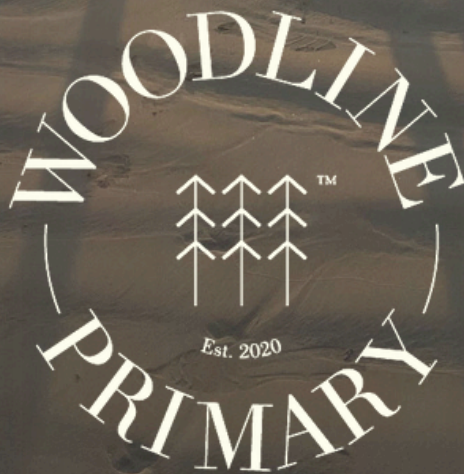


ANNUAL REPORT 2023



Woodline Primary
acknowledges and pays
respect to the
Wadawurrung people of
the Kulin Nation as the
traditional custodians of
the land in which we
learn, play and gather
together.

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Philosophy

Our philosophy is centred around supporting and nurturing children's emotional wellbeing within an emotionally safe learning environment. Research shows that when children feel safe (free from judgment, treated with kindness and respect, valued for their differences), their neurological system becomes fully operational, increasing their capacity for learning and growth.

Our aim is for children to utilise their time with us to develop critical life skills such as emotional intelligence, self-expression, critical thinking and a growth mindset.

Values

- Connection
- Environmental Responsibility
- Openness
- A Sense of Wonder and Curiosity
- Honouring the Individual

Executive Summary

Our third year was another year of growth. With many new team members, children and families a main focus was on connection, culture and ensuring a sense of belonging.

This year was our first year with Year 6 children and we were proud of having our first group of graduating children.

Our Annual Implementation Plan focussed on the following areas:

- Reggio Emilia Approach
- Disability Inclusion
- Rites of Passage
- Community

We had many highlights throughout the year including the opening of the Bike Track, the arrival of our new learning spaces, Connection to Country project, Running Club, Choir, Chess Club, our Bush and Beach Connection Days and the many excursions and incursions. A highlight for many was our very first musical, The Lion King Kids.

We were proud to win another Victoria School Garden Award. We received the Regional Award for the creation of our beautiful Bird Sanctuary. This project was initiated by a child who is an avid bird lover and two groups then joined in to help plan, create and maintain this garden area.

Due to the high demand of interest from other schools and educators, we offered two day professional development workshops to share our philosophy, values, pedagogy, programs and the Woodline Way. We welcomed many visitors from all across Australia, and every single time, the feedback was that what we have created in our three years is extraordinary. It was a beautiful reminder to stop, reflect and appreciate all that has been achieved in such a short amount of time.

Claire Bartlett
Founding Principal



Vision for Learning 2023

This year our pedagogy was designed around bringing learning to life for our children by focusing on our school value of “A Sense of Wonder and Curiosity.” Throughout the year, we were reminded as a team to have a spirit of curiosity and creativity as we traveled the journey alongside the children as researchers. We continued to reflect on our own learning as a team and why it was so important for us to keep the notion of being curious and creative alive in all that we do.

Together with the children, we pondered the question “What is wonder?” We discussed how wonder compels us to ask questions, to seek answers and to connect to the extraordinary. It is the impetus behind countless scientific discoveries, artistic masterpieces and daring adventures. Wonder beckons us to step beyond the boundaries of the known, urging us to explore uncharted territories.

We knew that when we embraced wonder, we would free ourselves from the confines of the ordinary. Our learning would embark on a journey that knew no limits, where dreams would take flight and where possibilities would become endless. It was in these moments of pure amazement that we would catch a glimpse the incredible potential within ourselves and the world around us.

We believed that wonder invited us to see the world with fresh eyes, to find beauty in the ordinary and to marvel at the intricate complexities of existence. It would be through wonder that we would tap into the infinite flow of creativity, paving the way for innovation and growth. If wonder was the genesis of creativity and curiosity, engagement and learning, we aimed to capture what it looked like cognitively, logically and poetically.

We reflected on our image of the “Woodline Child” as we focused our learning on making connections between things, concepts and experiences with each other and with our environment. We knew that when the children felt seen, heard and valued, they would engage in deep learning and emotional development. It has been a joy to watch the children grow and learn through their strong relationships with others and their deep sense of self over the year.

To ensure that our learning was founded on a pedagogy of listening, we documented the children’s wonderings, curiosities and passions. For us, this involved being deeply attentive to the thoughts and expressions that the children brought to the learning environment. Through deep listening, we fostered open dialogue as a collaborative practice that continued to develop respectful and meaningful relationships between the Guides and the children. We took great joy in observing the children’s many ways to communicate through a variety of languages of expression that they accessed to make meaning and share their understanding with others.

Group Guides and Specialist Guides had opportunities to plan and learn alongside each other as we collaborated on our research projects and many whole school events and gatherings. Our whole school research project, “The Ecology of Relationships,” was at the heart of every decision we made in 2023. Believing that the world (and our beautiful school property) around us provided a wealth of opportunities to excite imagination, investigation and awe, woven into all of our learning were the questions of: What creates wonder and awe in our learning program? What inspires the children? What are they curious about? What motivates them? What brings them joy? What would intrigue the children? How would we create contexts for the children to ask questions? How would we give the children’s ideas time to grow? Our research projects focused on the concepts of “Change & Imagination,” which provided an opportunity to intentionally allow for depth of learning and to encourage each learning group to research specific areas of interest in a variety of different ways.

As we approached the end of the year, we continued to reflect on what and how we have learned from the children, knowing that when we listen to them deeply, we stay with them, we are alongside them, we are guiding them. What an honour it has been to continue to see our children make meaning of the world around them as they have been led by wonder.

“
I think wonder is like a strike of light in your brain and your heart at the same time
”
Riley

“
Wonder is when you can't wait to find out!
”
Max

“
Wonder makes you feel happy on the inside
”
Lilah

“
Wonder is a good feeling. Like the feeling I get when I look up to the sky
”
Poppy

“
I think wonder is things that interest you plus curiosity all mixed in together
”
Raul

“
Wonder is feeling lots and lots of excitement!
”
Alex

“
I think wonder is when you have to know straight away!
”
Jack

Rachel Fox
Deputy Principal
Leader of Learning



Experiences: Woodline's First Musical The Lion King Kids



Experiences: Clubs



- Tuesday Chess Club
- Wednesday Choir
- Thursday Running Club

Experiences: Community Days

- Nature Art Day
- Woodline Olympics
- Sports Colours Day
- American Sports Day

Experiences: Termly Connections to Country

- You Yangs
- Gnarwarre
- Point Addis
- Barwon Heads



Experiences: Camps

- Year 6 Rites of Passage Camp
- Halls Gap Camp
- Camp Wilkin Anglesea
- School Sleepover
- Late Night at Woodline



Experiences: Excursions and Incursions

- Geelong Cats Excursion
- ArtVo
- Flower Show
- Melbourne Museum
- Bounce
- Reptile Incursion
- The Geelong Library
- Sovereign Hill
- Hoop Time
- Melbourne Zoo
- Yoga session by Rising Health
- Ice Skating
- GBOT
- Drumming Workshop

Experiences: Our First Graduating Group

We said farewell to Woodline's first graduating group. We wished them all the very best and remind them that they all deserve to dream.

Quotes from the children

“

My highlights this year has been going on camps and excursions. We always have the best experiences at Woodline

”

“

Being at Woodline is like 'Learning in Disguise'

”

“

Together, we do better

”

“

It is important to look after our Woodline environment

”

“

Every day at Woodline is my favourite day

”

“

I like the different seasons and how they change at Woodline. Last week I was raking leaves to help clean up the property and making sure that it is being kept in a respectful manner

”

“

We didn't know we were making memories; we just knew we were having fun!

”

“

It's really fun going on our Monday morning walks to the Sanctuary. It's my favourite thing to connect to nature. I feel relaxed and calm with the noise around me, like the birds

”

Board of Directors

The School Board's role is to provide strategic direction and oversee Woodline Primary's management. The Board ensure governance practices are adapted to the academic environment and reinforce Woodline's core values.

They supervise all aspects of the school, including control, accountability systems and budget approvals. The Board are responsible for appointing, reviewing and supporting the Principal. They also manage grievances, build relationships with key stakeholders and set strategic goals and policy frameworks. They monitor adherence to ethical standards, review plans and budgets, approve significant expenditures, and anticipate and address potential issues. The Board oversee risk management, governance, and legal compliance with regular evaluations of organisational performance and have the key responsibility of maintaining Woodline's solvency.

Melanie Austin: Board of Directors



I was born in Yukon, Oklahoma. I have 4 siblings, one of whom is my twin sister, Melissa. We grew up on a small farm and went to a beautiful small elementary school called Surrey Hills. I am a very active, sporty person and have played many sports through my life, including softball in college in Oklahoma. After college I worked for a retail company called Payless Shoes which then lead me to move to Australia. I started my retail career

in Melbourne but then moved to Geelong where I felt much more at home. I met Nigel, my husband, at Cotton On Clothing and became a step mum to 3 children, Sky, Jett and Zane and later became a mum to Grant, Jack and Liv. Australia became my home and today I live on a farm in Geelong. A few of my favourite personal things are walks on the beach or the farm. Finding quiet and calm to balance myself. Watching or playing any sports (I LOVE sports). Reading an occasional book which is usually about personal growth. Catching up for a yummy chai with a friend. Travelling around the world but especially going home to see my family in Oklahoma. Some other things I enjoy doing with my family are running around doing kids activities. Throwing a ball in the backyard. Fishing and getting outdoors. Cuddles on the couch with an open fire. Singing along to songs in the car and dancing! As the Founder of Woodline, all I ever wanted was for Woodline to be a place where my kids could grow and develop into who they want to be. A place for them to come daily and be supported, accepted, loved, learn, build friendships and have fun! As the Director of the Woodline Board, I am responsible for the overall governance, management and strategic direction, risk management and accountability for the financial performance to be able to meet Woodline's goals and objectives. I truly love Woodline. It's a place that is so special to me and I'm so grateful to be a parent, founder and board member to support and see Woodline flourish and grow into a place of beauty for our children and our community!

Lael Stone: Board of Directors



Lael Stone is an educator, TEDx speaker, author, mother, and parenting counsellor who has been working with families for over 20 years. Her extensive experience as a birth educator, post-natal trauma counsellor, and parenting educator has allowed her to support thousands of families, from newborns to teenagers. She spent over five years in secondary schools, guiding teens on issues related to sexuality, well-being, and relationships. Her primary goal is to empower parents to foster connections and strengthen relationships with their children. Lael is the co-creator of Woodline Primary School, an innovative school focused on emotional well-being and connection. She was also the co-host of The Aware Parenting Podcast and is a sought-after public speaker who candidly shares her experiences and her passion for promoting wellness in adults through connection and communication. In addition to serving on several advisory boards and consulting with organisations on emotional awareness and trauma-informed practices, she has partnered with The Resilience Project to deliver presentations on raising resilient children across Australia. Lael's first book, 'Raising Resilient and Compassionate Children', debuted on numerous best-seller lists. Her work has now extended to the corporate sector, where she addresses the impact of imprints and trauma on relationships and stepping into our potential. Lael is thrilled to be a Director on the Woodline Board, witnessing the original vision and idea evolve into an amazing educational environment.

Bianca Limb: Board of Directors



Bianca has always had a passion for the health, wellbeing, and education of others, specifically children, and this drove her to complete a Bachelor of Education. In the classroom, Bianca dedicated herself to ensuring that every child in her care felt emotionally safe, empowered, and respected as an individual. In addition to teaching, Bianca has worked in case management for adolescents in the out-of-home care system, where she gained deep insights into the complexities families face and honed her skills in supporting individuals through various traumas and crises with empathy and understanding. Bianca's dedication to addressing societal issues through education was solidified while studying for her Masters in Criminology and Criminal Justice, a period that reignited her belief in the power of positive educational experiences as a preventive measure in children and adolescents' lives. Volunteering for Lifeline as a crisis support call taker prompted Bianca to further her professional development in the wellbeing space. Bianca completed a Graduate Diploma of Adolescent Health and Wellbeing, which focused on scientific understandings, public health interventions and service responses that aim to support young people relevant to the societal contexts they live in today. Inspired by Melanie and Lael's vision for a new type of school, Bianca eagerly joined their journey from concept to reality. Being part of the Woodline community has and continues to be a profound honour of hers. Bianca takes great pride in the team's achievements and confidence that the "Woodline Way" will leave a lasting legacy on all children, guides and families who pass through Woodline's doors, as well as pioneering systemic changes in education as a whole.

Shaun McWilliam: Board of Directors



Shaun began his career as a Financial Planner in 1997. For a decade, he served as one of the directors of a prominent firm based in Geelong. In 2017, Shaun decided to merge his leadership, ethics, and financial planning expertise to establish his own firm, Edge Advisory Partners. Shaun founded Edge with the mission of offering clients a straightforward and professional approach to financial planning.

A significant portion of his advice centres on Corporate Superannuation seminars and providing financial planning services for employees. Community is at the heart of Shaun's endeavours. He excels at bringing together a team of like-minded individuals to achieve common goals. In 2022, he joined the board of Woodline Primary to support the delivery of the school's values and objectives. Shaun has also proudly served as the President of the Newtown and Chilwell Football Club for the past eight years, leading the club to numerous prestigious awards and premierships, including the Club of the Year award in 2023. In his spare time, Shaun enjoys spending quality moments with his wife, Micah, and their three sons, Joel, Sam, and Josh.

Sarah Galbally: Board of Directors



Sarah Galbally is the Director and Principal Lawyer at Neon Legal, a firm she founded in 2016 to infuse legal services with a fresh, entrepreneurial spirit. Her vision was to offer an alternative to traditional legal services by focusing on a high-quality, affordable freelance general counsel model, resulting in a dynamic legal studio. Sarah is a general commercial and corporate lawyer with expertise across a variety of sectors, including

retail, fashion, supply chain, entertainment, sport, consumer, IP, brand, technology, digital, and media. She has a distinctive blend of private practice and in-house experience. In private practice, Sarah managed commercial and litigious legal matters, offering advice and handling projects for major Australian media and sports clients such as the AFL, Cricket Australia, HSV, AFL clubs, Channel 9, and celebrities at Browne & Co. She held a commercial executive role at St Kilda Football Club, reporting to the CEO as General Manager of Commercial and Consumer Business and Legal Affairs. In this capacity, she managed staff, budgets, membership, merchandise, volunteers, sponsorship, operations, and strategic initiatives.

Her senior in-house legal roles included Legal and Business Affairs Manager at Toyota (TMCA), National Commercial and Media Lawyer for Southern Cross Austereo Media (SCA) (digital, Fox FM, Triple M, Channel 10), and Commercial In-House Legal for the Geelong Football Club.

Additionally, Sarah was a senior manager of an alternative legal service business within the law firm division of Lexvoco/Lawyers On Demand, serving as Executive Lawyer and Head of Commercial in both commercial and litigation.

Sarah's unique blend of commercial operational experience in senior management roles within dynamic organisations enables her to deeply understand her clients' industries and organisational needs, providing a trusted and efficient legal advisory service.

Sarah is also a non-executive director and can assist with board positions, being a Graduate Member of the AICD since 2020.

Enrolment Numbers

Year Level	Enrolments
Foundation	15
Year 1	16
Year 2	11
Year 3	18
Year 4	11
Year 5	13
Year 6	4

Attendance

Year Level	Attendance (%)
Foundation	91%
Year 1	85%
Year 2	86%
Year 3	90%
Year 4	81%
Year 5	85%
Year 6	84%

NAPLAN

Year 3

Subject	Expected Level	Above Level
Numeracy	58%	33%
Reading	58%	42%
Writing	50%	8%
Spelling	75%	8%
Grammar and Punctuation	75%	17%

NAPLAN

Year 5

Subject	Expected Level	Above Level
Numeracy	64%	27%
Reading	55%	18%
Writing	55%	18%
Spelling	36%	9%
Grammar and Punctuation	82%	18%

Family Satisfaction

In 2023, families were given the opportunity to participate in an online anonymous survey.

Families were surveyed using a five-point scale and given the opportunity to provide written feedback. Out of 127 caregivers there were 38 respondents. Families were provided an opportunity to indicate the main reason for choosing Woodline. 34 respondents indicated Wellbeing as their primary reason with 27 respondents second reason being Philosophy and Values. 84% of respondent's expectations are being met.

The table below indicates percentage collated responses to the following areas:

Surveyed Areas	Expectations met/exceeded (%)
Emotional Wellbeing	94%
Learning	91%
Communication	90%
Facilities	97%

Quotes from the Families

“
So grateful that my children go to Woodline. Their emotional intelligence & well-being has skyrocketed which has changed our family dynamics for the better
”

“
I am so grateful that my child is here and my family is a part of this amazing community. Thank you for all that you do, everyone always goes above and beyond
”

“
We are so proud to be a part of the Woodline community. What you have created and what we have built upon is something very special. Thank you for always doing your best and being willing to hear and act on feedback
”

“
. Woodline has made a strong, positive impact on our family members' lives and awakened forgotten connections to the world around us as well
”

Community Engagement Disability Inclusion Working Group

2023 was the establishment of our Disability Inclusion Working Group.

The group gathers together termly and the meeting intentions of:

- To reflect and evaluate current inclusion initiatives
- To plan and complete actions for current practice

The group also established Woodline's Vision for Inclusion:

Our vision for disability inclusion is to create a safe environment in our community, in which people with a disability feel proud, seen and embraced for who they are. We will create a culture of listening, learning and adapting to ensure a holistic approach that gives agency and empowerment to individuals.

We will be researchers, to ensure children with special rights have the adjustments they need to support their learning.

Together we will foster collaboration through our stories to strengthen equity.

Community Engagement RAP Working Group

2023 was also the establishment of our Reconciliation Action Plan Working Group. The group gathers together termly and the meeting intentions of:

- To reflect and evaluate current reconciliation initiatives
- To plan and complete actions for the RAP
- To complete and submit the RAP

Our vision for reconciliation is to create a culturally safe environment in which Aboriginal and Torres Strait Islander children, and all children, and their families feel welcome. Woodline is committed to Truth telling. We will listen, learn and acknowledge Australia's true history, and respectfully and authentically embed Aboriginal and Torres Strait Islander perspectives throughout Woodline and the wider community. Together, we will strengthen meaningful connections with the Wadawurrung community to foster inclusion, equity, equality and change. We will celebrate the diversity of all Aboriginal and Torres Strait Islander Peoples.

We have been very pleased with what our RAP Working Group and whole school achieved throughout 2023. We continued to endeavour to authentically embed Aboriginal Cultures, Histories and Perspectives in all areas of our school.

There have been many highlights such as:

- Welcome to Country at our Welcome Gathering
- Symbol paintings on our stumps around our Gathering Circle
- Connection to Country Project as part of our Creative Victorian Partnership Project Grant
- Stargazing Night
- Wayapa Training for the Woodline Team
- Sorry Day Gathering
- Wurriki Culture gifting each learning group their own group name
- Receiving a coolamon from a scar in one of our trees
- Ensuring everyone understands the importance of an Acknowledgement to Country and has an opportunity to share a personalised Acknowledgement
- Creation of our Bird Sanctuary
- Collation of a Seed Library

We are looking forward to achieving our 2024 goals and not only completing set actions but ensuring they become part of the Woodline Way.

Community Engagement

Playgroup

Established in 2023, Woodline's playgroup offering was designed to provide a safe and nurturing space aligned to the Primary Schools philosophy. It was a connection of younger siblings. A connection for children entering Woodline in Foundation the following year. A connection to the wider community.

The children who attended playgroup were able to connect with our playgroup Guide and family helpers. They were able to immerse themselves in imaginative play, messy play, play utilising design and loose parts, creative play and nature play. Through hours of play here at Woodline the children have worked collaboratively, shared ideas and formed strong connects with one and another.

Community Engagement

Geelong Mums

A Child's Reflection: As part of a numeracy challenge we did to support the Geelong Mums foundation, we got to shop for people who are in need of essential items. I felt like I enjoyed the shopping experience more because I was buying for others, therefore I put a lot more conscious thought into my purchase choices. I felt proud of myself for getting items such as beanies, gloves, socks and a toy. I hope these items make an impact in a child's life who needs them.

Community Engagement

Feed Me Geelong

Towards the end of the year, Geelong Food Relief and Feed Me Geelong saw a shortage in nonperishable items. In the lead up to Christmas the community came together and created a food drive, donating goods to these important community services on a weekly basis.

Community Engagement

Garden Club

Once a week caregivers would tend to our veggie garden, harmony sanctuary, compost and general garden care. It has been a wonderful addition to our community and a great opportunity for families to connect whilst providing care and love to our grounds.

Community Engagement

GenU

Part of our ongoing partnership with GenU is to provide opportunities for their clients to undertake work experience. In 2023 we had four wonderful people throughout the year working in the areas of Grounds/Maintenance and Administration.

Community Engagement

Story Dogs

Parrwan Group (Year 2 children) welcome Story Dogs once a week into their learning space. Story Dogs provides the opportunity for children who need some gentle encouragement to read aloud to read to a dog. A dog has no judgement and therefore builds confidence in their reading.

Team

Principal	Claire Barlett <ul style="list-style-type: none">• Bachelor of Education
Deputy Principal Leader of Learning	Rachel Fox <ul style="list-style-type: none">• Bachelor of Science• Postgraduate Diploma of Education
Leader of Wellbeing	Beth Colbert <ul style="list-style-type: none">• Diploma in Business Operations• Diploma of Science
Reception/Administration	Teagan Toyne <ul style="list-style-type: none">• Diploma in Early Childhood Education
Group Guide - Foundation	Shae Tweedle <ul style="list-style-type: none">• Bachelor of Education (Primary)
Group Guide - Year 1	Tarryn Robertson <ul style="list-style-type: none">• Bachelor of Early Childhood Education
Group Guide - Year 1	Fiona Steiert <ul style="list-style-type: none">• Bachelor of Sport and Recreation Management/Outdoor Education• Master of Teaching (Early Childhood/Primary)• Diploma of Childrens Services
Group Guide - Year 2/3	Emily King <ul style="list-style-type: none">• Bachelor of Early Childhood and Primary Education (Hons)• Advance Diploma of Performing Arts (Dance)
Group Guide - Year 3/4	Tracy McDonald <ul style="list-style-type: none">• Diploma of Education• Bachelor of Applied Science
Group Guide - Year 4/5	Ash Pike <ul style="list-style-type: none">• Bachelor of Arts (Humanities and Social Science)• Masters of Public Health (Health Promotion)• Postgraduate Diploma of Education (Applied Learning)
Group Guide - Year 5/6	Teagan DeValle <ul style="list-style-type: none">• Bachelor of Primary Education• Masters of Inclusive Education
Visual Arts Guide Performing Arts Guide	Bridie Premraj <ul style="list-style-type: none">• Bachelor of Arts/Bachelor of Social Work (Hons)• Graduate Diploma of Education (Primary Teaching)• Master of Advanced Social Work
Wellbeing Guide Environmental Guide	Sarah Armour <ul style="list-style-type: none">• Bachelor of Social Work• Post Graduate Diploma of Teaching (Primary)
Auslan Guide	Tammy Jong <ul style="list-style-type: none">• Bachelor of Applied Science (Information Technology)• Post Graduate Diploma in Education
Physical Education Guide	Steven Davies <ul style="list-style-type: none">• Bachelor of Physical Education• Diploma of Health

Team



Assistant Guides

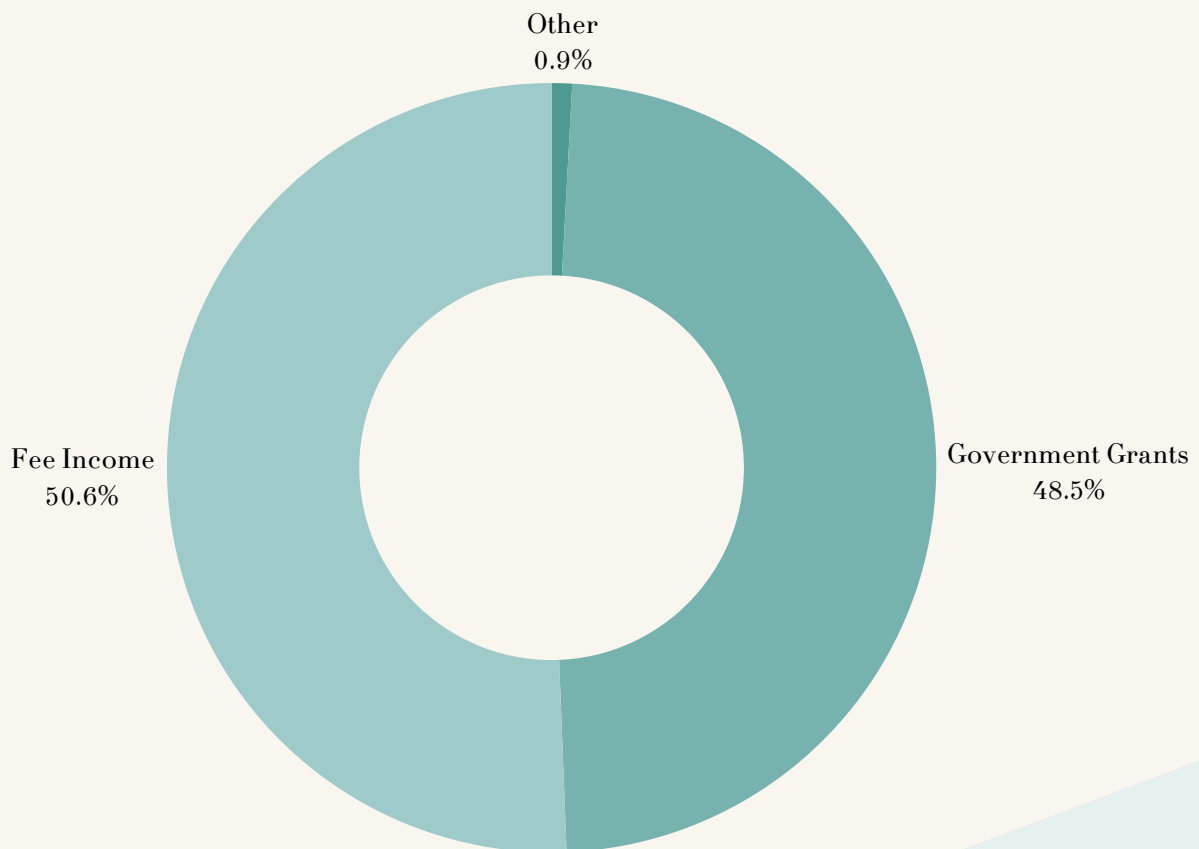
Allison Hampshire
Amy Johnson
Bianca Powell
Carolyn Houston
Chiara Mcleod
Faith Favre
Katrina Bozikas
Lauren Thompson

Lila Mackenzie
Mark Gee
Matilda Paton
Peri Payne
Sarah Ebanks
Talitha Michael
Tess Ricardo

Financial Statement

Revenue

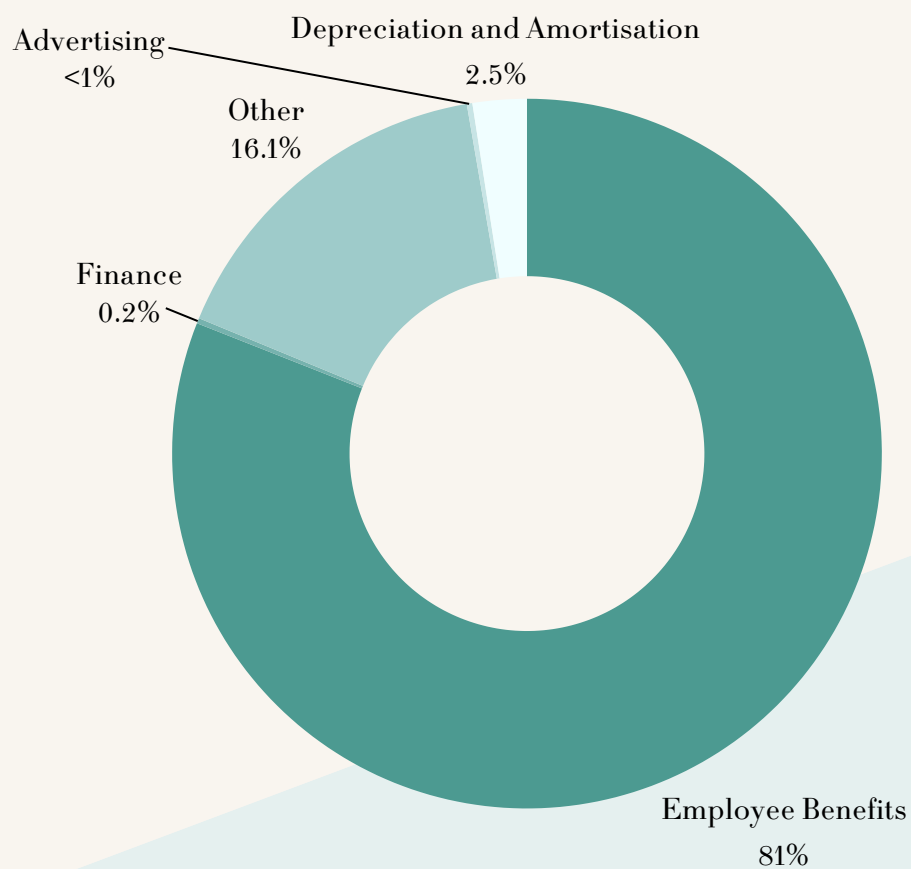
Revenue	2023	2022
Fee Income	\$1,202,047	\$652,987
Government Grants	\$1,152,151	\$738,070
Other Revenue	\$20,314	\$199,851



Financial Statement

Expenses

Expenses	2023	2022
Depreciation and Amortisation	\$51,696	\$48,203
Employee Benefits	\$1,695,762	\$1,102,648
Advertising	\$5,306	\$4,260
Finance	\$5,052	\$7,704
Other	\$336,149	\$259,226





Fostering connection and awareness



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