in Business (Public Relations), Graduate Certificate in Management (Marketing), MBA, Graduate Diploma in Management (Marketing/Marketing Management)

Experience: Joshua has over 12 years of sales and marketing leadership experience with Australian SME's. He is currently a small business owner specialising in getting the most out of your marketing spend and understanding how campaigns need to be structured so that business goals are being met.

Pradeep Philip

Qualifications: B.Econs (Hons) UNQ, PhD (Economics) UNQ Experience: Pradeep is a partner at Deloitte Access Economics. Prior to this, he established his own boutique advisory firm, Ergo Consilium, following a long career in the public service. He has served as Director of Policy in the Prime Minister's office, Secretary of the Department of Health and Human Services in Victoria, CEO of LaunchVic a company established by the Victorian Government to promote start ups and entrepreneurship and Associate Director General of the Department of Premier and Cabinet in Queensland. He also serves as a member of the Advisory Board of the Melbourne School of Government (University of Melbourne), and is a Director of a non for profit charity, Creativity Australia.

Neil Cook

Qualifications: Graduate Diploma in Construction Management. Various qualifications in change management, design thinking and operations management Experience: Neil has over 25 years' experience in strategy and operations within the legal sector. He is currently

working as the Global Legal Operations Director for Computershare, focussing improving the operational effectiveness and efficiency of the legal team across 8 countries.

Julian Isaacs (Appointed 22 July 2020)

Qualifications: B.Bus(Acc) Swinburne Institute of Technology, CPA, Registered BAS Agent Experience: Julian was appointed a director in 2020 and has 25 years of experience working in SME's as head Accountant and/or Financial controller in multiple industries with intrastate, interstate or overseas subsidiaries. For the last 11 years Julian has run his own bookkeeping business helping a multitude of clients navigate their way through the pitfalls and successes of running a business. Julian has been involved in many committees and boards, mainly community based and NFP's for over 35 years.

Adam Heathcote (Appointed 22 July 2020)

Qualifications: B Business (Law) Monash Experience: Adam spent 17 years working in the hospitality industry culminating in his role as managing director of a business with venues across Australia. Recent years have seen Adam working for a Government owned wealth fund with a focus on establishing an investment presence in the areas of healthcare, education and commercial office.

Gaudenz Schneider (Resigned 31 December 2020)

Oualifications: MSc, Economics and Finance; MSc

Economics, Econometrics

Experience: Gaudenz has extensive experience as a Quantitative Analyst. He creates investment solutions by applying more than 15 years' experience over asset classes and structured products. His career has equipped him with expertise in Financial Innovation and experience in digital product delivery.

Nicole Seuret-Batterham (Resigned 8 April 2021)

Qualifications: MBA, BBus (Marketing and HR) Experience: Nicole's background includes over 15 years of experience in Human Resources, in large multinational companies including EDS, Citibank and BHP both in Australia and Europe. She is currently a small business owner specialising in career coaching.



Financial Summary

The following table and charts summarise the recurrent and other income of Melbourne Montessori School, together with its capital expenditure for the calendar year of 2020.

Net Recurrent Income	\$ Total
Australian Government Recurrent Funding	1,395,385
State Government Recurrent Funding	485,156
Fees Charges and Parent Contributions	5,161,863
Other Income	1,921,638
Total Gross Income	8.964,052
Expenditure	\$ Total
Financing Costs	195,671
Capital Expenditure	251,528





Then and Now: Our 2015 Graduates returned to Melbourne Montessori School in 2020!



melbournemontessori.vic.edu.au

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