



Southern Cross
GRAMMAR



ANNUAL REPORT

For the year ended 31 December 2024

Southern Cross Grammar
A Company Limited by Guarantee
ACN 149 437 276

Registered Office and Principal Place of Business
2-20 Lancefield Drive
Caroline Springs Victoria 3023



Our School

Southern Cross Grammar: A Future-Focused Learning Community

Southern Cross Grammar (SCG) is a modern, human-centred, and high-performing F-12 Grammar school located in Melbourne's west. Our school is highly relational, evidence-informed, and tailored in our approach, emphasising expertise, student agency, and hybrid learning structures. SCG operates with a strong academic core, underpinned by structured skill development in numeracy and literacy, while fostering creativity, innovation, and ethical decision-making.

Established with a vision for high-performance and personalised education, we foster a culture where students are encouraged to explore their interests, build independence, and develop the skills and mindsets necessary for lifelong success.

At SCG, our shared ambition is to provide education that is rich in opportunity, deeply connected to the real world, and responsive to the needs of every learner. We are driven by a commitment to excellence, ensuring that each student's learning journey is defined by innovation, challenge, and support. Our highly skilled educators and expert leadership team work in collaboration with students and families, shaping an environment where learning is purposeful, engaging, and future-focused.

Guided by our values of kind, trustworthy, ethical, enterprising and hopeful, SCG nurtures confident, curious, and compassionate individuals who are equipped to contribute meaningfully to society. Our students are encouraged to embrace curiosity, creativity, and critical thinking, developing the resilience and adaptability needed to excel in a global landscape.

Together, as a connected learning community, we celebrate progress, embrace opportunity, and continue to shape the future of education at Southern Cross Grammar.

Our Shared Ambition

Designing and delivering high-impact, human-centred learning that ignites meaningful collaboration on a world stage.

Our Purpose

- Deliver tailored learning to maximise students' strengths and abilities
- Create healthy, high-performing, independent learners
- Build brighter futures



Our School

Leadership

Southern Cross Grammar is a company limited by guarantee.

Since its official opening in July 2011, in the presence of Mr. Zig Inge, the Inge Group, and the founding Board of Directors, Southern Cross Grammar has flourished into a high-performing, modern, and personalised learning environment for families seeking a quality education.

Under the leadership of Principal Matthew Dodd, with the support of Board Chair, Nathan Fosnaugh, and the Board of Directors, the school continues to uphold its proud foundations while driving the ongoing growth and innovation that defines SCG.

Guiding this vision is a team of highly experienced senior staff, who form the 2024 Executive Team:

- Matthew Dodd – Principal
- Ashley Pratt – Deputy Principal & Head of Secondary (Semester 1, 2024)
- Paul Staniscia – Head of Primary
- Anthony Clark – Director of Corporate Services
- Jennifer Turner – Director of People and Culture

Together, this team remains committed to ensuring SCG continues to thrive, offering students an exceptional, future-focused education.



Our Community

About Us

At Southern Cross Grammar, we are one community, enriched by the many diverse individuals who bring their unique perspectives, strengths and stories. Together, we share, develop and live our values of kindness, trustworthiness, ethics, enterprise and hopefulness. These values are the foundation of our Code of Conduct, shaping how we learn, work and connect as families, staff and students.

Number of students (Foundation to Year 12): 867

Number of Staff (including full-time, part-time and casual): 160

Families: 614

Alumni: 283

Community Satisfaction

In 2024, students, staff, parents, and board members participated in the ISV LEAD School Effectiveness Survey, providing valuable insights into their experiences at Southern Cross Grammar. This survey allowed our community to assess overall satisfaction, share feedback, and highlight areas of growth.

The results help shape our ongoing commitment to excellence, ensuring we continue to provide a high-quality learning environment that meets the needs of our students, staff and families.

Year 5-11 Student Satisfaction

Students in Years 5-11 showed an overall satisfaction rating of 7.35 out of 10.

Year 12 Student Satisfaction

Exiting Year 12 students showed the highest level of satisfaction, with a rating of 7.78 out of 10.

Parent Satisfaction

Parents showed an overall satisfaction rating of 7.76 out of 10.

Staff Satisfaction

Our Staff showed an overall satisfaction rating of 7.34 out of 10.

We appreciate the engagement of the community in this process and look forward to continually using these insights to enhance our programs, facilities and school culture.



Our Students

VCE Results

In 2024 we saw our VCE cohort grow to 140 students, a real testament to the ongoing relevance and appeal of the Victorian Certificate of Education. Our students are exposed to 26 different subjects through which they can satisfy their curiosity whilst building the skill sets needed outside the classroom.

2024 also marked a record number of students enrolled in Units 3&4 Specialist Mathematics, with 13 students opting for this challenging subject – more than double the numbers from 2021 to 2023. This is significant given the statewide decline of approximately 40% in enrolments in VCE Specialist Mathematics since 2004.

VCE Results

- All students received their VCE or VCE-VM certificate.
- 12.5% of our VCE students received ATAR scores over 90.
- 21.9% of students received ATAR scores over 85.
- 32.8% received ATAR scores over 80.
- 3 study scores of 50 were received.
- 17 students (4.6%) received study scores 40 and above.
- 69 students (18.6%) received study scores 35 and above.
- 100% of students received university offers.

Tertiary Placements

Of the 70 students who undertook Year 12 studies in 2024, 63 (90%) students applied for further tertiary education. All 63 students (100%) received a university offer at the conclusion of their studies, with 27 students (42%) receiving more than one offer. 60 of these offers (95%) occurred in the first round (December 2024).

Areas of Tertiary Study

- Science: 17.5%
- Business: 13.75%
- Law: 10%
- Commerce: 8.75%
- Biomedicine: 7.5%
- Engineering: 6.25%
- Arts: 5%
- Information Technology/Cybersecurity: 3.75%
- Dental: 2.5%
- Design: 2.5%
- Education: 2.5%
- Music: 2.5%



Our Students

- Physiotherapy: 2.5%
- Politics/Humanities/International Relations: 2.5%
- Psychology: 2.5%
- Social Work: 2.5%
- Construction Management: 1.25%
- Media: 1.25%
- Nursing: 1.25%
- Pharmaceutical Science: 1.25%
- Radiology: 1.25%
- Veterinary Medicine: 1.25%

Teritary Universities and Institutes

- Monash University: 30%
- RMIT University: 29%
- University of Melbourne: 21%
- Victoria University: 11%
- LaTrobe University: 3%
- Australian Institute of Music: 2%
- Collarts: 2%
- Deakin University: 2%
- Monash College: 2%

NAPLAN Results

The table below shows our SCG student NAPLAN scores for each year level, based on the Proficiency Level criteria:

2024 NAPLAN Results								
Domain	Year Level	Cohort	Exempt	NAS*	Developing	Strong	Exceeding	TOTAL
Grammar and Punctuation	3	ALL	0	1	13	24	10	48
		LBOTE	0	1	9	14	10	34
	5	ALL	0	3	8	28	11	50
		LBOTE	0	1	6	21	11	39
	7	ALL	0	1	8	58	31	98
		LBOTE	0	1	5	42	21	69
	9	ALL	0	5	22	43	20	90
		LBOTE	0	4	19	32	16	71
Numeracy	3	ALL	0	4	10	28	6	48
		LBOTE	0	2	7	19	6	34
	5	ALL	0	1	7	31	11	50
		LBOTE	0	0	6	22	11	39
	7	ALL	0	1	9	50	38	98
		LBOTE	0	1	4	37	28	70
	9	ALL	0	6	6	60	20	92
		LBOTE	0	6	4	45	18	73
Reading	3	ALL	0	1	6	29	12	48
		LBOTE	0	1	4	21	8	34
	5	ALL	0	2	5	27	16	50
		LBOTE	0	1	2	21	15	39



Our Students

	7	ALL	0	1	9	47	41	98
		LBOTE	0	1	7	34	28	70
	9	ALL	0	4	18	47	22	91
		LBOTE	0	4	13	38	18	73
Spelling	3	ALL	0	1	8	30	9	48
		LBOTE	0	1	3	22	8	34
	5	ALL	0	0	9	22	19	50
		LBOTE	0	0	5	18	16	39
	7	ALL	0	1	5	44	48	98
		LBOTE	0	1	4	28	36	69
	9	ALL	0	0	11	50	29	90
		LBOTE	0	0	10	38	23	71
Writing	3	ALL	0	0	3	39	5	47
		LBOTE	0	0	2	26	5	33
	5	ALL	0	3	2	30	15	50
		LBOTE	0	1	2	22	14	39
	7	ALL	0	3	3	53	41	100
		LBOTE	0	2	1	37	30	70
	9	ALL	0	0	19	41	32	92
		LBOTE	0	0	18	27	28	73

Student Attendance

In 2024 we maintained our average student attendance rate of 92%.
The table below outlines the student attendance rates in each year level:

Year Level	Rate
Foundation	94%
Year 1	92%
Year 2	90%
Year 3	93%
Year 4	92%
Year 5	91%
Year 6	92%
Year 7	94%
Year 8	92%
Year 9	90%
Year 10	90%
Year 11	93%
Year 12	93%

Student attendance is taken at the commencement of the day, and each subsequent session. Unexplained absences are followed up with families immediately following the roll marking in the first session.

Our Students

Student Retention Rate

We retained 88% of students from Year 10 to Year 12 (Class of 2024).

In 2024, we enhanced our staff and teaching teams by welcoming new leaders and introducing key positions of responsibility.

- We introduced sub-school leaders:
 - Mrs Lauren Hedditch, Head of Junior Primary, F-2
 - Mr Damien Morrison, Head of Upper Primary, 3-6
 - Mr Dean Galea, Head of Middle School, 7-9
- We broadened our department leadership:
 - Ms Vicky Temuskos, Head of English (Primary)
 - Ms Lisa Patten, Head of Mathematics (Primary)

We expanded our Corporate Services team through the hiring of our Director of Risk and Compliance, Mrs Kristina Marrocco, bringing rich experience in education regulation, OH&S and compliance.



Our Staff

Workforce Composition

Total Staff Headcount	160
Full-time	103
Part-time	43
Casual	14

Total Staff Headcount	160
Principal classification	1
Teaching	101
Indigenous teaching staff	0
Non-teaching	58
Indigenous non-teaching staff	0

Teacher Standards and Qualifications

All of our teaching staff are VIT registered and are qualified with a minimum of a bachelor's degree.

All staff qualifications are summarised below:

Teachers	
Bachelor's Degree	36
Post-Grad Diploma	27
Masters	31
PhD	3

General Staff	
Year 12	5
Certificate III	6
Certificate IV	5
Diploma	14
Advanced Diploma	1
Bachelor's Degree	21
Post-Grad Diploma	2
Masters	4

Executive	
Bachelor's Degree/CPA	1
Masters	4

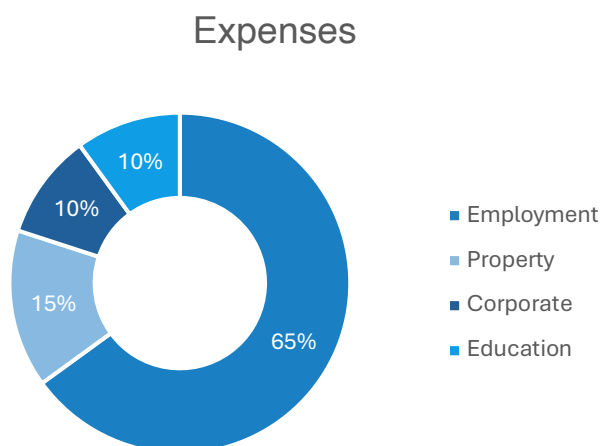
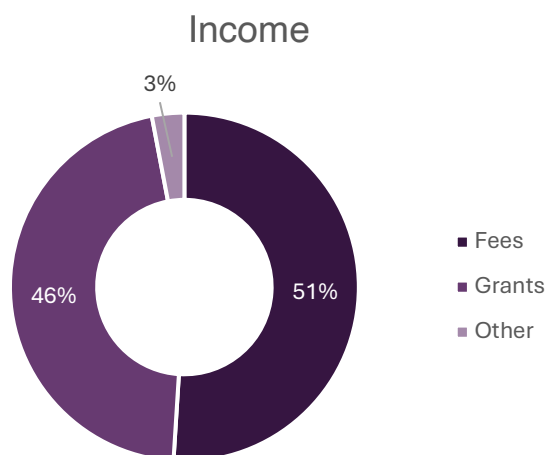
Finance

Financial Overview

As a not-for-profit organisation, Southern Cross Grammar upholds strong business practices to ensure its finances are managed effectively, efficiently, and in full compliance with regulatory requirements.

The school is committed to sound financial stewardship, consistently delivering annual surpluses. Funds are strategically reinvested into facility development, educational resources, and enhanced student services, ensuring continuous growth and improvement.

The following charts provide an overview of income and expenditure categories for the 2024 calendar year:



Our Facilities

Upgrades and Expansions

New playground

This year we unveiled an exciting addition to our campus – a brand new playground that has quickly become a favourite space for our students. More than just a place to play, this dynamic playground represents collaboration, innovation, and a commitment to fostering an environment where students thrive both physically and socially.

The journey to this achievement began with the initiative of a small group of Primary School students, who shared a bold vision for an upgraded playground with school leadership. These young advocates presented their ideas with enthusiasm, detailing what they felt would create a space that was not only fun but also engaging and inclusive for students of all ages. Their voices became the foundation of the project, ensuring that the new playground would reflect the needs and aspirations of those who would use it most.

Once the vision was set, the team embarked on a meticulous search for a construction partner who could bring the students' ideas to life. The chosen team embraced the challenge, working closely with us to design and execute a playground that met our high standards for quality, safety and creativity. The result is a vibrant, multifunctional space that seamlessly blends adventure and learning, designed to challenge and excite students across all year levels.

The new playground features a variety of elements tailored to different interests and abilities. From climbing walls and monkey bars, to slides and interactive panels, every aspect of the playground invites exploration, builds resilience, and encourages imaginative play. Students have embraced the space wholeheartedly, enjoying the opportunities to test their limits, collaborate with friends, and build confidence.

Beyond its physical features, the playground has become a hub for connection, laughter, and community. It serves as a reminder of what can be achieved when students and staff work together towards a shared vision. The project exemplifies our school's commitment to empowering students, listening to their ideas, and providing them with enriching experiences that inspire growth.

As we look out over the playground filled with activity and joy, it's clear that this space is far more than a collection of play equipment – it's a testament to the power of collaboration and the importance of investing in the future of our students.



Our Facilities

Resurfacing of Oval

We undertook a significant upgrade to our school oval, resurfacing the synthetic grass to ensure a high-quality and safe playing surface for our students. Over time, natural wear and tear had led to uneven leveling, and this project was designed to restore the oval's integrity while enhancing its durability for years to come.

Leveling Primary School play area

Towards the end of 2024, we commenced significant works to raise and level the Primary School play area, ensuring a safe, accessible, and high-quality space for our students. By elevating the ground by 600mm, we have created a seamless connection between the play area, the oval, and surrounding classrooms, enhancing both safety and functionality.

Corporate Staff office upgrade

We undertook key upgrades to our Corporate Services office area, enhancing both functionality and wellbeing for our team. Sit-stand desks were introduced to support a healthier and more dynamic work environment, promoting movement and comfort throughout the day. Additionally, an emergency streaming screen was installed to improve safety and operational efficiency.

To further enhance the space, a feature wall was added to both the Corporate Services office and the Principal's office, contributing to a modern, professional aesthetic.

Upgrading fencing around Basketball courts

We completed a full replacement of the fencing surrounding our basketball courts, enhancing both safety and durability for students and staff. Over time, natural wear had impacted the existing fence, and this upgrade ensures a secure and long-lasting boundary for the courts.

New storage and Staff Wellbeing area

We introduced a dedicated wellness room in our Middle School building, providing staff with a quiet, restorative space to recharge during the school day. Adjacent to the wellness room, we also created a much-needed storage area to accommodate our growing equipment and expanding technological resources. This enhancement ensures a more organised and efficient workspace, supporting the needs of our evolving school community.



Our Facilities

Enhancements to SCG Fields property

We expanded our technology infrastructure at SCG Fields with the addition of a dedicated server room, ensuring enhanced connectivity and reliability for staff and students using the facility. This upgrade supports seamless digital access and strengthens our capacity to integrate technology across all learning environments.

To further enhance the learning experience, screens were installed inside the rooms at SCG Fields, providing interactive and engaging opportunities for students visiting the site. These improvements reflect our commitment to innovation and future-focused learning, ensuring that all SCG spaces are equipped for dynamic and technology-rich education.

Upgraded Classroom storage in Primary

We enhanced classroom functionality across the Primary School by installing new cabinetry in each room. These upgrades provide improved storage solutions, ensuring that learning materials, resources, and student belongings are organised and easily accessible. The new cabinetry not only supports a tidy and efficient learning environment but also allows for greater flexibility in classroom setup and organisation.



Pictured: New playground



2024 Highlights

Key highlights

Teaching and Learning

In 2024, we proudly launched our Literary Scholars Program, led by Dr Cholewa. This initiative supports students to further refine their literary analysis and critical thinking skills, offering rich opportunities to engage with literature at a deeper level. The program reflects our commitment to academic rigour and tailored learning pathways.

Music additions and expansions

This year we saw a significant expansion of our Music Program. We introduced Encore Strings, Little Big Band, and new Choir structures across Primary and Secondary. Our instrumental resources grew with the addition of orchestral percussion instruments. The launch of Jazz Night and The Addams Family musical brought vibrancy and connection to our performing arts calendar.

Virtual Reality Program

SCG launched our first Virtual Reality (VR) program, providing students with cutting-edge learning experiences. This new technology enhances engagement across the curriculum, enabling students to explore environments, concepts and scenarios in ways not possible through traditional methods. The program has been enthusiastically embraced by both staff and students.

Artist in Residence

This year we welcomed Glen Downey as our Artist-in-Residence. Glen worked with students on a large-scale sports mural, enriching our school's visual landscape. Students gained firsthand experience in the creative process while learning about mural design and collaborative art practice. This inspiring project helped students see the impact of art in shared spaces.

Biennial art exhibition - SPECTRUM

In Term 4, we hosted 'SPECTRUM', our biennial F-12 Art Exhibition. The showcase celebrated student creativity across mediums including painting, sculpture, drawing and mixed media. The exhibition reflected the diversity, imagination and skill of our students, and affirmed our school's strong commitment to the visual arts.



2024 Highlights

Curriculum expansion

We continued to expand learning opportunities in 2024, introducing 2D Art, Technical Drawing, and Architecture to the curriculum. Music also grew significantly, with new electives at Year 9 and a record number of students enrolled in Year 6 Advanced Music. These additions reflect our focus on offering diverse, student-centred programs.

SCG represented at National Futsal Competition

This year, our Girls Futsal team proudly represented SCG at the Australasian Futsal Championship in Brisbane. Competing at a national level was a remarkable opportunity and a testament to the team's dedication, spirit, and hard work. It was an inspiring moment for our growing sports program.

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