



Annual Report 2023



INTRODUCTION

Presbyterian Ladies' College Armidale (PLC) is an independent girls' school situated in the New England region of northwest New South Wales with a long and rich history of educating girls since 1887. The College is the only all-girls' Pre-Kindergarten to Year 12 day and boarding school in NSW north of Sydney to the Queensland border. PLC Armidale is renowned for consistently high academic achievement, an exceptional creative and performing arts program and sporting excellence. Combined with leadership opportunities and an established outdoor education program, PLC Armidale provides opportunities for girls from a range of diverse backgrounds to excel.

PLC Armidale enjoys a strategic alliance with its sister school PLC Sydney. Both schools are governed under one College Council.

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THEME 1: CONTEXT

i. A MESSAGE FROM KEY SCHOOL BODIES

PLC ARMIDALE CHAIR OF COLLEGE COUNCIL

Mrs Leah Russell

Today we come together to celebrate the end of 2023.

Today we recognise the achievements of our girls and young women across a breadth of endeavour.

Achievement is an interesting idea in many ways. It is accompanied by a sense of reward, and of completion, which is right when looking back at the investment of effort.

Today we reward that effort, but when speaking of achievement, we can also consider how this builds on the future – the challenges, the opportunities, the possibilities otherwise not considered.

Today we celebrate achievement, recognising what has happened as well as wondering what *might* happen.

I also want to recognise the dedication of our academic staff and support staff.

I see the results of their work, but it is the girls, you who know this dedication first hand.

This dedication is about more than education, it is about a commitment to building women of purpose.

Girls, perhaps you will have the opportunity to thank one of the PLC community who has helped you this year.

Thank you to each of the members of the College Council.

Each volunteers their time to ensure that the Governance of the College is sound.

I thank Caron Balzer for being deputy in 2023, and for Adam Ladkins now continuing in this role, along with Convenor of Governance.

Thank you to Tim Catteral for his effective work as convenor of Finance and Risk, and Joanne Gamble in her role as convenor of Strategy and Education.

This year the focus has continued to be on implementing the 10 year strategy which included:

- Supporting the executive if the further well-being of students, with the first ESJ program for year nine this year. You will begin to see how you grow and develop.
- Ensuring that girls are educated to the best of their ability within a Christian framework
- Managing the finances in a way that enables us to pay fair prices to suppliers, ensure our staff remuneration is maintained, whilst being mindful of fees to parents.

We live in a world that has been facing many challenges, economic conditions, the news of war, drought, famine, floods.

We also face individual challenges, such as health, finding time or inspiration to get assessments finished, preparing for significant exams, preparing new teaching programs, learning new skills.

So I am sure I am not the only one who asks the question why, and what can we do, when problems seem large.

A recent sermon I heard reminded me that even the small things we do are important.

It was a message from Zech 4:10

Who dares despise the days of the small things, when there will be rejoicing when they see the Capstone placed.

Small things matter.

Life is made up of small things.

We put our heads down to study, we make an effort to be helpful, we can say one encouraging word.

God is concerned with small things.

The small things are like bricks in a building – of themselves perhaps insignificant.

Then there are times when we get to see a capstone put in place.

My husband tells me that capstones were an important part of making arches, and when the capstone goes in, it is a moment of completion, a time of rejoicing.

For many of our girls, today is a capstone moment.

We do not despise the small things because we know there will be days like this to rejoice in the capstone moment.

Do remember that to build a great building you need *many* arches.

As we enter the time of Christmas we see how God worked through the small.

Jesus' birth as a baby and then the individual steps of his life before the crowning glory of his death and resurrection.

My prayer is that you will remember to take the small steps that will enable you to grow into young women of purpose and faith.

PLC ARMIDALE PRINCIPAL

Mrs Nicola Taylor

Little did I know when considering our theme for 2023 how apt it would be.

Grit & Grace was chosen, not because it was short & memorable but having reflected on the history of the College in our 135th anniversary year, the words seemed to sum up so much of what characterises PLC Armidale, its people and place.

Grit - having the courage to continue even in the face of challenges. Grit requires resilience and self-control. Grit determines that life's challenges will neither define us nor defeat us. Grit is where perseverance meets passion to create purpose.

By contrast, Grace is freely given. A mercy, generosity, kindness, moral strength, favour, even when it is not deserved. Grace is the ability to push towards excellence, leaving room for failure. To understand grace, we have to know and accept our own shortcomings and failures. Grace is embodied. An attitude, a characteristic, a belief which has a contagious and positive effect on others.

2023 began with the very sad news that long term supporter and Patron of the College, Mrs Rosemary Leitch had passed away. Mrs Leitch had a very lengthy connection with PLC Armidale, providing generous personal support of the study of languages and music by funding scholarships which enabled PLCA girls to access experiences they may not otherwise have been able to.

Mrs Leitch, long term Mayor of Armidale, and one time Chair of College Council was a woman who embodied both grit and grace, the latter evident when a stroke robbed her of the independence and dignity which had characterised much of her life. Mrs Leitch was one of a long list of women we have reflected on during the Senior School Assembly each week - names less familiar, accomplishments more obscure, lives more remote. Women of a different time and often a different place, each leaving a legacy, a life of significance, a life of grit and grace.

Louisa Lawson (Mother of Henry) was denied an education, having to remain at home to care for her 10 siblings, married at 18 and mother of 5 children before she was 30, Louisa found herself a single parent so ...

...she bought a Newspaper as a means of generating an income - providing a platform for publishing her son Henry Lawson's work as well as a way of advocating for improved conditions for women, including the right to vote, divorce law reforms and childcare for working mothers. A life of grit & Grace.

Judith Heumann, a polio victim referred to as a 'fire hazard' because of her wheelchair when her mother sought to enrol her at school. Overcoming adversity and rejection, Judy became the first wheelchair bound teacher employed in New York State. Judy died earlier this year, aged 76. One of the tributes published said her life reflected her attitude that "Most things are possible when you assume problems can be solved.." A life of grit & grace.

Nora, aged 27, the first woman to win the Archibald Prize, became Australia's first female war artist, serving in New Guinea between 1944 to 1946 recording the activities of Australian nurses. Criticised by her superior officers for depicting a lighter side of the war effort (the nurses afternoon tea table), Nora painted what she saw nonetheless, with some of her artwork on display at the Art Gallery here in Armidale. A life of grit & grace

Wilma Rudolph, born prematurely, the 20th child in a family of 22 in a house with no electricity or running water, was struck down by Polio and Scarlet fever the year she was to start school. Wilma's parents were told she would never be able to run or move freely. Years of intense physical therapy followed through which Wilma found a love for sports especially athletics.

Spotted by an athletics coach at 16, she was the youngest member selected for the American Olympics track-and-field team. Wilma qualified for the 1956 Summer Olympics in Melbourne, winning bronze in the 400-metre relay. At the 1960 Olympics, in Rome, Italy. She became the first American woman to win three gold medals in one Olympics. Her nickname? The Black Pearl, enduring hardship and challenge to overcome adversity. A life of grit & grace.

Closer to home, the death of Slim Dusty's wife of Joy McKean saddened the Australian Country Music scene earlier this year. Fifty years ago, Joy won the first ever golden guitar award issued for her song 'Lights on the Hill' which she composed after driving up the New England highway to Guyra through The Pinch one cold, rainy evening.

This success encouraged Joy to persevere writing songs under her own name in what was a very male dominated industry. Joy McKean will be remembered for her talent, empathy and integrity as a pioneer in the Australian music industry. A life lived with grit and grace.

Or Ida Standley - who left behind her home and family in Adelaide to travel by horse & buggy to Alice Springs in order to establish schools and care for aboriginal children. Likewise Adelaide Meithke, established schools for girls in remote areas and was the driving force in establishing the School of the Air. Lives lived with grit and grace

In addition to considering women in different places, times and seasons of life, we should also look a little closer to home to see the grit & grace shown within our own community throughout 2023.

At Speech Day last year, I spoke of the four pillars of experience which make up a PLC Armidale education. Here are some highlights...

Academic Endeavour & Rigour

- Science girls who won the 2023 Highlands Science and Engineering Challenge for the second year in a row
- Eight girls attended the 18th International Student Science conference at PLC Sydney.
- Four girls selected to attend the National Youth Science Forum January 2024
- Two girls awarded Secondary Schools Encouragement Awards at the annual Young Scientist Finals in Sydney.
- One student who participated in the Curious Minds Winter Camp who was one of only five of the 120 students in attendance selected to present during the camp on her chosen topic.
- Outstanding results in NAPLAN, ICAS, Maths Olympiad & personal learning goals.

Creative & Performing Arts - CAPA

- One student attending the 2023 Australian Youth Orchestra National Music Camp in Adelaide
- Seventeen portraits submitted to the Young Archie art competition
- Nine students work selected for the Inspirations and Iterations Exhibition
- Three travelled to Melbourne to sing in the choir of Benjamin Britten's Requiem performed by the Melbourne Symphony Orchestra
- Four who attended the Regional Youth Orchestra in Sydney, an audition based youth orchestra for talented students from NSW Regional Conservatoriums.
- 50% of the Armidale Eisteddfod finalists PLC Armidale girls, with girls winning the Adjudicator's Choice award and being selected to perform in the Gala Concert
- 50% of the New England Championship Prizes were awarded to PLC Armidale students
- Fifty five girls from PreKinder to Year 12 took part in the Armidale Dance Eisteddfod
- PLC Armidale Dance Ensembles placed first in each section entered
- One student represented the region at the Shakespeare State Carnival placing second in the Music section with an original composition
- Three finalists in the UNESAP Let's Hang Competition with one student receiving the prestigious Director's Choice award and another student awarded Highly Commended in the K-2 Section
 - Six Students received their CVCA in the AMEB Speech & Drama Examinations, each attaining A+ (distinction with honours)
- One Speech & Drama teacher being awarded her licentiate
- Nine PLCA girls selected for the Gondwana National Choral School
- One nomination for Callback (Dance Composition)
- Two Groups nominated for Onstage (Drama Performance)
- Two individuals nominated for Onstage (Drama Performance)
- One student nominated for Costume Design
- One student nominated for Encore (Music Performance)
- One student awarded an AMus in Flute,
- One student awarded an LMus in Piano
- Many many students taking part in a very successful Charlie & The Chocolate Factory Musical.

Leadership & Challenge

- Newly incepted leadership positions; Junior School Creative Arts Captain & Junior School Sport Captain
- Two students took part in the Rotary Public speaking competition, with one the runner up
- Year 7 ran a very successful 'fun(d)raising ' experience raising money for 'Support the Girls'
- One student won the Local Land Services competition in the Social Media Post category with two other entries awarded highly commended
- Cattle Team success across regional shows, Sydney Royal & Brisbane EKKA
- Schute Bell/Victor Chang Cardiac Research Charity Steer selling for \$20,500 gaining Champion Speckle Park School Steer
- All 18 head of cattle exhibited at Sydney Royal placed and received a ribbon.
- Two girls representing the region in judging
- One girl attended the 2023 Junior Heifer Camp in Adelaide after winning the 2022 Red Poll Youth camp Member award.
- One girl to attend the 2024 Junior Heifer Camp in Adelaide after winning the 2023 Red Poll Youth camp Member award
- One girl won 16 years Young Judges class out of 150 students at Scone Upper Hunter Beef Bonanza.
- One girl awarded Overall Grand Champion Young Judge out of 300 students at Northern Schools Steer Competition
- PLC Armidale Cattle Team placed second out of 30 schools for Best Maintained team at Northern schools Steer Competition.

Sport & Outdoor Education

A long list of achievements were celebrated at the Annual Sport Dinner.

- Two girls competed in the Regional Zone Athletics Carnival placed 1st or 2nd in each event entered with both attaining some PBs (personal best) times. Both girls proceeded to the state competition
- One student placed in multiple equestrian disciplines across multiple competitions
- One girl selected to open the Tildesley tennis competition in Sydney with an acknowledgement of country
- Thirteen girls from Year 6 to Year 12 were selected to take part in the ADNA Netball development and representative squads
- Eight students represented PLC Armidale at the IGSA Swimming Championships
- One student won the National Billy Boiling Championship
- Two students enjoyed great success at the Australian Stockhorse Championships
- One student was awarded Supreme Champion Stock Rider at the Australian Bushmen's Campdraft and Rodeo Association's annual Glowalman Junior Rodeo
- Six students represented PLC Armidale at the IGSA Cross Country Championships
- One student was runner up at the U14s Girls Tennis Singles Regional Match Series in Singleton
- Four students selected in the U15s Hockey New England Representative Teams
- One student competed at CIS Cross Country placing 37th against students from across the state
- Four students played for the ADNA 17yrs team taking part in the 2023 Senior State Netball titles
- One student competed with the CIS NSW Girls U18 Team at the Australian Secondary Schools Rugby League National Championships in QLD, the only girl from our region to be included
- One student represented Hockey New England at the U13s Hockey State Championships, her team making it to the semi-finals
- Junior IGSA Hockey Team were undefeated and won the competition for their division
- Two students competed in the U14s NSW Tennis Teams Event held in Gosford, the North West Team finished 9th overall
- Eleven students represented PLC Armidale at the IGSA Athletics Championships
- Two students competed in the CIS Athletics Carnival, one was selected to compete in the NSW All Schools Athletics Championships, placing second in the 14yrs 400m
- Three students represented the Armidale Gymnastics Club at the State Championships, each girl was awarded a silver medal and a bronze medal for their respective divisions
- One student was crowned the NSW U16 Champion at the NSW Champion of Champions Tennis Event

Explore, Serve, Journey (ESJ)

ESJ or the explore serve journey program, launched in 2023 was the culmination of intentional design and careful planning. The program focused on weaving together and strengthening many of the threads of experience in place at

the College. An intentional focus, at a critical time of development, taking girls out of their comfort zone, away from the known, familiar and safe to encourage challenge by choice, appropriate risk taking - learning to live in Community.

For Year 10, this involved a Journey from the Highest City in Australia (Armidale) to the peak of the highest mountain in Australia - Kosciusko. For Year 9, the delight of being a Boarder for a month. Both programs designed to provide peak experiences involving challenge by choice, opportunities to explore, serve and journey both practically and metaphorically. Living in community, technology free, connecting in real time, real place with real people strengthened connections and created a rhythm appreciated by all.

We look forward to how the ESJ program may grow and develop in the future as a signature experience for girls at PLC Armidale.

As the 2023 Academic year draws to a close, it is appropriate to express gratitude for our community. Thank you to

- College Council for wise and diligent governance of the College
- Senior Executive members for leading your teams with passion and resolve. Staff across the College who work with care and commitment in all they do
- Parents for entrusting us the privilege and responsibility to educate their daughters
- Students at each age and stage of learning for your willingness to explore, serve and journey at PLC Armidale.

"And whatever you do, whether in word or deed, do it all in the name of the Lord Jesus, giving thanks to God the Father through him." Colossians 3:17

PLC ARMIDALE 2023 HEAD PREFECT

Chiyo Brown

While in the process of drafting my speech for today, I found it difficult to figure out what exactly it was I wanted to pass on to each of you as the last speech I deliver here at school.

I've been at PLC ever since I first arrived here in Year 7, and after six years of being a PLC girl, I can safely say that being a part of this school is one of the things that I hold most dear, and that I am most proud of. This has never been more true than in 2023. As one of the first years (on the whole) free of pandemic restrictions, our school spirit seems to have been renewed in full force. Just this year we had record numbers of Gondwana Choir participants, CVCA awardees, team and individual sporting champions, prize winners at the Young Scientist Awards, and recently, a very successful school musical. Each and every one of you should be immensely proud of the hard work and dedication you've put in throughout this year.

Recently I've been putting in some thought about what exactly it is that makes PLC such a joy to be at. Especially as I remember when I first arrived here, I was not quite as enthusiastic. Though the staff, the girls, and the PLC community have always been exceptionally welcoming, being a new student and knowing very little people here meant that no amount of kindness helped me to miss my old friends and teachers from primary school any less. I think this is something that any student who's ever started at a new school would have experienced to some extent, because adjusting to anything new, let alone something as central to your everyday life as school, can be really difficult. When you're surrounded by people who all seem to know each other, you feel like you have to work twice as hard to fit in, to feel like you belong.

However, something I quickly realised as being one of the greatest things about PLC is that our individuality is so celebrated, and that before long, you will get to know every single student and teacher here. There's no need to have to be like everyone else, because nobody here expects you to be anything other than yourself. This is the first point I'd like to make today, about what shapes a PLC girl, what shapes leadership in an all-girls school - it's our ability to be ourselves.

Now, for a long time my concept of a good leader was someone who was always level-headed, who didn't make mistakes, who was witty and confident and never afraid to speak out. Not only do I not tick any of those boxes, I think it'll be rare to find anyone who really is every one of those things at once. However, as I went through PLC I found the leaders who I looked up to most, who had the biggest influence on the lives of myself and the other students, didn't have to be every one of those things at all. They were just themselves, and unapologetically so.

Whether it be the unique initiatives and events planned out by each year group through the SRC, or the passion which brings girls together for strength and conditioning before the sun is properly up - at PLC it's while we pursue the things we're most passionate about that we serve also as constant role models - not only for younger students, but our peers. I recently read a quote that compared leadership to a muscle - the more you train it, the more

effectively you're able to harness it. From our first day at PLC, it's clear just how important student leadership is within our school; and so, this same muscle of leadership is trained every day we're at the college. This is why I think our sporting carnivals, our guild drama performances, are always so successful - year after year it's through learning from those who came before you, who lead by example, that we come to genuinely care about giving things a go, and aim to do the absolute best we can.

It's the same reason why the student that hates public speaking will get up on this stage tomorrow and dance, and sing, and say their lines regardless, the same reason why each year, girls who've never swam a medley in their lives line up to do so for the sole purpose of giving it a go. It's also, I think, the same reason why Mr Clarke and Mr Clendinning both decided to battle it out in the Cross Country this year - at PLC we're in the very privileged position to be able to do things, almost anything, just because we can, and we take that opportunity every time.

In this way, throughout my role this past year I've realised that leadership at PLC isn't something that's reserved for badges or titles - far from that. It's the way each girl throws herself into school events, allowing us to lead by example not only as individuals, but as a collective whole. That's the second point I'd like to make about leadership at PLC - it's about working together.

I think this is why one of my favourite memories from school is playing together with Senior Strings down in Sydney earlier this year, prancing around our little rehearsal room while the kids from Hong Kong and Tasmania peered in, slightly aghast, from next door. Even more so than the stage, and the hall, and all the fancy lights, it was being there together with my ensemble mates, my friends, that made it so worthwhile.

And so, to the students. If there's anything at all that I can leave with you today, it's to urge you all to continue being you. Use the voices that we have to continue making good progress forward, and, whether you love to sing, to run, whether, like one student here you think sea cucumbers are the greatest creatures on the planet, continue to be no-one but yourself. Because our individuality, and unity in our support for one another, will be what takes us to whatever we set our sights to. And here, those sights are set to the stars.

PLC Armidale, it was an honour to be your Head Prefect this year.

Ad Astra.

PLC ARMIDALE AND HILTON OLD GIRLS' UNION

Mrs Kim Carruthers

As the last year of my PLC Armidale and Hilton Old Girls' Union Presidency, I am pleased to have continued in carrying the torch from previous Presidents these past 3 years. We have continued with the traditions of:

- Holding general meetings - open to all Old Girls
- Awarding the PLCA OGU Bursary to a granddaughter/daughter of an Old Girl for a year 7 student
- Hosting with the college, the Sydney IGSA event (PLCA OGU was represented by Kathie Marquardt, Past President)
- Hosting the year 12 cohort morning tea
- Collaborating with the College to hold the Reunion Weekend in Armidale and with the PLCA P&F for the Signature Event (PLCA OGU was represented by Melissa Harvey - Hon. Treasurer)
- Sponsoring the Dux of school prize on Valedictory assembly and distributing membership pins.

With much help from the College, the OGU Cabinets have now been built and are on display on the library foyer. This is a wonderful opportunity for items from the Archives to be displayed for the girls to view and enjoy for many years to come.

I would like to wish the new PLCA OGU committee all the best, in particular Peta Taylor (nee Jefferey), who is the newly elected President, as she continues to "Connect, Inspire & Engage".

Thank you also goes to the PLCA OGU Patron, Mrs Nicola Taylor (College Principal) for her continued support.

PLC ARMIDALE P&F ASSOCIATION

Mrs Judi Sheedy

Reflecting on my three year term of service as P&F President, I am reminded of the importance of a P&F in weaving the elements of school life together. In my view, one of the strengths of PLCA (and one of the reasons we chose PLCA for our daughters) is that of community, and the first place this starts is with the P&F and Liaison Parents.

Three years ago, we were a committee essentially starting from scratch, as previous committee members had all left Armidale. On top of this, we then navigated our way through the COVID years. Rather than let any of these speed bumps deter us, they only served to make us more determined.

One of the driving forces of the P&F Committee has been to ensure that we (a) have strength and depth in our P&F and (b) there are transferable systems in place for future committees. Our Committee has doubled in size, with some positions attracting two parents, which assists in ensuring that there is back up when our lives get busy, and also doubles the brain power! We have also established an online Google Drive for which ensures that all information is easily accessible and stored in one place.

Through the careful stewardship of our trusty treasurer Sam Notley and the continued generosity of our PLCA community, this year the P&F Committee is excited to contribute back to PLCA \$40,000. Our fundraising goal this year was \$25,000 to purchase a moveable stage . This stage is usually hired for Guild Drama and special events at a significant annual fee. Not only have we been able to fund this purchase but also the following Staff Wishlist requests.

Junior School Music Program - 3 x cellos \$ 2,500
Sport - netball goal post pads \$ 700
Agriculture - co-contribution to greenhouse \$ 2,000
Creative Arts - body mics x 20 \$ 8,500 Whole school - portable stage \$25,000
Total: \$38,700

This is a sensational effort on behalf of the parents and friends of a small rural school - so thank you!

The strengthening involvement of the Liaison Parents as vital members of the P&F has been pivotal to, not only the success of the P&F, but also to all of our parents feeling welcomed and part of our wonderful PLCA community. A special thanks to the wonderful 2023 Year Group Liaison Parents: Anne-Marie Paul (K), Amy Jacometti & Kelly Wang (Yr 1/2), Nikita Nizik & Fiona May (Yr 3), Alex Notley (Yr 4/5), Tasma Greatrex (Yr 6), Kylie Marchant (Yr 7), Tillney Webb (Yr 8), Be Blake & Paula Jenkins (Yr 9), Maria Gruber & Julius Van der Werf (Yr 10), Susanne Kable (Yr 11 & Boarding), Kathie Marquardt & Emma Young (Yr 12).

A huge thank you and congratulations to the 2023 P&F Executive Committee. This group of parents and friends willingly give up their time to help make many of the PLCA events so successful. This year the events have run so smoothly and seamlessly, which is a tribute to each and every Committee member.

Our 2023 P&F Executive Committee have been Amy Jacometti (Secretary), Sam Nottley (Treasurer), Ben Carruthers & Tillney Webb (Senior School Representative & Canteen Coordinators), Tasma Greatrex & Kelly Wang (Junior School Representatives) and Susanne Kable (Boarding House Representative). To each and everyone of you, thank you.

I am delighted to be able to pass on the baton to the new committee and look forward to the next year at PLC Armidale.

PLC STUDENT REPRESENTATIVE COUNCIL

Chiyo Brown

The 2023 PLC Student Representative Council have led a highly productive year working alongside students and the wider school community to raise awareness and financial support for chosen charities and initiatives.

The year began by following up on proposals that had been raised through the last SRC cohort, such as the implementation of whiteboards in the Year 7-10 lockerbay areas, and the purchase of new Dining Hall sandwich toasters. Strong, positive feedback was received from our peers surrounding these changes, and indicated to the council the importance of effective communication to the school community surrounding SRC initiatives. Following

this, the SRC hallway board was renewed to include photographs of SRC initiatives and events, as well as the minutes from the most recent meeting so that they were easily accessible to any senior school student.

Various proposals were raised and discussed throughout the year, with each cohort placing focus on key areas to improve student and staff wellbeing. The 2023 SRC priority lay not only in enriching the quality of life of current students, but future PLC girls. Major internal projects included the Year 7 Tree Initiative, in which each incoming Year 7 group would be able to plant a tree on campus that they could watch grow as they completed their schooling journey. A second initiative put forward, Supporting Women's Health at PLC, focused on destigmatising menstrual and reproductive health within the college, and within it proposed for feminine hygiene products to be made available in the college bathrooms. Both initiatives are currently in the process of being implemented.

In addition to internal initiatives aimed at improving aspects of the college, each year the SRC raises funds and awareness for various local and international charities. In 2023 these included Support the Girls (Year 7), Do It For Dolly (Year 8), Country Women's Association (Year 9), Embrace (Year 10), Agape Home (Year 11), and Anya's Wish (Year 12). The majority of 2023 fundraisers focused on supporting women and those living in rural or disadvantaged communities, as such issues were of great importance to a rural, all-girls' school such as PLC. Alongside these major fundraisers conducted by each year group, the SRC worked to raise awareness against bullying and harassment, encourage fitness through proposals for sporting equipment, and bring attention to any improvements that could be made to the grounds or school facilities.

The efforts of the 2023 Student Representative Council - supported by teachers Mr Cotterell and Mrs Faithful - were substantial, and all members of the council and their peers should be immensely proud of what they have achieved in the past 12 months. On behalf of the outgoing Year 12 members, I'd like to thank the SRC for all of their hard work, and I look forward to what the council will do in the future.

ii. CONTEXTUAL INFORMATION ABOUT THE SCHOOL

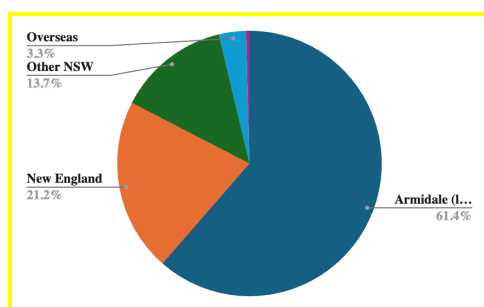
PLC Armidale was established in 1887 and is one of the oldest schools in the New England. It is consistently rated as one of the highest performing regional schools in New South Wales in Higher School Certificate results and has an outstanding reputation for its NAPLAN literacy and numeracy results in the Junior School. PLC Armidale is an all-girls' day and boarding school, with education for girls from Pre-Kindergarten to Year 12. Boarders are welcome from Year 5 to Year 12. We recognise each girl is unique and challenge her to aspire to reach her full potential.

Our motto is 'Ad Astra' (to the stars.) Situated on the northern edge of the culturally diverse city of Armidale, with a population of over 25,000, PLC Armidale is set in 17 hectares of beautiful grounds with sweeping views over the town. The school prides itself on its academic excellence and the quality of its graduates - confident, caring and community minded students, whose talents are nurtured in the warm, supportive atmosphere of the school. A full sporting program is offered and students regularly compete in regional and State competitions. PLC Armidale also has an outstanding reputation for the Creative and Performing arts, and a strong STEM focus. PLC Armidale students participate in a range of community programs demonstrating Christian values in action.

In 2023, there were 239 students of whom 73 were in the Junior School and 166 in the Secondary School. Day students made up 84% of the campus with the remaining 16% full, weekly or casual boarders.

iii. CHARACTERISTICS OF THE STUDENT BODY

PLC Armidale has students from many varied backgrounds. 62% come from the Armidale area, 21% from the New England area, 13% from wider NSW, 3% from Overseas, 0.4% from other states.

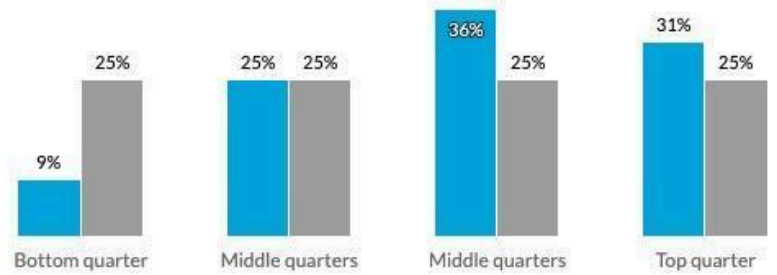


Student background

Index of Community Socio-Educational Advantage (ICSEA)

School ICSEA value	1067
Average ICSEA value	1000
School ICSEA percentile	75

Distribution of Socio-Educational Advantage (SEA)



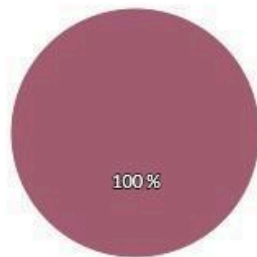
■ School distribution ■ Australian distribution

Percentages are rounded and may not add to 100

Students

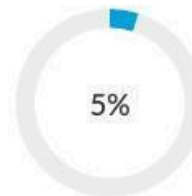
Total enrolments: 239

- Boys 0
- Girls 239



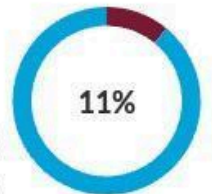
Full-time equivalent enrolments: 239.0

Indigenous students



Language background other than English

- Yes (11%)
- No (89%)
- Not stated (0%)



This information is available on the My School website: <http://www.myschool.edu.au>

THEME 2: OUTCOMES AND RESULTS

I. STUDENT OUTCOMES IN STANDARDISED NATIONAL LITERACY AND NUMERACY TESTING (NAPLAN)

Compare to Students with similar background All Australian students

	Reading	Writing	Spelling	Grammar	Numeracy
Year 3	445	464	434	478	435
Year 5	543	537	511	536	522
Year 7	580	586	562	583	567
Year 9	612	593	584	619	617

NAPLAN participation for this school is 97%

NAPLAN participation for all Australian students is 95%

^{NB} A school's NAPLAN test must have a minimum of 11 participants and 80% participation rate for a comparison to be available. Grey shading indicates participation did not meet these thresholds.

Interpreting the table

Selected school's average when compared to all Australian students

- Well above
- Above
- Close to
- Below
- Well below
- No comparison available

This information is available on the My School website: <http://www.myschool.edu.au>

II. RESULTS OF THE HIGHER SCHOOL CERTIFICATE (SECONDARY SCHOOLS)

Higher School Certificate

In 2023, 38 students completed their Year 12 program and all qualified for their Higher School Certificate.

Many of the girls achieved outstanding individual results, reflecting the focus, self-discipline and resilience that characterised this diverse cohort.

The achievement of the girls, individually and collectively across the subjects studied, exemplifies the culture of learning at PLC Armidale.

Each year, the Sydney Morning Herald Newspaper publishes a list of the top 150 schools in the State. Inclusion on this list is based on the 'success' rate of individual schools.

In this context, success is defined as the number of high scores (Band 6/mark over 90 or equivalent) expressed as a percentage of the total number of examination papers sat at the school.

This count does not include subjects studied through an accelerated pattern of study or Distance Education.

Our success rate this year, as published by the Sydney Morning Herald, was 9 per cent, which was the highest in the Armidale region, and an outstanding effort by this cohort.

ATARs (issued by the University Admissions Centre) are not made directly available to schools; however, we have begun hearing back from a number of our students, and we understand at least 10 percent of the cohort achieved an ATAR over 90.

We offer congratulations to the girls who have attained an ATAR over 90 and to those who achieved an ATAR that will allow them to move into tertiary education of their choice.

A special mention and congratulations to the students who were recognised on the 2023 NSW Distinguished Achievers list, which records students who achieved a result in the highest band (Band 6 or Band E4) for one or more courses.

This year saw a record number of students nominated for the HSC Showcase exhibitions of exemplary student works and performances.

Congratulations to all HSC Drama students, with each student in the class of 2023 being nominated for inclusion in OnSTAGE for their group performances. Four students were also nominated for their individual performances for OnSTAGE.

Recording high bands of achievement is one measure of success, and we are thrilled for the girls whose effort and application have yielded these results, along with the staff who have readied them.

We have also been notified by many of the girls that they have received offers to their courses of choice in a range of Universities and training Colleges, again a measure of success.

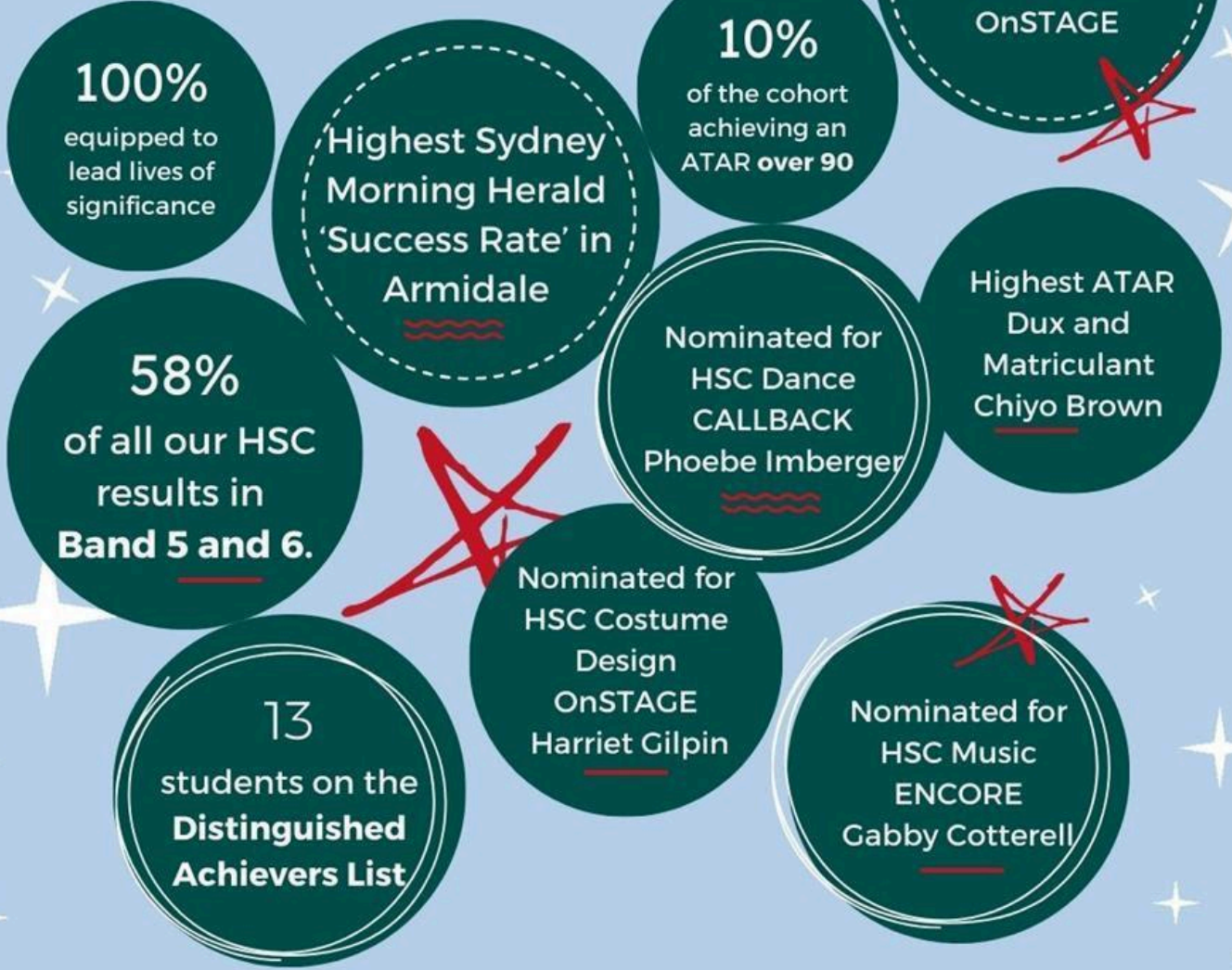
Many of these students achieved early entry to a wide range of universities and courses, which highlights the hard work and strong results that they have demonstrated over the course of their Stage 6 studies.

The academic and personal growth of each individual, perseverance through adversity and finishing well are measures of lasting achievement.

The College is very proud of the class of 2023, who have enriched our community throughout their time with their creativity, compassion and inclusive care of others, qualities which will serve them well in the years ahead.



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Higher School Certificate Results over time

Subject	Year	Number of Students	Performance Band Achievement by percentage	
			Bands 3-6	Bands 1-2
			School / State	School / State
Agriculture	2023	2	100% / 84%	0% / 16%
	2022	-	-	-
	2021	3	100% / 78%	0% / 22%
Ancient History	2023	5	100% / 80%	0% / 20%

	2022	2	100% / 82%	0% / 18%
	2021	8	89% / 75%	11% / 25%
Biology	2023	14	86% / 89%	14% / 11%
	2022	19	95% / 79%	5% / 21%
	2021	9	100% / 91%	0% / 9%
Business Studies	2023	11	100% / 87%	0% / 13%
	2022	17	100% / 89%	0% / 11%
	2021	2	100% / 86%	0% / 14%
Chemistry	2023	8	88% / 85%	12% / 15%
	2022	10	80% / 84%	20% / 16%
	2021	5	100% / 88%	0% / 12%
Chinese & Literature	2023	2	100% / 96%	0% / 4%
	2022	2	100% / 97%	0% / 3%
	2021	-	-	-
Chinese Continuers	2023	1	100% / 94%	0% / 6%
	2022	-	-	-
	2021	-	-	-
Chinese Extension	2023	1	100% / 92%	0% / 8%
	2022	-	-	-
	2021	-	-	-
Dance	2023	6	100% / 99%	0% / 1%
	2022	-	-	-
	2021	-	-	-
Design & Technology	2023	5	100% / 95%	0% / 5%
	2022	4	100% / 96%	0% / 4%
	2021	2	100% / 97%	0% / 3%
Drama	2023	8	100% / 98%	0% / 2%
	2022	5	100% / 98%	0% / 2%
	2021	3	100% / 98%	0% / 2%
Economics	2023	1	100% / 92%	0% / 8%
	2022	3	100% / 91%	0% / 9%
	2021	-	-	-
English Standard	2023	13	100% / 89%	0% / 11%

	2022	11	100% / 88%	0% / 12%
	2021	4	100% / 90%	0% / 10%
English Advanced	2023	25	100% / 99%	0% / 1%
	2022	20	100% / 99%	0% / 1%
	2021	13	98% / 99%	2% / 1%
English Extension 1	2023	11	91% / 94%	9% / 6%
	2022	4	100% / 92%	0% / 8%
	2021	4	100% / 94%	0% / 6%
English Extension 2	2023	6	100% / 86%	0% / 14%
	2022	1	100% / 99%	0% / 1%
	2021	1	100% / 84%	0% / 16%
French Beginners	2023	2	100% / 89%	0% / 11%
	2022	-	-	-
	2021	-	-	-
French Continuers	2023	3	100% / 99%	0% / 1%
	2022	1	100% / 85%	0% / 15%
	2021	1	100% / 88%	0% / 12%
Geography	2023	1	100% / 93%	0% / 7%
	2022	-	-	-
	2021	-	-	-
German Continuers	2023	-	-	-
	2022	1	100% / 85%	0% / 15%
	2021	-	-	-
History Extension	2023	2	100% / 85%	0% / 15%
	2022	-	-	-
	2021	-	-	-
Hospitality	2023	5	100% / 86%	0% / 14%
	2022	5	100% / 85%	0% / 15%
	2021	2	100% / 77%	0% / 23%
Investigating Science 2	2023	5	100% / 90%	0% / 10%

	2022	2	100% / 84%	0% / 16%
	2021	7	100% / 91%	0% / 9%
Legal Studies	2023	5	100% / 90%	0% / 10%
	2022	6	100% / 84%	0% / 16%
	2021	5	80% / 85%	20% / 15%
Japanese in Context	2023	1	100% / 100%	0% / 0%
	2022	-	-	-
	2021	-	-	-
Mathematics Standard 1	2023	2	100% / 63%	0% / 37%
	2022	1	100% / 61%	0% / 39%
	2021	-	-	-
Mathematics Standard 2	2023	20	95% / 82%	5% / 18%
	2022	12	100% / 81%	0% / 19%
	2021	7	100% / 91%	0% / 9%
	2020	10	80% / 75%	20% / 25%
Mathematics Advanced	2023	9	100% / 93%	0% / 7%
	2022	12	100% / 94%	0% / 6%
	2021	6	83% / 93%	17% / 7%
Mathematics Extension 1	2023	4	100% / 95%	0% / 5%
	2022	3	100% / 73%	0% / 27%
	2021	1	100% / 94%	0% / 6%
Mathematics Extension 2	2023	-	-	-
	2022	1	100% / 85%	0% / 15%
	2021	-	-	-
Modern History	2023	4	100% / 84%	0% / 16%
	2022	3	100% / 88%	0% / 12%
	2021	2	100% / 90%	0% / 10%
Music 1	2023	3	100% / 98%	0% / 2%
	2022	1	100% / 97%	0% / 3%
	2021	2	100% / 98%	0% / 2%
Music 2	2023	2	100% / 99%	0% / 1%
	2022	2	100% / 99%	0% / 1%
	2021	2	100% / 99.5%	0% / 0.5%

Music Extension 1	2023	2	100% / 96%	0% / 4%
	2022	2	100% / 97%	0% / 3%
	2021	-	-	-
PDHPE	2023	10	100% / 89%	0% / 11%
	2022	9	89% / 79%	11% / 21%
	2021	1	100% / 86%	0% / 14%
Physics	2023	-	-	-
	2022	4	100% / 86%	0% / 14%
	2021	1	100% / 90%	0% / 10%
Science Extension 1	2023	3	100% / 78%	0% / 12%
	2022	-	-	-
	2021	-	-	-
Society and Culture	2023	5	100% / 95%	0% / 5%
	2022	-	-	-
	2021	-	-	-
Spanish Beginners	2023	1	100% / 92%	0% / 8%
	2022	-	-	-
	2021	-	-	-
Visual Arts	2023	11	100% / 99%	0% / 1%
	2022	7	100% / 98%	0% / 2%
	2021	1	100% / 98%	0% / 2%

III. SENIOR SECONDARY OUTCOMES (VET OR EQUIVALENT)

VET or equivalent

In 2023, 18% of the Year 12 cohort participated in Vocational Education and Training (VET) through TAFE in Hospitality, Retail Services and Nursing Services.

In 2023, 100% of students attained their Year 12 certificate.

IV. POST-SCHOOL DESTINATIONS

The majority of students in the Class of 2023 applied for and were offered courses in Universities in Sydney, Melbourne, Canberra, Brisbane, Newcastle and Armidale. Some students deferred in order to pursue GAP Year opportunities both in Australia and abroad, or to gain valuable work experience.

THEME 3: STAFFING

Teacher Accreditation Status

Conditional	2
Provisional	2
Proficient Teacher	29

Category	Number of teachers
I. Teachers having teacher education qualifications from a higher education institution within Australia or as recognised within the National Office of Overseas Skills Recognition (AEI- NOOSR) guidelines	33
II. Teachers having a bachelor degree from a higher education institution within Australia or one recognised within the AEI- NOOSR guidelines but lack formal teacher education qualifications	3

Workforce Composition

In 2023, the school's workforce composition was:

School Staff 2023	
Teaching Staff	33
Full-Time Equivalent Teaching Staff	27.4
Non-Teaching Staff	19
Full-Time Equivalent Non-Teaching Staff	16.6

This information is available on the My School website: <http://www.myschool.edu.au/>

At PLC Armidale we embrace all faiths and backgrounds for all our staff and students. None of our staff members have identified as Aboriginal or Torres Strait Islander, but we strongly encourage applications from First Nations teachers and other staff.

Professional Learning

All teaching staff participated in a range of professional learning programs. Four staff days and eight after school meetings were set aside for this purpose as well as staff being released from classes, that included the following:

- Staff Code of Conduct
- Child Safe Standards Applied Training
- Psychology and student welfare workshops
- First Aid & CPR Training
- Marketing Strategy

As well as these, individual staff also attended specialist area professional development courses run by the Association of Independent Schools (AISNSW), NESAs, English Teachers' Association, Crooked Science, as well as other organisations. These have been categorised according to the various teams within the school.

Professional Learning Activity

DESCRIPTION OF PROFESSIONAL LEARNING ACTIVITIES	NO OF STAFF
Wellbeing/Pastoral Care/Health - a range of courses assisting teachers in wellbeing/pastoral care/health positions undertake their role including current issues in adolescent health and wellbeing. Examples include School Refusal Workshops and Mental Health First Aid: Conversations about Non-Suicidal Self-Injury. There was also CPR/First Aid Training for staff attending camps and other excursions.	3
Curriculum (STEM/HSIE/CAPA subjects) - courses to provide teachers with training and resources to upskill and understand changes and updates in their areas of study. Examples include attending the AISNSW Mathematics conference, Year 7 - 10 Again! Mathematics workshop, English Extension 1 (online), Programming the New 7-10 English Syllabus, implementation of new K-6 syllabus seminar, teaching the Modern History Core and attending the Drama NSW State Conference.	17
Leadership - courses specifically for school leaders providing content and resources to assist with gaining additional skills to confidently lead. Examples include National ABSA Conference, Crusaders Chaplain & Teacher Conference and the NESAC Curriculum Reform Conference.	5
Administration - specific courses designed to upskill in certain administrative areas, such as Edumate, and the new Plan, Check, Go VTR process.	10
Whole School - all staff participated in Staff Code of Conduct, CPR and First Aid training, Child Safe Standards Training, and "Plan, Check, Go" training.	

THEME 4: ATTENDANCE

Attendance Rates

FORM	ATT_OVERALL
Kindergarten	92.3%
Pathways PLC	98.1%
Pre Kinder	86.5%
Year 01	95.5%
Year 02	93.0%
Year 03	92.3%
Year 04	94.0%
Year 05	94.7%
Year 06	92.8%
Year 07	95.4%
Year 08	92.2%
Year 09	90.4%
Year 10	87.9%
Year 11	93.2%
Year 12	92.2%

Student attendance rate	Percent ¹
All students	91%
Indigenous students	-
Non-Indigenous students	-

Student attendance level (proportion of students attending 90% or more of the time) ²	Percent ¹
All students	70%
Indigenous students	-
Non-Indigenous students	-

¹ When a school's results are unavailable or there are fewer than, or equal to, five Indigenous or non-Indigenous students, a dash '-' will be displayed. This is to protect the privacy of students.

² Student attendance level data were not collected in 2014.

NB School attendance data for 2020 has not been published due to inconsistencies in the data as a result of the varying health advice and schooling arrangements across the country in response to the COVID-19 pandemic.

NB School attendance data in Semester 1 and Term 3 2022 declined due to the impacts of the COVID-19 Omicron variant and high influenza outbreaks, and floods experienced in certain regions across Australia at that time.

NB Data presented on this page should be read in conjunction with the [school attendance caveats](#) provided by each state and territory.

Management of student non-attendance

The College has implemented the following systems and procedures in order to monitor the daily attendance of students and identify absences from the College:

- Parents are responsible for ensuring that they notify the College to explain the absence of their child on any particular school day. Notification may be provided via the intranet, College app, email or by telephoning the College, and should be made before the start of the school day.
- Class teachers take the class roll promptly at the start of the school day and at the beginning of each class.
- All absences are recorded using the School Management System. They are then reported to the Junior School and Senior School Receptionist and cross-checked against the absentee notifications that have been provided to the College that day. If the College has not been advised of an absence, Parents will receive an SMS notification letting them know their daughter is absent and to contact the College.
- Parents are requested to verify absences, including providing Medical Certificates for repeated absences.

THEME 5: POLICIES

The below policies are available on the PLC Armidale website located at - <https://plcarmidale.nsw.edu.au/>

- [Anti-bullying Policy](#)
- [Child Protection and Mandatory Reporting](#)
- [Complaints Handling Policy](#)
- [Discipline Policy](#)
- [Conditions of Enrolment Policy](#)

THEME 6: STAKEHOLDER SATISFACTION

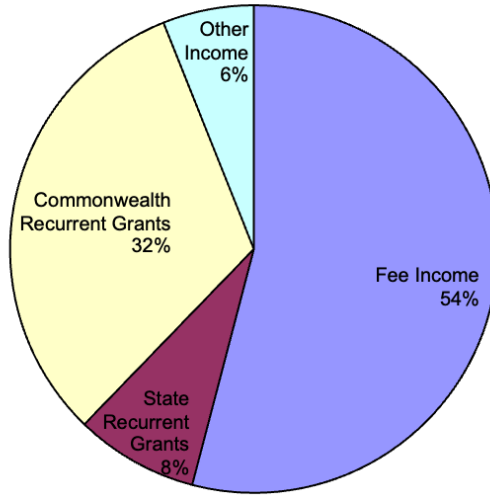
■ Satisfaction with the College has been evidenced through consistent student enrolments, positive word of mouth recommendations as well as indirect feedback provided by parents, students and teachers.

Feedback has been encouraged through the Comments, Complaints and Compliments section of the College Website along with anecdotal feedback. Staff retention remains a stable factor of the College with the revised Executive Structure.

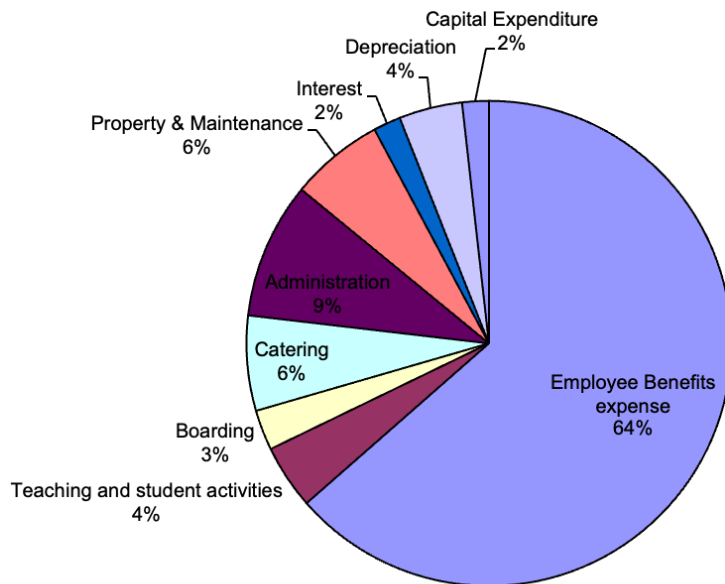
A comprehensive data capture involving parents, students and staff was undertaken in 2022 overseen by Image7 who were providing services to the College. This data capture involved surveys, focus groups and one to one interviews with some respondents.

The College sought to facilitate communication and feedback from parents, students and staff through Information Evenings, parent/teacher interviews, regular meetings and events held throughout the year. Small class sizes, teacher and executive availability to meet with parents meant that issues raised were able to be dealt promptly and effectively.

THEME 7: FINANCIAL INFORMATION



Expenditure



Crest Road (PO Box 4420) Armidale NSW 2350

P: 02 6770 1700

enquiries@plcarmidale.nsw.edu.au

www.plcarmidale.nsw.edu.au

IN ALLIANCE WITH PLC SYDNEY

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