

Annual Report

— 2024 —



Ravenswood



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Messages from Key School Bodies

CHAIR OF COUNCIL

What a terrific year 2024 has been. We have seen historically high academic results and vast achievements and contributions in a range of challenging pursuits, including Public Speaking, Debating, Future Problem Solving, Athletics, Gymnastics, Snow Sports, Equestrian, Dance and Music, to name just a few.

However, success isn't measured simply by awards or accolades. To all students who have worked hard, been loyal, shown compassion, given back and been sincere to the Ravenswood school motto – and particularly to those who have exercised kindness – I want to extend a special thank you.

Award-winning author George Saunders delivered a speech on 'The failures of kindness' as the commencement address to Syracuse University's Class of 2013. In his speech, he said:

*What I regret in my life are failures of kindness.
Those moments, when another human being was there,
in front of me, suffering, and I responded ... sensibly.
Reservedly. Mildly.*

Or, to look at it from the other end of the telescope: who, in your life, do you remember most fondly, with the most undeniable feelings of warmth?

Those who were kindest to you, I bet.

It's a little facile, maybe, and certainly hard to implement, but I'd say, as a goal in life, you could do worse than try to be kinder.

Thank you to our Ravenswood girls, for their diligence and loyalty to the School and, above all, for their kindness.

I'd also like to take this opportunity to thank the parents. The School Council is acutely aware of the financial and emotional investment families make to send their daughters to Ravenswood and we are most appreciative. We are immensely grateful to them for entrusting their girls to Ravenswood, and we appreciate the sacrifices they make in doing so.

I also want to thank the wonderful teaching and non-teaching staff at Ravenswood. The fruits of their labour are everywhere apparent when we reflect on the many accomplishments and achievements of 2024. It is clear they do a magnificent job supporting our students to truly fulfill their potential and flourish.

Ravenswood is a Uniting Church School and I want to take this opportunity to thank the Church for the meaningful and compassionate way it assists us with our governance, and the way in which it quietly contributes to the Ravenswood ethos.

And finally, our thanks go to Australian Principal of the Year, Dr Anne Johnstone. Every member of the Ravenswood community has been riding a rollercoaster of emotions since Anne announced she will be leaving Ravenswood in July 2025 to become Cranbrook's first female principal.

We have been filled with gratitude, sadness and also a sense of pride when we reflect on the way Anne has enriched our School. Anne's greatest gift to us is the strong, cohesive team she has built around her, who will ensure ongoing consistency and stability in the direction of our School, including the powerful culture of learning and wellbeing and the strong sense of connection and belonging.

In taking on new opportunities, Anne stands as a wonderful role model to our students, demonstrating how to 'lean in' to a challenge and how to have the conviction to follow your passion.

We see 2025 as a year of celebration and gratitude for all that Anne has brought to Ravenswood over the past decade, and for the many more accomplishments yet to be realised by our talented, hard-working students.

Our school community has never been more united, more positive, more resilient or better prepared for the future. I want to thank you all for making this such a vibrant, supportive community.

Mr Peter Roach

Chair of Council



PRINCIPAL'S REPORT

What an exhilarating academic year of *Actualising* we have had in 2024.

It truly fills me with immense inspiration, pride and joy to reflect on the way our students and staff have activated their potential and fulfilled so many goals and aspirations. They have done so with zest, passion and aplomb throughout this glorious year, with the invaluable support of our families, Alumni and School Council.

This year, we devoted time to considering what the research tells us about how to *Actualise* potential, with a particular focus on the work of Professor Adam Grant, an organisational psychologist, and Professor Angela Duckworth, among others. These experts remind us that while talent and skills 'set the floor', character 'sets the ceiling'. We also need to apply effort to advance towards achieving our goals and to activate our strengths – and effort is twice as important as talent.

Looking back over almost a decade as Principal of Ravenswood, it occurred to me that every concept we have explored to 'kindle the flame' of potential, passion and purpose here at Ravenswood has supported this year's theme of *Actualise*. These concepts also offer a great lens through which to survey the achievements and contributions of our students in 2024.

Grit: The pathway to excellence

In many ways, *Grit* has always been a guiding force at Ravenswood. It is the foundation on which our School was built – reflecting our determination to 'kindle the flame' with a powerful *semper ad meliora* mindset and to strive for personal excellence.

This is a commitment our students showcased continually in 2024. We celebrated the exceptional results of our Class of 2024 students, who achieved a combined median HSC and IB ATAR of 90.0. Four IB Diploma students achieved 44 out of 45, placing them in the top 3% globally.

We had 28% of students achieve an ATAR of 95 or above and 50% an ATAR of 90 or above. This is an outstanding result for a proudly non-selective school.

Additional academic highlights

- One student placed second in the world in the Junior Scenario Creative Writing category at the International Future Problem Solving Conference in the United States.
- At the national Future Problem Solving finals, two students won Best Writer in their age category and another placed third in the middle division.
- Four students have been invited to compete in the global Future Problem Solving competition at Indiana University in 2025.
- In the dynamic world of STEM, a student represented Australia at the International Earth and Environmental Science Olympiad, earning a silver medal as well as an invitation to attend the Prime Minister's Prize Dinner.
- A Senior School student won the prestigious Somerset Storyfest writing competition.
- One Junior School student achieved a silver medal in the WriteOn competition, while another received a Merit Award in the 2024 Nan Manefield Young Writers' Award.
- Our Year 6 Kids' Lit Quiz team went on to the national final at the State Library of NSW in June.
- Six Year 4 students made the state finals in the Prime Minister's Spelling Bee.
- For the fourth time in as many years, a Ravenswood language student received the top national award for German at Level 3 – the highest level of the prestigious National ALC Award.
- A Senior School student won first-place at the International Re:Solved Debate competition in Canada.
- For the first time, Ravenswood competed in The Global Chinese Debating Championship, winning Best Teamwork and outperforming 70 other teams from around the world, with three students winning the overall Best Debaters award.
- Three students represented Ravenswood at the World Debating and Public Speaking Championships, with one student reaching the finals in After-Dinner Speaking.

Hope: Motivates us to Actualise

Another key concept over the years has been *Hope*. As Professor Martin Seligman, our inaugural Psychologist in Residence and one of the founders of Positive Psychology says, hope is not a fleeting emotion but a powerful force that can be cultivated and nurtured by training our minds to focus on the possibilities and solutions, rather than the obstacles.

It was so uplifting to see our students share evidence-based neuroscience strategies for developing an overcomer's mindset at the Knox Ravenswood Student-Led Wellbeing Conference. Held at Ravenswood in 2024, the event was attended by more than 300 young people from 32 schools.

The year has truly been one of *Actualising* long-held hopes and aspirations at Ravenswood. In 2011, when 40 of our girls became cadets (pioneering representatives of the first girls' school to join a boys' school cadet unit), they could only have dreamed of the day when a RAVO girl would become Senior Under Officer – and when more than 350 girls would be showing spectacular leadership on and off the field. This year – Knox's centenary – we witnessed the rolling up of the old blue-and-white Knox Cadets flag and the glorious unfurling of the new Knox Ravenswood Cadet Unit flag, complete with RAVO gold trim and our new combined crest.

Hope has also driven forward the philanthropic endeavours of our Foundation, such as the magnificent coming together of our community at our Ravenswood Gala Ball to support future educational opportunities, especially for those who wouldn't otherwise have the benefit of a RAVO education.

The Foundation continues to help us champion women in the arts through our Ravenswood Australian Women's Art Prize. Now in its ninth year, the prize continues to go from strength to strength as the highest-value art prize for women in Australia, with over \$47,000 in prize money from our sponsors and huge support from the arts community. Thank you to Chair of Foundation John McLean, Art Prize Sub-Committee Chair Karola Brent and the Foundation Committee for all their support.

Funds raised through the Foundation and the work of our Marketing, Communications and Engagement Team have also contributed to purchasing new strength and conditioning equipment. And, through the colossal efforts of our Property and Building Sub-Committee, and our Business Manager, Operations Manager and Project Manager, we are now ready to advance our long-held plans to *Actualise* our forthcoming world-class Wellbeing and Sports Centre.

Inspire: Igniting our passion

On our journey to *Actualising* potential, we have also reflected on the powerful motivating force of inspiration, which has the capacity to lift us higher, opening possibilities and creative horizons in our thinking and doing, both individually and collectively.

Performing Arts highlights

Our 2024 House Performing Arts Festival (HPAF) sent our spirits soaring and made history – we set a new decibel record as we just about lifted the roof of the Sydney Town Hall with our next-level cheering!

Stuart and Windsor House were equal first – the first ever HPAF tie. Celebrating their collective efforts, our students showcased what makes our School so special. That is, that greatness is not defined by how you measure up to others, but by how you fulfil your own potential – and help others to fulfil their potential – so that we can all be our best together. I firmly believe the secret to HPAF's success is its student-led dimension and the way it reflects the special culture of connection and belonging here at Ravenswood, which encourages our students to work together without judgement.

Our students shone brightly in a range of productions, from the unforgettable Taylor Swift tunes met with thunderous applause at RAVO Presents, to dazzling the audience at *The Little Mermaid* musical and engaging us with brilliant drama performances including *Girls in Grey*, *The Book of Everything* and *4am*.

Our talented Year 6 students captivated the Ravenswood community with their dazzling performances in *Finding Nemo Jr*, while our Year 3 and Year 4 students showcased their authentic 'hakuna matata' spirit in *The Lion King Kids*.

Two beautiful Easter services were led by our Year 5 students while, most recently, our Prep to Year 2 students celebrated the festive spirit with a delightful twist on the traditional Nativity performance – their comedic timing and enthralling performances in *The Inn-spectors* enchanting the audience.

Our uplifting Music Showcase featured an incredible range of levels, with almost 500 students from Years 1 to 12 taking part, while our Music Scholars Concert showcased remarkable talent.

We have also been so inspired to see our music students excel on the international stage, including at the ArsClassica International Junior Competition, where a Ravenswood Music Scholar received third prize. We also had a junior flautist place first in four separate competitions.

At a national level, a Senior student was invited to play with the Barrier Reef Orchestra and the Australian Youth Orchestra and, in the face of fierce competition, won first and second place at the Australian Concerto and Vocal Competition.

Our students' inspiration flourished in the arts as well, with a Junior School student shortlisted as one of 100 finalists (from over 5000 entries) in the Wild at Art Threatened Species Art Competition. And how incredibly inspiring to see a RAVO student on the big screen, shining brightly with a stellar performance in the feature film documentary *Mozart's Sister*, which premiered at the Sydney Film Festival.

Our dancers also inspired us with their glittering success at the Sydney Eisteddfod. Highlights included:

- Our Junior School Contemporary dancers won their section, while our Junior School Hip Hop Crew achieved first place.
- Years 3 to 4 Dance inspired us with a 'highly commended' award for Jazz.
- Our Senior School Dance Company secured first place for Jazz and Hip Hop, in addition to bringing home the Dance of Champions People's Choice Award. We were thrilled to see them perform for a national audience on Channel 7's *Sunrise* program, then speak articulately on live television.
- A dance student also accepted invitations to train with the Queensland Ballet, the Royal Ballet Summer School in Hong Kong and the Paris Opera Ballet.

Ganbatte: Advancing forward, together

The willingness to surge forward with courage is a key theme we have explored over the years through the power of 'ganbatte' – a Japanese concept meaning 'keep going' and 'try your best', even when times are challenging.

The vibrant yellow 'ganbatte bike' still makes its way around campus from time to time as an aide-memoire to keep pedalling forward, *semper ad meliora*. It reminds us that we, like bikes, do not make progress when we pedal backwards. Moreover, a slipstream is created when we pedal forward together.

Our students have certainly showcased awe-inspiring courage to pursue their goals on the sports field. Cheered along by parents and families, they rallied, overcame obstacles and triumphed, encouraging each other to give it their all, even in the face of defeat. There has been more than one occasion where our indomitable RAVO spirit has seen our girls score on the bell. Whether in the lead or not, our students refuse to give up.

Sport highlights

- Our senior gymnasts performed brilliantly in competitions at an international level, representing Australia in Portugal and in Colombia.
- At the National Clubs Gymnastics Carnival, Ravenswood Rhythmic Gymnastics won Senior Club of the Year and placed third in the Overall Club of the Year category.
- Three senior students competed at the Australian Athletics Championships in Adelaide and a senior student achieved a national qualifying time and silver medal at the NSW Junior Athletics Championships.
- A student competed in a national final at the Australian Age Swimming Championships.
- At the Australian Table Tennis Championships, a student won gold and bronze.
- At the National Rope Skipping Championships, a student claimed the national title in the Single Rope Team Freestyle discipline and will represent Australia at the World Skipping Championships in Japan next July.
- A Junior School student also won a silver medal competing for NSW at the School Sport Australia Hockey Championships.

Of course, there were many more impressive sporting achievements, with Ravenswood students selected for an array of NSW sporting teams.

In striving together, Tudor House achieved the 'triple crown' this year, taking out the Senior House Athletics, Cross Country and Swimming Carnivals, while York House completed the same trifecta in the Junior School. At our Junior House Athletics Carnival, three new School records were set.

Our RAVO spirit: *semper ad meliora*

Beyond the outstanding academic, sporting and creative accomplishments of our students, part of what makes Ravenswood the treasured place it is today is our unique *semper ad meliora* spirit.

In 2024, our students showed remarkable commitment to *Actualising* their support for those in need, with participation and fundraising levels for Social Justice initiatives at record highs. As a Uniting Church School, this is very much at the heart of our guiding principle of compassion.

Social Justice and Service Learning highlights

The triumphant celebration of sisterhood and togetherness on Love RAVO Day in 2024 was but one example of how our students work together to make a difference.

Students raised more than \$11,000 worth of donations for their chosen charities, as well as more than \$12,000 through various Social Justice initiatives for a range of charities that support families and children. They also continued their support and contributions for Days for Girls and Wrap with Love, which now takes up two classrooms.

We were so proud to see the generous funding of the Gail Kelly Make a Difference Leadership Award go to the Redfern Youth Connect Centre. In the year ahead, \$10,000 will go to RizeUp Australia and a further \$2,500 each to the charities Dignity, and Hope in a Suitcase.

Our Junior School hosted the incredible Bake a Difference cupcake stalls, a wonderful RPA fundraiser supporting the Pyjama Foundation. It was also inspiring to see many students take part in the Great Book Swap, in support of the Indigenous Literacy Foundation.

It is especially heartening to witness students' own initiatives and ideas in support of others. This year, our Community Problem Solving Group made it their mission to address loneliness in aged care homes, visiting residents at Horton House in Gordon and shining a light of hope in their lives through hand-made gifts and companionship. Their efforts resulted in an exciting invitation to the Future Problem Solving (FPS) National Finals in Melbourne to share their project.

Meanwhile, Senior School students experienced the extraordinary Fiji Immersion trip, and the Red Earth Indigenous Immersion trip in the Northern Territory. Both groups returned with an even greater passion for making a difference, including by leading important initiatives through the RAVO Reconciliation Student Group.

These are but a few select highlights of 2024. It has been a joyous, inspiring year of *Actualising* ideas and goals – one that has exemplified many of the key concepts we have explored over the years.

RAVO Recognised

Ravenswood's efforts to 'light the way' in the field of education have once again been recognised, with the School winning six national educational and leadership awards. These include, at the 2024 Australian Education Awards, winning Best Use of Technology, and two Excellence Awards – for Best Student Wellbeing

Program, and Boarding School of the Year. Ravenswood was also honoured with *The Educator* magazine's 5-Star Innovative School of the Year award for the sixth time since 2018.

Acknowledgements

I would like to extend my heartfelt gratitude to our cherished Ravenswood parents and families with whom it is a privilege and joy to partner.

Our superb RPA executive and committee – led this year by outgoing President Amanda Vince and incoming President Katie Brown, as well as Mark Brady, Sabena Cowper, Rachel Fife, Christine Robinson and Fred Tambyrajah – have played an important part in building our connected community, including facilitating some fantastic events this year. We have seen historically high levels of parental engagement at School events, such as our much-loved annual Carols on campus, and are so grateful to our RPA and our Class Parents for working so closely with us and for all they do to benefit our students and community.

This year, we also witnessed a historic milestone in our close connection with our wonderful Alumni. Thanks to the leadership of Alumni President Lisa Boyce and our Alumni Committee, the Alumni voted unanimously to come under the auspices of Ravenswood, empowering them to focus more on meaningful initiatives. We greatly appreciate the ongoing support and connection of our Alumni, as well as their strong alignment in mission, values and vision for the future of our great School. This year, we hosted more reunions and Alumni events than ever before.

None of these great achievements would have been possible without the vast contributions of many people across our school community. I am very grateful to Peter Roach, our superb Chair of School Council since May 2024, as well as to our former Chair of Council Dr Gail Kelly, who generously shared her wise counsel and experience for the three years prior.

Thank you also to our Deputy Chair of Council Christine Morgan, and to our Council members, Simon Benson, Georgina Blix, Charles Cho, Rev. Nicholas Cole, Susan Horlin, Mikaela James, Prashan Karunaratne and John McLean, for their immense and generous contributions to the governance of the School.

Thank you to our amazing Foundation Committee, including Chair of Foundation John McLean, for their continued support, which is immensely appreciated. We are also grateful to the Finance Committee, and Risk Committee, along with the Property and Building Committee, for all their hard work this year.

It is an honour to work with such superb leadership, teaching and non-teaching staff, who work incredibly hard to keep 'kindling the flame' at Ravenswood, supporting all our students to discover their passion and purpose. Their leadership, vision and collective skill and dedication helps us all *Actualise* the strategic goals of our School.

It truly is one of the greatest joys and privileges of my life to serve this wonderful community as Principal. We have achieved so much together. My heartfelt thanks goes to all our treasured students, staff and parents for an unforgettable year with so much to celebrate as we advance forward together, *semper ad meliora*.

Dr Anne Johnstone
Principal



THE RAVENSWOOD FOUNDATION

The Ravenswood Foundation welcomed the Ravenswood community to the 2024 Ravenswood Foundation Gala Ball, held for the first time since 2019.

Our wonderful community gathered at Doltone House at Jones Bay Wharf, raising funds in support of the Ravenswood Building Fund (for state-of-the-art equipment for the Strength and Conditioning Centre in the new Wellbeing and Sports Centre) and for the Ravenswood Scholarship Fund (to support life-changing scholarships and bursaries for students).

Hosted by Fox Sports presenters Tony Squires and Eloise Sohler (Ravenswood Alumni, 2012), the black-tie fundraiser was a high-spirited affair. A highlight for many on the night was a moving Q&A hosted by Principal Anne Johnstone with Alumni and Deputy Chair of Ravenswood Council Christine Morgan (Krummel, 1978) and three Ravenswood student scholarship recipients: 2024 Boarding Captain and Rural Residential College scholarship recipient Maggie Farquhar (Year 12), Alumni scholarship recipient Maren Haldane (Year 11) and the Kim Buchan All-Rounder scholarship recipient Willow Holm (Year 7). Along with Christine, the three shared their experiences of holding a Ravenswood scholarship, including the difference it has made to their lives and education.

The Ravenswood Foundation wishes to thank and express gratitude to the community members who attended the ball, generously contributed funds and donated or purchased auction items.

In 2024, the Ravenswood Australian Women's Art Prize attracted 1616 entries from every state and territory. Opening Night was attended by federal and state MPs and local government councillors, with winners announced to audiences across Australia via live stream. The Art Prize continues to strengthen the role of women in the arts and has affirmed its significance as a platform for women artists across Australia. Thank you to our corporate partners and to Ravenswood families who support Ravenswood's commitment to nurturing and supporting creativity – not only for professional and emerging artists, but also among Ravenswood students.

The Foundation was also delighted to learn that 73 commemorative pavers had been ordered by our community in 2024, to be laid in the Old Girls' Courtyard in 2025 among other pavers recognising special Ravenswood community members.

It has been an honour to work alongside Principal Anne Johnstone, my fellow Foundation members Christine Morgan (Krummel, 1978), Karola Brent, Yi (Eva) Wang, Angeline Nicholas (1994), Roderick Seeto, Tatyana Klauzner, Lisa Boyce (Clancy, 1990), Sebastian Robertson, Mark Fleming, and Council, to help contribute to the legacy of parents, students, Alumni and friends who have given for over a century and are continuing the Ravenswood tradition of philanthropy well into the future.

I would like to thank them all, along with those members of the school staff who contribute their time so generously to the activities of the Ravenswood Foundation.

semper ad meliora – always towards better things.

Mr John McLean

Chair, Ravenswood Foundation Committee



RAVENSWOOD ALUMNI

It was wonderful to engage with so many Alumni on campus during 2024.

Alumni Eloise Sohler (2012), sports journalist at Fox Sports, was guest speaker at the International Women's Day Assembly on campus. Eloise also co-hosted the 2024 Ravenswood Foundation Gala Ball with media personality Tony Squires – an evening enjoyed by many Alumni to raise life-changing funds for the Ravenswood Scholarship and Building Funds.

The Alumni community continued its enthusiastic support of Ravenswood's career initiatives. At the annual Careers Evening, 40 Ravenswood Alumni volunteered as mentors and panel members, presenting to more than 100 current students and their parents. Nicole Beavan (1996), a Managing Director at Goldman Sachs, was the Keynote Speaker, and four panel discussions were facilitated by Ravenswood Alumni.

Alumni Committee member Melissa Munn (1988) laid a wreath and represented the Alumni Committee at the ANZAC Day Assembly Service. Valmai Cameron (1953), Joan Wilson (1951) and Bev Caruana (1959) also attended the moving ANZAC ceremony.

Ravenswood Australian Women's Art Prize Patron Jade Oakley (1993) and judges Jennifer Turpin (1975), Kathryn Hendy-Ekers (1984), and Katrina Collins (1975) had the challenging task of judging this year's 1616 entries.

Seventy Alumni from the Class of 2022 attended the Recent Leavers Reunion on campus, where Principal Anne Johnstone spoke about several new School initiatives. Ravenswood Alumni Committee member and Treasurer Soriah MacLean (2013) and Alumni Committee member Melissa Munn (1988) joined me in welcoming the Alumni to the reunion.

Nine other reunions also took place this year for the Classes of 1964, 1968, 1974, 1979, 1984, 1994, 2004, 2014 and 2019. Six of these reunions included a campus tour as part of their celebration.

Generations of Ravenswood girls cherished the opportunity to gather and reminisce over breakfast during our much-loved Generations Breakfast, where Alumni committee member Sarah Robinson (1992) spoke to attendees.

Ravenswood also welcomed 120 Golden Girls back on campus for the annual Golden Girls' Lunch. Alumni who graduated from the school 50 years ago or more celebrated their friendships and the spirit of Ravenswood as we welcomed our newest Golden Girls from the Class of 1974. It was a privilege for Alumni Committee members to speak at these significant events and experience the strong connection between Alumni and Ravenswood.

Ravenswood Alumni also continued its support of two Alumni scholarships for senior students and the Alumni Committee gifted the Class of 2024 an Alumni pin at the

Year 12 Final Assembly, presented by nine Alumni mothers of Year 12 students.

The Ravenswood Old Girls' Union (also known as Ravenswood Alumni) held a Special General Meeting, unanimously approving the Old Girls' Union governance model becoming part of Ravenswood's operations as an Alumni Advisory Committee. This will allow the Alumni to pursue its vision of greater connection with the school community and greater support of the School.

We look forward to welcoming our newest Alumni, the Class of 2024, to Ravenswood Alumni. Thank you to each Alumni Committee member, Principal Anne Johnstone, staff and students for your ongoing, warm support of Ravenswood Alumni.

semper ad meliora

Lisa Boyce (Clancy, 1990)

President, Ravenswood Alumni

STUDENT REPRESENTATIVE COUNCIL

The year 2024 was a successful one for the Student Representative Council. Our members brought great passion and creative ideas into meetings and contributed to the wellbeing of their Year Groups and the wider school community.

The SRC focused on initiatives to boost student morale, such as organising a Disney-themed Legends at Lunchtime concert showcasing teacher talents. Additionally, members engaged in community service by creating and distributing ribbons to brighten students' days and support domestic violence charity White Ribbon Australia during Spirit Week.

In addition, as a space for students to contribute their ideas, the SRC served as a bridge of communication between the student body and the School Leadership Team. One such student-driven initiative was the creation of a function-based school map that informs students about the classes and activities carried out in every school building. From writing these introductory blurbs to designing the layout of both the physical and interactive digital maps, the SRC collaborated to create something that will hopefully empower future students to make adapting to RAVO life that little bit easier.

We are proud of the contributions made this year and of the growth of our members as leaders. We extend our gratitude to the School Leadership Team, especially Head of Senior School Mrs Pamela Elliott and Mrs Anne Johnstone, for their steadfast support of the SRC and its initiatives.

Shirley Ding and Sabine Brett

2024 School Vice Captains

RAVENSWOOD PARENTS' ASSOCIATION

The Ravenswood Parents' Association (RPA) has enjoyed a wonderful year encouraging participation in the life of Ravenswood. Through many events and activities, we've helped to build a sense of community among parents and carers while showcasing our positive RAVO community spirit.

Our incredible parents and carers helped at the Junior School discos, assisted the Uniform Centre, supported as invigilators, and volunteered at the RPA Mother's Day and Father's Day stall, Ravenswood Open Day and Ravenswood Australian Women's Art Prize Exhibition of the Finalists. They also cooked barbecues and served gelati at Carols.

Our magnificent parent and carer volunteers provided essential support for our families and charitable organisations in 2024 through the Meals with Love program and by baking cupcakes to fundraise for The Pyjama Foundation. The RPA also funded new Performing Arts audio equipment for the School's Auditorium in the Centenary Centre, as well as sporting and play equipment for the Junior School.

The RPA organised and ran the inaugural Junior School K-6 Colour Run to 'farewell the Oval' on the last day of Junior School for 2024, held a vibrant RPA Trivia Night that filled the Assembly Hall with the theme 'Choose an author, embrace their world', and gathered golf-lovers together for the annual RPA Chantry Golf Day at Killara Golf Club.

Ravenswood prayer mornings took place each term, and class and year-group parents organised a variety of social events that were enjoyed by many parents across the School.

Our Year 6 and Year 12 committee of parents worked tirelessly to deliver the memorable Year 6 Graduation and Year 12 Valedictory Dinners respectively.

As President of the RPA, I would like to sincerely thank all parents, and in particular the RPA Executive Committee: Rachael Fife, RPA Vice-President; Mark Brady, Secretary; Fred Tambyrajah, Treasurer; and Christine Robinson, Boarder Family Representative.

To the wonderful RPA P-6 Committee, led by President Katie Brown and supported by Sabena Cowper, Vice President and Treasurer, and Secretary Mark Brady: thank you for all the enthusiasm and care that you offer the Junior School community.

As I conclude my fulfilling three-year tenure as RPA President, I'd like to thank Principal Dr Anne Johnstone for her time and commitment to supporting the RPA, enabling us to take our community from strength to strength. My sincere thanks, too, to the Ravenswood Marketing, Communications and Engagement team, who work tirelessly in support of the RPA efforts. Our new RPA President Katie Brown will continue to represent Ravenswood parents and carers with boundless enthusiasm, commitment and compassion.

Mrs Amanda Vince

President, Ravenswood Parents' Association



Contextual Information about the School and Characteristics of the Student Body

MISSION AND PHILOSOPHY

Ravenswood is a Uniting Church School for girls from Prep to Year 12, with Boarding from Year 7.

We are guided by our Christian ethos and our Guiding Principles of *Excellence, Respect, Optimism, Courage and Compassion*, which define our strengths and support us.

Ravenswood is dedicated to excellence in education for girls and the realisation of each student's potential. We provide a balanced curriculum encompassing spiritual, academic, cultural, physical and practical areas of learning. Ravenswood is academically non-selective.

The Ravenswood family is a Christian community characterised by mutual care, respect and encouragement. A willingness to accept responsibility is fostered, and both leadership and participation skills are developed through active involvement in all aspects of School life. Girls are provided with the foundation for lifelong learning.

The school motto, *semper ad meliora* (always towards better things), affirms the School's philosophy for all members of the school community.

WORLD-CLASS FACILITIES

We are located on Sydney's picturesque and leafy North Shore. Our girls enjoy beautiful, idyllic grounds and world-class, award-winning facilities. Ravenswood is 15 kilometres from Sydney's city centre and five minutes' walk from Gordon train station.

A MULTI-AWARD-WINNING, LEADING POSITIVE EDUCATION AND VISIBLE WELLBEING SCHOOL

We are recognised as one of the world's leading girls' schools in Positive Education. Ravenswood was also the first school in New South Wales to adopt a Visible Wellbeing approach.

In 2024, Ravenswood was named one of *The Educator's* 5-Star Innovative Schools for the sixth time in seven years.

At the Australian Education Awards, Ravenswood won the Best Use of Technology Award and was also recognised with Excellence Awards for Boarding School of the Year and Best Student Wellbeing Program.

Principal Anne Johnstone was named 2024 Australian School Principal of the Year and 2024 School Principal of the Year (Non-Government).

The Educator named Principal Anne Johnstone the Most Influential Educator of 2024 – an award that celebrates inspirational leaders who have transformed their students and school communities. Anne was also recognised on *The Educator* Hot List for 2024.

CHARACTERISTICS OF THE STUDENT BODY

The student population in 2024 comprised 1454 students* from Kindergarten to Year 12.

Ravenswood Day Girls were mostly drawn from northern Sydney, particularly the Ku-ring-gai municipality. Boarders came from metropolitan Sydney, NSW country regions and overseas. Overseas students came from a range of countries, including Asia-Pacific countries.

The 2024 student population reflects the increasing diversity of the area, with 30.10% of students from a language background other than English.

Ravenswood operates within the policies of the NSW Education Standards Authority and offers both the Higher School Certificate and the International Baccalaureate Diploma Programme.

For more information about Ravenswood, visit the School website ravenswood.nsw.edu.au

*As of Census 2023, K-12 population numbers

Initiatives Promoting Respect and Responsibility

In 2024, Ravenswood continued to build its strong and diverse social justice and service programs. As a Uniting Church school, practical demonstrations of love and compassion are at the heart of our ethos and have been reflected throughout our school community.

In 2024, this involvement included:

JUNIOR SCHOOL (K-6) STUDENTS

- Students learned about and commemorated Harmony Day and National Reconciliation Week and participated in celebrations and learning throughout NAIDOC Week.
- The Buddy Program enabled Year 6 students to support peers in Prep, Kindergarten and Year 1, and also helped them develop skills and meaningful relationships across Year Groups. Activities included 'buddy reading' and 'mini lessons' to promote Positive Education concepts.
- Students were involved in Positive Education sessions that encouraged them to engage in mindfulness, identify strengths in themselves and others, develop their own strengths and build empathy, respect and engagement with the School and wider community.
- Students in Kindergarten to Year 2 and their parents took part in an online workshop, hosted by Ravenswood and the URSTRONG organisation to impart the 'language of friendship' and relationship strategies that empower students and promote respect and responsibility.
- The SRC's Kindness Jar initiative encouraged students to perform and acknowledge random acts of kindness.
- Junior School and Senior School students contributed food, gifts and essential household items to Salvation Army Christmas hampers, and toys for the Salvation Army Toy Drive, to be delivered to families in need.
- Junior School and Senior School students celebrated International Women's Day, learning about the importance of equity, inclusion and the empowerment of women.
- Junior School students also participated in The Great Book Swap in support of The Indigenous Literacy Project, simultaneously inspiring each other to continue discovering new literary works.
- Our Community Problem Solving Team worked with Horton House in Gordon to address the issue of loneliness among the elderly. Their efforts resulted in an invitation to the Future Problem Solving National Finals in Melbourne to share their project.
- Our Junior School hosted the Bake a Difference cupcake stalls, an initiative by our Ravenswood Parents' Association. More than \$4000 was raised for the Pyjama Foundation.
- The Green Team, comprising Junior School and Senior School students, worked together to raise awareness of environmental issues. Planning is underway for a new community garden.
- Junior School students collaborated with Senior School students for House gatherings on Love RAVO Day and to support various charities in a tangible way. Over \$11,000 in value was raised for charities including Days For Girls, The Pyjama Foundation, The Starlight Children's Foundation, Wrap With Love and Compassion Australia.
- Students in the Junior School CRU club participated in the CRU FIT excursion, which teaches Christian leadership skills to Year 5 and 6 students from CRU groups in NSW and ACT. In Term 1, the CRU Schools Ministry team encouraged CRU leaders to go on a mission to 'Know and Show Jesus' through an exciting and interactive program following Peter's story in the New Testament.
- Kindergarten participated in a cultural workshop led by Darug Elders at Sydney Zoo. The students learned about traditional creative arts, including musical instruments and basket-weaving, and gained an understanding of traditional dance movements and the stories behind them.

- Year 4 students attended a planetarium incursion in conjunction with the PYP Unit of Inquiry, How the World Works. The planetarium was set up in the Ravenswood CT Studio, where the students could experience a simulation of space. The students listened to First Nations stories about celestial events in the night sky and learned about the cultural significance of these stories.
- In Term 3, Year 5 students learned about diversity and uniqueness during PDHPE lessons. They had the opportunity to participate in wheelchair basketball and hear from Hayley Slocombe, a para-athlete ranked in the top 50 players in the world in wheelchair tennis.
- Prep students participated in a First Nations cultural workshop with Walangari Karntawarra and Diramu Aboriginal Dance and Didgeridoo to deepen their understanding of the Unit of Inquiry, How We Express Ourselves. Students had a one-hour session with an Indigenous Educator, learning more about First Nations culture through dance, music, art and Dreaming stories.
- Year 1 students attended the 'Plan Bee' program at the Royal Botanic Gardens, Sydney. This excursion linked directly with the PYP Unit of Inquiry, Sharing the Planet, and gave students the opportunity to learn about the importance of bees in our world.

SENIOR SCHOOL (YEARS 7-12) STUDENTS

- Twenty-one Year 11 students and three Ravenswood staff members took part in the School's Red Earth First Nations Immersion tour, spending eight days in the Bigedi and Banatjarl Homeland communities in the Northern Territory and engaging in deep learning about First Nations cultures and experiences.
- Twenty-three Year 11 students and three Ravenswood staff members took part in an 'immersion trip' to Fiji. The trip encouraged international-mindedness and further motivated students to continue expanding their involvement in social justice initiatives.
- Eighteen students in Years 8 to 11 and two staff members took part in a French language immersion trip to Noumea, attending French classes and learning about local culture.
- The Ravenswood Amnesty International Group met weekly to discuss and promote awareness about human rights issues and encourage the school community to advocate for action on global human rights issues.
- Students in Years 9, 10, 11 and 12 learned about and participated in the work of Days for Girls. During workshops and lunchtime meetings, they created re-usable sanitary kits for girls and women worldwide.
- Students met weekly to knit squares for woollen blankets for the Wrap with Love initiative, which donates blankets to those experiencing homelessness and living in poverty around the world. Students also created loom beanies to support Uniting's Hats for Homeless program.
- The Gail Kelly Making a Difference Leadership Award, established in 2019 by our former Chair of Council Dr Gail Kelly, encourages the philanthropic efforts of Ravenswood students by providing a student with \$10,000 to support a local or international charity of their choice. In 2023, the funds went to Redfern Youth Connect and in 2024, a representative from Redfern Youth Connect visited Ravenswood and spoke to students about their program. An additional \$1400 was raised to support the charity's work.
- A record number of students – 28 – entered the Making a Difference Leadership Award in 2024. It was wonderful to see the funds go towards RizeUp Australia, which supports people affected by domestic and family violence.
- Collaboration, connection and celebration of our vibrant community was the focus of Spirit Week, run by our Prefects and Student Representative Council. It culminated in a House gathering with Junior and Senior School students coming together on Love RAVO Day to support various charities. Donations valued at over \$11,000 were raised for charities including Days For Girls, The Pyjama Foundation, The Starlight Children's Foundation, Wrap With Love and Compassion Australia. During Spirit Week, students also raised funds for the White Ribbon foundation.
- The RAVO Reconciliation student group met weekly to learn about and act in response to a range of issues concerning First Nations peoples. The group also sought to support First Nations initiatives and businesses and share resources. Students led a range of initiatives to celebrate and fundraise as part of National Reconciliation Week. This included activities to be completed during Mentor Groups, fundraising for the Indigenous Literacy Foundation and hosting a range of participatory learning activities throughout the week.
- More than 80 students, teachers and Ravenswood family members took part in STEPtember, raising

over \$2600 for cerebral palsy research and support.

- Students fundraised \$368 to donate to Hornsby Ku-ring-gai Women's Shelter as part of International Women's Day.
- Students from Years 9, 10, 11 and 12 took part in the Red Shield Appeal doorknock, raising over \$5700 within the local community to support the work of the Salvation Army. A record 60 students and six staff attended.
- At the Cross Country Carnival, the student Social Justice Team ran a fundraising barbecue for Starlight Children's Foundation, raising over \$2100.
- The Creativity, Action and Service component of the International Baccalaureate Diploma Programme saw students in Years 11 and 12 addressing the needs of others on a local and global scale, with many doing service with domestic and overseas communities.
- Students were involved in Positive Education sessions that encouraged them to engage in mindfulness, identify strengths in themselves and others, develop their own strengths and build empathy, respect and engagement with local and wider communities.
- On the Year 9 Social Justice Day in August, students participated in workshops with three Christian charities: Compassion Australia, The Salvation Army and Wesley Mission. In the afternoon, they participated in a hands-on workshop with Days for Girls, preparing reusable kits for girls experiencing 'period poverty'.
- A record 116 students from Year 6 to Year 10 took part in the Write-a-Book-in-a-Day competition. They created 21 online illustrated books in just 12 hours to support seriously ill children receiving in-hospital care around Australia. More than \$6200 was raised in sponsorship and donations.
- In acknowledgement of our students' ongoing commitment to cadets since partnering with Knox Grammar School in 2011, the Knox Cadet Unit was renamed the Knox Ravenswood Cadet Unit. The cadet unit, the largest in Australia, includes 350 Ravenswood students.
- The fourth Ravenswood and Knox Grammar Student-Led Wellbeing Conference was held this year at Ravenswood. More than 300 students from 32 schools attended. The students shared neuroscience and Positive Education research and strategies for learning and life, including about the impact of sleep on cognition and 'busyness' on productivity, and the power of self-talk in unlocking motivation.



Student Outcomes in Standardised National Literacy and Numeracy Testing

The table below shows the average student NAPLAN results at Ravenswood School for Girls in 2024 compared to all Australian students.

of all students nationally. Ravenswood’s NAPLAN 2024 results can also be found on the My School website: www.myschool.edu.au/school/43939/naplan/results

The cell colour shows whether a school’s results are ‘well above’, ‘above’, ‘close to’, ‘below’ or ‘well below’ those

Year	Reading	Writing	Spelling	Grammar	Numeracy
Year 3	485	476	466	511	483
Year 5	565	568	556	584	562
Year 7	605	612	592	617	625
Year 9	628	645	605	641	646

Interpreting the table

Selected school’s average when compared to all Australian students.

Well above

Below

Close to

Above

Well below

No comparison available

YEAR 3 SUMMARY

In 2024, Ravenswood continues to perform well above the national average in all domains. Compared to students with a similar background, Ravenswood is performing well above the average in every domain except Writing and Spelling, where it is performing above the average.

YEAR 5 SUMMARY

In 2024, Ravenswood continues to perform well above the national average, and the average of students with a similar background, in all domains.

YEAR 7 SUMMARY

In 2024, Ravenswood is performing well above the national average in all domains. Compared to students with a similar background, Ravenswood is performing above the average in every domain except Reading, where it is close to the average.

YEAR 9 SUMMARY

In 2024, Ravenswood continues to perform well above the national average in all domains and is close to average compared to students with a similar background.

Results of the Higher School Certificate (HSC) and International Baccalaureate (IB) Diploma

RECORD OF SCHOOL ACHIEVEMENT

The Record of School Achievement (RoSA) is a cumulative credential for Years 10 to 12 and can be awarded to students not taking the Higher School Certificate.

At the end of Year 10, 2024, 37 students made the decision to pursue the International Baccalaureate Diploma as their exit credential and thereby became eligible to receive their RoSA. The School did not have any other students who required a RoSA.

INTERNATIONAL BACCALAUREATE DIPLOMA PROGRAMME

The International Baccalaureate (IB) Diploma Programme is a two-year educational program primarily aimed at students aged 16 to 19. It provides an internationally accepted qualification for entry into higher education and is recognised by many universities worldwide.

In 2024, 54 students attained an IB Diploma. Of these students, seven attained an IB Bilingual Diploma.

IB Diploma High Achievers

Four students from the School achieved an IB Diploma score of 44 out of 45. This score converts to an ATAR of between 99.30 and 99.60 and places them in the top 3% of students in the world.

Twelve students (22%) achieved a score of 42 or above (ATAR equivalent of 97.95 or above).

The IB Diploma score of 40+ (ATAR equivalent of 96.05 or above) is recognised as the high-achiever mark for IB students — the maximum score possible is 45. In 2024, 21 Ravenswood students (39% of those undertaking the IB Diploma) were recognised as IB Diploma High Achievers, placing them in the top 10% of IB students in the world.

IB Awards

In the IB Schools Australasia Awards:

- 21 students (39%) achieved a Distinction Award (for IB Diploma graduates who have achieved an IB score of 40 points or more).
- 42 students (76%) achieved a Merit Award (for IB Diploma graduates who have achieved at least one Grade 7 in one subject or an 'A' in EE/TOK).

HIGHER SCHOOL CERTIFICATE

In 2024, 115 Year 12 students (not including five Year 11 accelerants) sat the Higher School Certificate (HSC), completing at least 10 units of study across 43 NSW HSC courses (including four external courses) and receiving an ATAR.

Three students studied a non-ATAR pathway and two students undertook a vocational training course as part of their HSC.

In addition, three Year 11 HSC students completed Studies of Religion 1 (1 unit) accelerated and two HSC students studied Dance (2 unit).

All-round Achievers List

In 2024, seven students received the Premier's Award as All-round Achievers. The All-round Achievers list recognises students who achieved a result in the highest band possible (Band 6 or Band E4) in 10 or more units of courses in their pattern of study.

Top Achievers List

Top Achievers in Course lists the student(s) who achieved one of the highest places in an HSC course or Vocational Education and Training (VET) examination and also achieved a result in the highest band possible (Band 6 or Band E4).

Three students featured in the 2024 Top Achievers list, claiming: first in English EAL/D, fourth in German Extension and ninth in Textiles and Design.

Distinguished Achievers

Distinguished Achievers lists the students who achieved a result in the highest band possible (Band 6 or Band E4) for one or more courses. Where a student has studied any courses at a different school, the school reported is the main school.

The NSW Education Standards Authority (NESA) identified 62% of Ravenswood HSC students as Distinguished Achievers in 2024. These students achieved a mark of 90 or more out of 100 in a 2-unit course, or a mark of 45 or more out of 50 in an Extension course. There were 193 mentions (from 73 students) on the Distinguished Achievers list.

ARTEXPRESS, CALLBACK, ENCORE, OnSTAGE and SHAPE

In terms of HSC showcases and events:

- Three Visual Arts students were nominated for ARTEXPRESS and two were selected.
- Three students were nominated for Young Writer's Showcase, with one selected.
- Five Design and Technology students were nominated for SHAPE.
- Eight Textiles and Design students were nominated for SHAPE.
- One Dance student (Core Composition) was nominated for CALLBACK.
- Two Dance students (Core Performance) were nominated for CALLBACK.
- One Dance student (Major Study Performance) was nominated for CALLBACK.
- Four Drama students were nominated for OnSTAGE (Group Performance).
- Four Drama students were nominated for OnSTAGE (Individual Performance).
- One Music student (Performance) was nominated for ENCORE.

For a full list of Year 12 academic results, please refer to the dedicated booklet on the School's website:

<https://www.ravenswood.nsw.edu.au/2025/02/14/ravenswood-class-of-2024-academic-results-booklet/>



The following tables present comparative information about Ravenswood's senior secondary outcomes in 2024.

Ravenswood School for Girls HSC result percentages compared with NSW average result percentages

Band 6 represents the highest marks (90 or above); Band 5 is 80 or above and Band 4 is 70 or above.

Subject*	Band 6		Band 5		Band 4		Band 3		Band 2		Band 1	
	Ravo %	NSW %	Ravo %	NSW %	Ravo %	NSW %	Ravo %	NSW %	Ravo %	NSW %	Ravo %	NSW %
Ancient History	21.42	9.60	57.14	27.68	14.28	28.14	7.14	19.13	0.00	10.62	0.00	4.80
Biology	5.88	6.70	37.25	28.89	56.86	34.51	0.00	18.13	0.00	9.53	0.00	2.22
Business Studies	26.08	10.53	47.82	26.92	21.73	26.98	4.34	22.79	0.00	8.72	0.00	4.04
Chemistry	10.52	11.44	36.84	27.37	36.84	28.44	15.78	19.99	0.00	10.66	0.00	2.07
Chinese Continuers	33.33	46.64	0.00	32.15	33.33	15.19	33.33	5.30	0.00	0.70	0.00	0.00
Community and Family Studies	23.07	6.17	53.84	29.66	23.07	36.14	0.00	20.74	0.00	5.84	0.00	1.43
Dance	50.00	18.84	50.00	48.52	0.00	22.26	0.00	9.54	0.00	0.35	0.00	0.47
Design and Technology	62.50	12.08	37.50	35.94	0.00	29.42	0.00	18.46	0.00	3.45	0.00	0.61
Drama	30.00	22.98	60.00	38.92	10.00	30.24	0.00	6.72	0.00	1.00	0.00	0.11
Economics	0.00	13.80	18.18	37.76	63.63	26.56	9.09	14.23	9.09	5.48	0.00	2.14
English Advanced	28.88	15.09	60.00	52.47	11.11	28.95	0.00	2.97	0.00	0.44	0.00	0.05
English EAL/D	50.00	6.01	50.00	18.86	0.00	28.41	0.00	29.45	0.00	11.95	0.00	5.29
English Standard	0.00	0.55	26.31	12.85	57.89	53.88	10.52	25.09	5.26	6.94	0.00	0.66
Food Technology	14.28	9.57	78.57	22.85	7.14	29.18	0.00	26.51	0.00	9.71	0.00	2.15
Geography	30.00	10.21	50.00	27.75	20.00	35.52	0.00	17.88	0.00	6.04	0.00	2.57
German Continuers	20.00	25.84	40.00	34.83	40.00	30.33	0.00	8.42	0.00	0.56	0.00	0.00
Hospitality Examination (Food and Beverage)	12.50	3.61	75.00	25.65	12.50	45.33	0.00	21.04	0.00	3.75	0.00	0.58
Legal Studies	45.71	15.39	31.42	28.17	17.14	25.87	5.71	20.04	0.00	8.62	0.00	1.87
Mathematics Advanced	32.43	22.32	35.13	27.69	24.32	27.32	8.10	17.40	0.00	4.70	0.00	0.53
Mathematics Standard 2	27.69	9.35	27.69	19.39	32.30	30.35	10.76	24.09	1.53	13.37	0.00	3.41
Modern History	30.76	10.43	46.15	28.80	23.07	32.31	0.00	18.98	0.00	8.13	0.00	1.33
Personal Development, Health and Physical Education	31.57	8.51	52.63	26.44	15.78	32.31	0.00	23.81	0.00	7.77	0.00	1.12
Physics	0.00	12.40	57.14	25.91	42.85	26.80	0.00	21.01	0.00	11.00	0.00	2.86
Society and Culture	21.42	12.06	50.00	33.29	21.42	33.42	7.14	16.15	0.00	3.97	0.00	1.08
Studies of Religion I	66.66	14.03	33.33	29.76	0.00	36.39	0.00	16.07	0.00	3.04	0.00	0.68
Studies of Religion II	40.00	12.82	0.00	33.99	40.00	34.39	20.00	13.64	0.00	4.23	0.00	0.90
Textiles and Design	47.36	16.35	42.10	33.17	10.52	26.44	0.00	15.70	0.00	5.78	0.00	2.53
Visual Arts	70.58	17.11	29.41	49.81	0.00	26.99	0.00	5.48	0.00	0.54	0.00	0.04

* The data for subjects with small cohort numbers (<5) is not reported to ensure the privacy of the students who completed that HSC subject.

HSC Band E4 and E3 summaries

Band E4 represents the highest mark (45–50 out of 50) and Band E3 is 40–45.

Subject*	Band E4		Band E3		Band E2		Band E1	
	Ravo %	NSW %	Ravo %	NSW %	Ravo %	NSW %	Ravo %	NSW %
English Extension 1	68.00	41.96	32.00	53.54	0.00	4.01	0.00	0.47
English Extension 2	40.00	33.94	60.00	53.41	0.00	11.96	0.00	0.67
German Extension	100.00	71.42	0.00	28.57	0.00	0.00	0.00	0.00
History Extension	50.00	28.05	50.00	58.37	0.00	12.15	0.00	1.41
Mathematics Extension 1	30.00	34.95	60.00	45.37	10.00	17.16	0.00	2.50
Science Extension	0.00	8.88	87.50	72.67	12.50	17.50	0.00	0.92

*The data for subjects with small cohort numbers (<5) is not reported to ensure the privacy of the students who completed that HSC subject.

HSC and International Baccalaureate Diploma summary

	2020	2021	2022	2023	2024
Number of IB Diploma candidates	30	37	30	43	54
Number of HSC candidates	88	91	128	120 (plus 3 x Year 11 accelerants)	115
Total number of HSC courses	44	43	47	46 (includes 6 external courses)	43
Number of mentions in the HSC Distinguished Achievers List	129	201	198	209	193
HSC First in Course	0	1	0	1	1
HSC All-round Achievers List	3	14	5	11	7
HSC Top Achievers in Course	1	8	1	3	3
Top ATAR	99.95	99.95	99.95	99.95	99.60
Number of IB Diploma High Achievers	7	20	13	16	21 (39%)
IB Diploma average subject grade out of 7 vs world average*	5.8 vs 4.7	6.3 vs 5.1	6.1 vs 4.9	5.88 vs 4.6	5.86 vs 4.85
IB Diploma average total score out of 45 vs world average*	37.0 vs 29.8	40.0 vs 32.0	39.0 vs 39.0	38.0 vs 29.0	37.2 vs 29.2
% of students (whole cohort) with ATARs 90 and above	50%	62.5%	51%	52%	50%
% of students (whole cohort) with ATARs 80 and above	77%	87.5%	78%	78%	77%

Ravenswood School for Girls IB subject results compared with worldwide average

2024 subjects	Average grade: Ravenswood	Average grade: Worldwide
CHINESE A: Literature SL	5.43	5.52
ENGLISH A: Lang and Literature HL	6.13	4.96
ENGLISH A: Lang and Literature SL	5.25	5.10
ENGLISH A: Literature HL	5.89	5.18
ENGLISH A: Literature SL	4.67	5.14
CHINESE B - MANDARIN HL	6.75	6.51
CHINESE B - MANDARIN SL	6.33	6.45
ENGLISH B HL	6.14	5.00
FRENCH B HL	6.00	5.31
FRENCH B SL	5.33	5.34
GERMAN B SL	5.00	5.20
JAPANESE B HL	4.00	5.90
JAPANESE B SL	5.57	5.49
LATIN HL	6.00	5.90
LATIN SL	5.60	5.39
SPANISH AB. SL	5.38	5.25
BUSINESS MANAGEMENT HL in ENGLISH	6.56	4.80
BUSINESS MANAGEMENT SL in ENGLISH	6.60	4.42
ECONOMICS HL in ENGLISH	6.11	5.13
ECONOMICS SL in ENGLISH	6.00	4.86
GLOBAL POLITICS HL in ENGLISH	6.28	4.99
HISTORY SL in ENGLISH	7.00	4.34
HISTORY EUROPE HL in ENGLISH	5.80	4.89
PSYCHOLOGY HL in ENGLISH	6.00	5.30
BIOLOGY HL in ENGLISH	5.25	4.65
BIOLOGY SL in ENGLISH	5.45	3.85
CHEMISTRY HL in ENGLISH	5.45	5.28
CHEMISTRY SL in ENGLISH	5.20	4.00
PHYSICS HL in ENGLISH	6.50	5.02
PHYSICS SL in ENGLISH	5.60	3.72
SPORTS EX SCI HL in ENGLISH	6.00	5.54
SPORTS EX SCI SL in ENGLISH	6.00	4.06
MATHEMATICS ANALYSIS AND APPROACHES HL in ENGLISH	6.20	5.08
MATHEMATICS ANALYSIS AND APPROACHES SL in ENGLISH	5.93	3.94
MATHEMATICS APPLICATIONS AND INTERP SL in ENGLISH	5.63	3.60
MUSIC HL in ENGLISH	6.00	5.40
MUSIC SL in ENGLISH	5.50	4.64
THEATRE HL in ENGLISH	6.50	5.86
VISUAL ARTS HL in ENGLISH	6.08	4.39
VISUAL ARTS SL in ENGLISH	7.00	4.15

Post-School Destinations

In 2024, 168 students were made tertiary offers. Our data suggests the University of Sydney made the most offers, followed by the University of Technology Sydney, Macquarie University and the University of New South Wales.

Courses in Health and Commerce, and combined Arts degrees, dominated preferences, followed by various combinations of Law degrees.

Offers to Ravenswood students, by institution, 2024

Institution	No. offers	% total offers
University of Sydney	58	34.52%
University of Technology, Sydney	33	19.64%
Macquarie University	23	13.69%
University of New South Wales	16	9.52%
Australian National University	5	2.98%
University of Newcastle	5	2.98%
Other institutions	4	2.38%
Australian Catholic University	4	2.38%
International College of Management Sydney	3	1.79%
University of Queensland	3	1.79%
University of Notre Dame	3	1.79%
University College London	2	1.19%
Imperial	1	0.60%
Long Island University	1	0.60%
National Art School	1	0.60%
University of Melbourne	1	0.60%
National Fashion College	1	0.60%
Oxford University	1	0.60%
York University	1	0.60%
Cornell University	1	0.60%
Royal Melbourne Institute of Technology	1	0.60%
Total	168	100.00%

Offers to Ravenswood students, by field of study, 2024

Field of study	No. offers	% total offers
Commerce, Economics, Management	38	22.62%
Health Sciences	33	19.64%
Liberal Arts	20	11.90%
Architecture/Creative Arts/Design	19	11.31%
Combined Law	16	9.52%
Natural and Physical Sciences	15	8.93%
Engineering	10	5.95%
Media/Communications	5	2.98%
IT	5	2.98%
Education	4	2.38%
Other	3	1.79%
Total	168	100.00%

Teacher Professional Learning, Accreditation and Qualifications

In 2024, Ravenswood employed 171 teachers who were involved in the delivery of the curriculum.

The number of teachers at the various levels of teacher accreditation by the end of 2024 is shown in the table below.

Accreditation level of teachers

Accreditation level	Number of teachers
Conditional	9
Provisional	11
Proficient Teacher	150
Highly Accomplished/Lead Teacher (voluntary accreditation)	1

Ravenswood's collegial Professional Learning Program stands out for its innovative design, research-practice partnerships, demonstrated support for individual professional learning, contribution to improved student outcomes, and effective collaboration and feedback mechanisms. By fostering a culture of continuous improvement and embracing evidence-based practices, Ravenswood's Professional Learning Program sets a benchmark for professional learning in Australian schools.

In 2024, we strengthened our understanding of the link between learning and wellbeing by engaging with experts in motivation, engagement and academic buoyancy, such as renowned UNSW academic, Professor Andrew Martin.

Dr Stephanie MacMahon from the University of Queensland facilitated a session with teaching staff to further refine our Learning Framework and articulate what learning looks like at Ravenswood. Ravenswood staff also presented and shared the work of our Curiosity Research Project internationally at the Mind Brain Education Conference in Belgium, showcasing and highlighting how Ravenswood's research-practice partnerships have advanced staff knowledge and practice.

All teachers at Ravenswood engaged with the Professional Learning Plan (PLP) Program throughout 2024. In 2024, PLP focus areas included Agency, AI in Education, Collaborative Learning, Communication and Literacy, Feedback, Gifted and Talented, IB Approaches to Teaching and Learning, MBE, Positive Education, Resilience and Academic Buoyancy, Critical and Creative Thinking, and STEM. Each PLP Team met twice per term and included teachers from a range of different departments. Teachers

were supported to set meaningful goals, research evidence-based practices to explore and implement in the classroom, conduct peer observations and share their progress with the school community at the PLP Expo in Term 4.

To further enhance the PLP program, a pilot team of six staff members attended the University of Newcastle Quality Teaching Rounds (QTR) two-day workshop. This workshop focused on how QTR lesson observations can enhance staff professional learning. We aim to incorporate the framework of this research into our 2025 PLP program, making peer observation a core element.

Teachers from both the Junior School and Senior School continued their professional learning and growth in the International Baccalaureate Primary Years Programme (PYP) or the Diploma Programme (DP). This included participation in online courses of one to three days, focused on areas including supporting students in the Extended Essay, understanding the Theory of Knowledge, implementing agency in the PYP, and learning about a range of subject-specific syllabus and implementation support. Ravenswood staff also took part in HSC and IB examination committees, and in HSC and IB examination marking.

In 2024, the fourth edition of *R/PLS* (Ravenswood Institute Professional Learning Series) professional development and research magazine was published, covering a vast array of topics written by staff, for staff. These ranged from increasing engagement in creating curiosity through visual arts, to key research areas such as wellbeing practices and immersive technology. The magazine's goal is to showcase

a culture of educational inquiry and inspire teaching staff to find new ways to enhance their teaching experience, in turn strengthening the School's collegial community of practice.

Ravenswood staff continue to share their expertise and passion through involvement in leadership and committee positions across a broad range of professional and subject organisations, including the Association of Heads of Independent Schools of Australia, the Positive Education Schools Association and the Association of Independent Schools of NSW.

Teachers were well supported throughout their teacher accreditation journey. Teachers engaging with accreditation at Proficient Teacher level attended a workshop each term and engaged in regular individual meetings with the Coordinator of Professional Practice and their assigned supervising teachers.

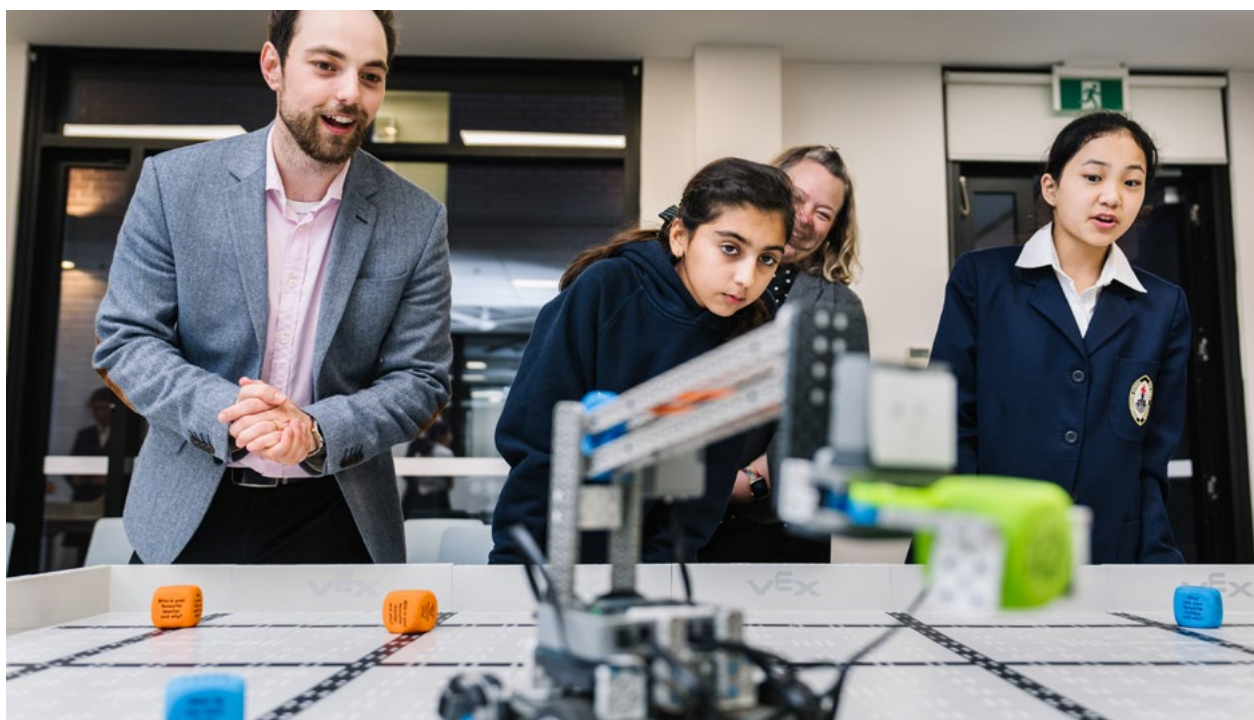
Teachers undertaking accreditation at the Experienced Teacher level engaged with three 1.5-hour workshops with a consultant from the Association of Independent Schools of NSW. They also took part in a workshop each term and had regular individual meetings with the Coordinator of Professional Practice and their assigned supervising teacher.

In 2024, five teachers were successful in gaining NESA Proficient Teacher accreditation and two teachers were successful in gaining their Experienced Teacher accreditation through the Independent Schools Teacher Accreditation Authority.

The following professional learning activities are a broad sample of those undertaken by Ravenswood staff throughout 2024.

Participation in professional learning activities 2024

Activity	Number of teaching staff participating
Professional learning around compliance – code of conduct, student health, child protection, privacy	171
First aid training	68
CPR training	103
Teacher accreditation – workshops aimed at supporting teachers towards accreditation at Proficient and Experienced Teacher level	10
Specialised professional learning in disciplines linked to teachers' subject expertise	155



Workforce Composition

Ravenswood's workforce composition in 2024 is outlined in the table below.

Workforce composition

School staff 2024	
Full-time teaching staff	133
Part-time teaching staff	38
Full-time equivalent teaching staff	157
Full-time non-teaching staff	76
Part-time non-teaching staff	44
Full-time equivalent non-teaching staff	99.5

At Ravenswood, we encourage applications from all faiths and backgrounds. In 2024, Ravenswood did not employ any staff member who indicated they were of Aboriginal or Torres Strait Islander descent.

The School profile can be viewed on the My School website at www.myschool.edu.au/school/43939



Attendance

STUDENT ATTENDANCE AND PUNCTUALITY

Ravenswood uses the following processes to monitor attendance:

- Students must attend school every day unless they are ill. This includes sports days (athletics, cross country and swimming carnivals), special rehearsal days and the Presentation Ceremony. Designated evening functions, such as the House Performing Arts Festival, are part of the school year and attendance is compulsory. Camps in Years 4 to 11 are part of the school program and all students are expected to attend. All these events are outlined in the school calendar and medical certificates will be required for absences at these events.
- Parents/carers should notify the School by email or the parent portal, RAVOConnect, prior to the start of the school day if possible if their daughter will be absent that day. All notifications must be received within seven days of the absence, otherwise the absence will be recorded as unexplained. If a student is absent for four consecutive days or more, a medical certificate is required. All unexplained absences are followed up with parents and monitored. At times, students may require additional support to ensure regular attendance. When this occurs, the School will meet with the student and their parents to discuss appropriate strategies to support the student.
- A student arriving late to school must sign in through Student Reception before attending any class. A written notification for the reason for lateness must be provided. If this notification is not received within seven days of the lateness, this will be recorded as unexplained.
- Parents/carers requesting permission for their child to leave the School before the end of class must notify the School and provide the reason for their child's early departure.
- Students from Kindergarten to Year 9 are not allowed to leave school early on their own: a parent or guardian must come to pick them up. Students are not permitted to leave school early to attend a driving lesson or appointment to obtain a drivers licence, or for personal reasons. Permission to leave

school during the day will be given for appointments such as medical, dental or physiotherapy appointments that cannot be scheduled outside lesson times. Once permission to leave early has been obtained, students must sign out at Student Reception prior to leaving the school and sign in on returning.

- Students should understand that having arrived on school premises, they need written parental permission to leave school grounds, even first thing in the morning before lessons have started. This communication needs to be addressed to the school office.

Student attendance rates are shown below. These are based on the Australian Department of Education, Skills and Employment collection process for 2024 student attendance data and a School population of 1454* students at time of census.

* As of Census 2024, K-12 population numbers

2024 Student attendance rates

Year group	Attendance rate (%)
Prep	94
Kindergarten	95
Year 1	95
Year 2	95
Year 3	97
Year 4	96
Year 5	94
Year 6	96
Year 7	95
Year 8	93
Year 9	93
Year 10	90
Year 11	94
Year 12	94
Whole school	94

School Policies

The following policies and procedures are available publicly on the Ravenswood website:

Policies

- [Ravenswood Child Protection Policy](#)
- [Ravenswood Discipline Policy](#)
- [Ravenswood Enrolment Policy](#)
- [Ravenswood Terms and Conditions of Enrolment](#)
- [Ravenswood Privacy Policy](#)
- [Ravenswood Whistleblower Policy](#)
- [Ravenswood Bullying Prevention and Intervention Policy](#)

Complaints Procedure

- [Ravenswood Complaints Handling Procedure](#)



Stakeholder Satisfaction

PARENT SATISFACTION

Parent satisfaction is measured in several ways:

- At every Ravenswood Parents' Association meeting, held once a term, the General Business Agenda includes an opportunity for parents to express opinions in relation to decisions by the Principal, and in relation to management of students and school programs.
- We also consult with parents on an ongoing basis – through surveys, focus groups and meetings (academic and wellbeing) – to better understand their expectations of the School.
- The School has a Parental Concern Procedure (SSE02) for handling parental complaints, as well as complaints from members of the public.

All members of the School Leadership Team (including the Principal) are always prepared to meet with parents regarding matters of concern.

STUDENT SATISFACTION

Student satisfaction is measured in several ways:

- Students are represented by the Student Representative Council and Year Level Mentor Captains and have an opportunity to present grievances to the Principal, Deputy Principals and Head of Senior School.
- The Prefect Body also acts as a conduit for comments. The Principal meets with the School Captain and Vice Captains fortnightly to glean their feedback. Additionally, Mentor Group Captains meet with the Year Level Mentor Captains to provide feedback.
- Student surveys assist in determining students' satisfaction with School programs. Students are typically surveyed at the end of Years 6 and 12, on an annual basis.
- All Year 12 students meet with the Principal at termly lunches to give feedback on what they have valued about their experience of the School and what we can do better.
- After they complete their final year of schooling, all Year 12 students are invited to fill in an 'exit survey' regarding their experience at Ravenswood. In the most recent of these surveys, all areas received overwhelmingly positive results, indicating that these students had a positive schooling experience. More than 90% of students expressed strong satisfaction across all areas, including Teaching and Learning,

Wellbeing, Co-curricular Activities, and Personal Development. Particularly outstanding results were seen in the areas of Services and Resources (99% strongly satisfied) and Facilities (98% strongly satisfied).

- All Teaching and Learning staff, the School Leadership Team, Year Coordinators and the Wellbeing Centre are always prepared to meet with students regarding matters of concern.

STAFF SATISFACTION

Staff satisfaction is measured in several ways:

- As part of our ongoing commitment to building upon our Wellbeing practice across all layers of our school community, staff are invited to complete an anonymous Visible Wellbeing Survey.
- Staff who leave the School are offered 'exit interviews' with a member of the Human Resources Department. This allows the staff to share what they enjoyed about working at Ravenswood and offer any suggestions for improvements.
- Staff provide informal feedback during staff meetings, which are held regularly. Teaching staff meet weekly, and all staff meet twice a term.
- New staff at the School are invited to meet with a member of the Human Resources Department or with the Coordinator of Professional Practice and Ravenswood Institute approximately six weeks after they commence at Ravenswood. They are invited to comment on their experience of the School to date. This gives us valuable insights into strengths, weaknesses and possible areas for improvement at the School.
- Absenteeism and length of service are considered through a staff satisfaction lens, with appropriate action taken to address identified patterns.
- Staff have several options for raising matters with the School Leadership Team. They can raise matters in the broad range of meetings they attend and can refer safety matters to the Work Health and Safety Committee. They may also request an individual meeting with a member of the School Leadership Team, including the Principal. Members of the School Leadership Team maintain an open-door approach and always make themselves available to meet with staff.

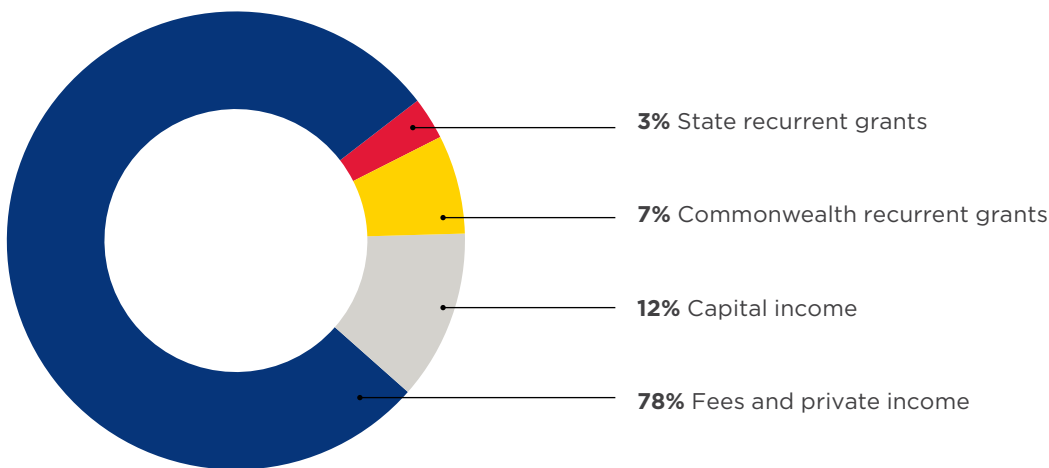
Summary Financial Information

With the prudent oversight of the School Council and Finance Committee, Ravenswood School for Girls delivered robust financial results for the year ended 31 December 2024. Ravenswood continued its focus of operating with sound financial practices and principles to ensure the ongoing financial security and viability of the School.

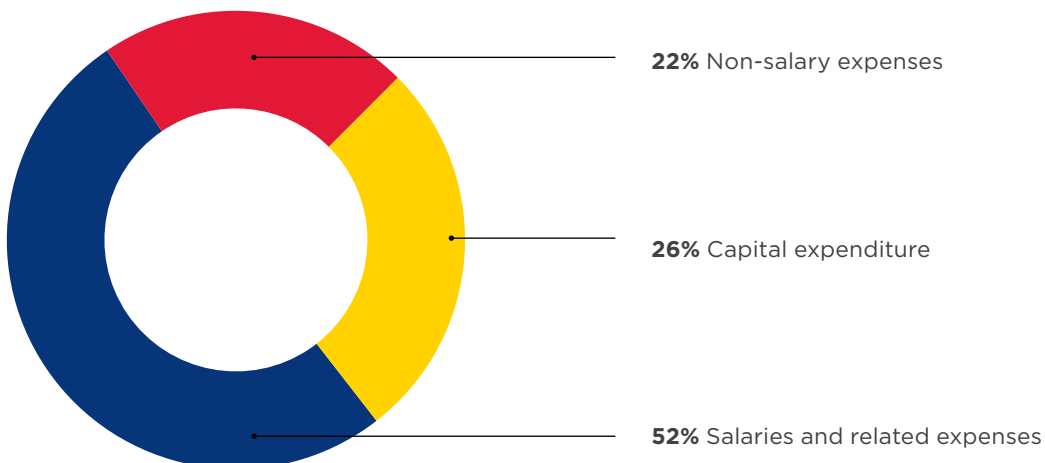
The pie charts below give percentage breakdowns for Ravenswood's income and expenditure in 2024, showing how funds were derived and utilised.

Ravenswood continued to generate most of its income from fees, with little change to relative income streams compared to recent years.

2024 Recurrent and capital income



2024 Recurrent and capital expenditure





Ravenswood

Always towards
better things

semper ad meliora



RAVENSWOOD SCHOOL FOR GIRLS

A Uniting Church School P-12,
Boarding from Year 7

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