



ST LUKE'S
GRAMMAR SCHOOL

2024 PRINCIPAL'S WELCOME

WELCOME

Welcome back to St Luke's for the 2024 school year! As we begin the year, it is worth reflecting on some of the outstanding achievements and progress made in 2023, as well as outline several priorities for St Luke's during 2024, which are captured in the words of our Strategic Pillars over the next few pages.

In December, school families were emailed the HSC results, detailing the incredible achievements of the Class of 2023. We are very proud of our students and staff for achieving results that placed us 38th in the State, with 8 all-rounders and close to 45% of our students achieving an ATAR over 90. An infographic showcasing our results is included in this document.

It is natural to compare our results with those of other schools, but a rank on a list does not tell the whole story. As a non-selective school with an open enrolment policy, for our students to achieve at the level they do is a reflection of the excellent work of our staff and the wonderful culture of learning that inspires each child to strive for their personal best.

During 2023 we relaunched our School Learning Framework, LEARNING@STLUKE'S, to incorporate wellbeing dispositions alongside learning dispositions. The framework helps us to build and maintain our learning culture through shared language and an explicit focus on these dispositions. We don't just assume our students understand themselves as learners and have strategies to stay mentally healthy. The framework provides a language

for our learning community to articulate their learning and emotions which will help them to flourish in learning and life.

We have included in this document the Strategic Pillars section of our updated 2023-2027 Strategic Plan. The full version of the Strategic Plan is available on the School website. Early in 2023, the School Executive developed an Action Plan with goals and success measures for each of the Strategic Pillars. We have also developed an Action Plan in response to the Anglican Schools Corporation review which took place towards the end of 2023. Although the review was overwhelmingly positive, there are always areas for improvement and our action plan will help ensure we follow through on areas that were identified as priorities for the school.

IT IS NATURAL TO COMPARE OUR RESULTS WITH THOSE OF OTHER SCHOOLS, BUT A RANK ON A LIST DOES NOT TELL THE WHOLE STORY.

As we commenced our staff days this year, our Executive team reflected on some of the successes from 2023. Alongside our learning culture and the many opportunities students had to develop skills, knowledge and LEARNING@STLUKE'S dispositions, we reflected on: the sense of community; increased student leadership and House Spirit; recommencement of Service and LIGHT tours; positive Anglican Schools Corporation (ASC) review; growth in enrolments at Bayview; progress with the new Senior School Campus; facility improvements, including oval upgrade, new Sports Centre, new recording studio and music rooms, and approval for improved facilities at Bayview.

One area where there will be a strong focus as we begin the 2024 school year is school culture, particularly with respect to uniform and behaviour. Our students are great but it is still a challenge to maintain high standards of uniform, perhaps because we are all a little more relaxed on the Northern Beaches. However, the way our students present themselves generally reflects their attitude and often their behaviour. Our School has clear expectations outlined on the Portal and many families choose St Luke's due to the high standards we expect. As we begin 2024, I have asked staff to ensure students start the year well and get into the habit of wearing their uniform correctly, including the correct socks and shoes.

The keynote speaker at our staff days this year was Dan Haesler who shared some great ideas and strategies with staff to help them to be prepared for the year ahead. Dan started his career as a teacher and now is a performance and leadership coach. Dan commented that schools like St Luke's are high-performance environments where staff and students need to understand how to turn up with the right mindset, perform in critical moments, and also be intentional in switching off and recharging. High-performance athletes prioritise recovery

but often we expect our students and staff to perform at a high level consistently without a regular chance to recover. If we are serious about wellbeing, we need to discover what helps us switch off and what helps us recharge for the next day or the next task.

As I reflected on his comments, I was reminded of the times that the Bible tells us that Jesus sought solitude to pray, to step away from the busyness of daily life to reflect, recover and to seek God's wisdom for what was ahead. The advice on intentional recovery is a modern take on the Jewish and Christian concept of Sabbath, a day of rest. Staff are equipped with some new tools that I am sure they will share with our students over the coming months.

I am looking forward to all that 2024 will bring. I hope you are excited about the year ahead and I look forward to catching up at one of the school events early in Term 1.

GEOFF LANCASTER, PRINCIPAL



STRATEGIC PILLARS

A FLOURISHING COMMUNITY

We authentically live out our Christian values to build a warm and inclusive community.

STRATEGIC AIMS

- Establish a shared understanding of the School's Mission, Purpose and Values.
- Develop new ways to effectively engage, encourage and equip students and staff to live a Christ-centered life both now and into the future.

- Foster a community where parents and carers feel welcome and connected.
- Develop an alumni strategy to rejuvenate connections and deepen engagement with past students, harnessing their experiences and wisdom for mutual growth.
- Foster an inclusive community where students and staff from diverse backgrounds feel a sense of connection, belonging and support.
- Be an employer of choice.



The standard we walk past is the standard we accept. Building a strong community is everyone's responsibility and works best when group consensus leads to group action – it creates a culture of us.

MR GEOFF LANCASTER, PRINCIPAL

PERSONAL BEST, TOGETHER

We pursue excellence and collaboration in all domains for students and staff.

STRATEGIC AIMS

- Ensure the LEARNING @STLUKE'S Framework is embedded in all aspects of learning from Cottage to Year 12.
- Provide a high quality learning environment that empowers every student to strive for excellence.
- Enhance teacher capacity in program development, pedagogy and assessment by providing exceptional Professional Learning Opportunities.
- Broaden co-curricular programs in sport, performing arts and diverse life experiences.



We are at our best when we work together and support one another. We are at our best when we help others to be their best too.

**MS JENNIFER POLLOCK,
DEPUTY, ACADEMIC STRATEGY**



THE WHOLE PERSON MATTERS

We care about faith, mind, body, purpose and connection.

STRATEGIC AIMS

- Wellbeing initiatives are deeply embedded in our LEARNING@STLUKE'S Framework.

- Provide an environment where the safety, wellbeing, and protection of students is part of our culture.
- Strengthen our partnership with parents and carers to have shared understanding of effective strategies to support students' mental health.
- Build understanding of targeted and specialist support for students in need.
- Provide staff with the tools, resources and support needed to enhance their wellbeing, achieve their potential and cultivate a positive work environment.



A shared language of learning and wellbeing helps our students understand themselves as learners and understand how they can intentionally improve in learning and also improve their quality of life.

MS ALANA KOCH, HEAD OF WELLBEING

AN EYE ON THE FUTURE

We seek positive change, innovation and sustainable growth.

STRATEGIC AIMS

- Design and commence development of the new Senior School Campus that reimagines excellence in education and bridges the gap between School and University.
- Foster an environment that cultivates AI, robotics, STEM education, sustainability and an entrepreneurial spirit.
- Establish opportunities for global connections for students and staff, including a robust Teacher and Student Exchange program.
- Invest in innovative professional development and coaching to retain and attract high performing staff.

- Be outward looking through engagement with Professional Networks.



Not only prepared for the future, but prepared to shape the future.

**MR MARK LIDDELL,
HEAD OF LEARNING
AND INNOVATION**

PASSION FOR SERVICE

We serve our community and beyond, working to make a genuine difference.

STRATEGIC AIMS

- Develop a Service Learning Framework that captures the hearts and includes opportunities for students from Cottage to Year 12.
- Foster a culture of student agency, giving students a voice and opportunities to create new service initiatives.

- Build partnerships with charities that align with the School's Purpose, Mission and Values that deliver impact to local, national and global communities.
- Foster and develop staff passion for service.



Service is a natural outworking of understanding the privileged position we are in, and we want our students to not take this for granted.

MR DAVID CHILTON, HEAD OF MINISTRY AND SERVICE

LEARNING@STLUKE'S



KINDNESS

Interact with patience and generosity; be helpful and friendly toward others.

GRACE

Show understanding towards one another by withholding judgement; celebrate the success of others.

JUSTICE

Treat others with respect; ensure your behaviour and contributions support the learning and wellbeing of everyone; give everyone the same chance for their voice to be heard.

COMPASSION

Be mindful of the suffering and struggles of those around you; when you see a need, act upon this.

HUMILITY

Recognise the possibility of learning from others; dedicate yourself to seeking truth even at risk of being wrong.

JOY

Respond to circumstances with hope and gratitude, rejoicing in the love of God and trusting that He is in control.



SELF-AWARENESS

Identify and understand your emotions, thoughts, and values and how they influence your learning and life. Recognise your strengths and limitations with a sense of confidence.

EMOTIONAL MANAGEMENT

Manage your emotions, thoughts and behaviours. Lessen the impact of negative emotions; build positive emotions to improve your wellbeing.

COPING

Nurture, protect and replenish yourself through positive relationships, learning, community and faith to carry on through difficult times in life.

MANAGING DISTRACTIONS

Concentrate on the task at hand; know when to take a break and refresh yourself. Create your best learning environment to maintain focus and be absorbed in your learning.

PERSEVERANCE

Show determination and courage by working through challenges. Recognise that mastery of any learning requires consistent effort and deliberate practice.

RECOVERING

Bounce back from frustration or failure in your learning. Try a different approach; don't get bogged down when things don't go to plan; be flexible and adapt in light of changing circumstances.



MOVEMENT

Move your body to boost your mood, fitness, concentration, alertness and improve the quality of your sleep.

REST

Get a good night's sleep to have energy for the day. Have regular downtime to close stress cycles and replenish your attention and motivation.

NOURISH

Keep well-hydrated and eat a wide variety of nutritious food to keep you in good health and maintain energy levels. Immerse yourself in nature.

REASONING

Use your logical and rational skills to analyse and think deeply about complex situations; critique information and construct valid arguments.

CAPITALISING

Identify and make the most of the resources and opportunities available to you from the wider world; benefit from the learning of others when developing solutions.

CURIOSITY

Adopt an inquisitive attitude to life; ask questions of yourself and others; creatively explore possibilities and imagine innovative solutions; be adventurous in your investigations; try things out to see what happens.



RELATIONSHIPS

Establish and maintain supportive and inclusive interactions with others; respect personal boundaries; help to ensure that everyone belongs in the St Luke's community.

EMPATHY

Actively listen to others to value and understand their perspective. Have an awareness of the connection between the actions of others and their feelings, thoughts and words.

CONTRIBUTION

Look beyond yourself; serve others, especially those in need. Offer help with compassion, generosity, and respect.

INTERDEPENDENCE

Know when it's appropriate to learn on your own or with others; value the role others can play in your learning and the impact you can have on their learning.

COLLABORATION

Maximise the impact of group activities by utilising roles and responsibilities; draw on the strengths of team members to achieve learning goals together.

IMITATION

Intentionally adopt values, habits or effective methods that are modelled by others.



GOALS

Set goals to provide a sense of purpose, accomplishment and direction in life. Create good habits; identify and break bad habits.

MEANING

Know what gives you value and purpose; consider the sense of meaning and belonging that the Christian faith can bring; focus on what is really important; have confidence in the face of adversity.

DECISION-MAKING

Make thoughtful, caring, constructive and ethical choices about your behaviour and social interactions. Evaluate the benefits and consequences of your actions for personal and collective wellbeing.

ORGANISING

Plan and implement effective strategies towards achieving your learning goals; think about the obstacles you may encounter and how you might overcome these; plan regular times to revise previous learning.

MAKING LINKS

See connections between concepts and experiences; notice subtle patterns and details to weave a web of understanding. Pull out the essential features and carry them forward to aid further learning.

META-LEARNING

Know yourself as a learner through self-evaluation; understand the learning process and apply to your own learning; monitor and review your learning.

GRADUATE PROFILE

ST LUKE'S STUDENTS
ARE RESOURCEFUL,
REFLECTIVE,
RELATIONAL,
RESTORATIVE+
RESILIENT.
SHOWING KINDNESS,
GRACE, HUMILITY,
JUSTICE, COMPASSION & JOY

2024 LEADERSHIP TEAM



Geoff Lancaster
Principal



Elizabeth Little
EA to Principal



Jane Hughes
Business Manager



Kester Lee
Deputy Principal



David Chilton
Head of Ministry & Service



Jenny Pollock
Deputy, Academic Strategy



Mark Liddell
Head of Learning & Innovation



Alana Koch
Head of Wellbeing



Kathryn McDonald
Head of Senior School



Melanie Bryden
Head of Junior School Dee Why



Peter Scott
Head of Junior School Bayview



Gaby Smith
Asst Head of Senior School



Ross Andersen
Acting Assistant Head of Junior School Dee Why



Rebecca Willis
Asst Head of Junior School Bayview



Craig Baker
Director of Operations



Stephen Buchanan
Director of Performing Arts



Alison Milton
Director of Teaching and Learning (C-6)



Peter Rundle
Director of Studies (7-12)

INTRODUCTIONS



PETER RUNDLE
DIRECTOR OF STUDIES (7-12)

It is so exciting to be appointed as the Director of Studies (7-12) at St Luke's in 2024. I have heard

many wonderful descriptions of this school and am very much looking forward to getting to know the whole school community.

I will be aiming to guide students in their academic journey through the Senior School, working with Heads of Department and other teaching staff and wrangling compliance with NESAs. I've taught the wonderful subject of Mathematics for over 30 years (including in Tanzania!). I worked at Barker College as a Head of Mathematics for 16 years, spent time at the Board of Studies (now NESAs) and have been in other roles at Barker such as Acting Head of Middle School, Dean of Year 12 and most recently Director of Curriculum Operations.

I am married to Melinda (a Language teacher) and have two children, Amelia and James, who are now working their way through university studies. I love coffee (long black please), most sports (especially golf, cricket and AFL), reading (especially crime fiction), walking our dog (just ask for a photo!) and spending time with friends.



ALISON MILTON
DIRECTOR OF TEACHING AND LEARNING (C-6)

It is a privilege to take on the new role of Director of Teaching and Learning across

both Bayview and Dee Why Junior Schools. I have taught at St Luke's for 10 years and am looking forward to contributing to our School in this expanded capacity.

My goal is to guide our exceptional Junior School teachers to continue developing high quality learning experiences for our students using best practice teaching strategies. I am particularly interested in the psychology of learning and enabling students to grow on their individual journeys.

I am grounded by my Christian faith and my desire to equip our students to make a difference in the world. My husband, Rich, is an English teacher and we are blessed (and challenged!) by our young children - Cooper (4) and Tali (1). Most of our free time is spent visiting playgrounds and enjoying the local environment around us.



ROSS ANDERSEN
ACTING ASSISTANT HEAD OF JUNIOR SCHOOL, DEE WHY

What a privilege it is to start 2024 in the role of Acting Assistant Head

of the Junior School (Dee Why Campus) for Term 1. I'm greatly looking forward to supporting Mrs Bryden and the rest of the staff in facilitating many of the fabulous experiences on offer in the Junior School.

I've been teaching for many years across several countries and have been a member of St Luke's Junior School since 2017; most recently as a Year 6 Teacher, Stage Coordinator and Head of Macarthur House. I greatly enjoy being part of the teaching team and the opportunities to work with these wonderful students, both in classroom endeavours as well as on the sports-field.

Outside of school, I can be found chasing after my three boys and hyperactive puppy, Stand-Up Paddle boarding, bodysurfing at Freshie, still trying to play sport without too many injuries or planning the next family travel adventure.

STAFF MOVEMENTS

2024 ARRIVING STAFF

BAYVIEW CAMPUS

Jamie Earl Junior School Teacher

Liana Smith Education Intern

DEE WHY CAMPUS

Bobby Greener Senior School Teacher – Science

Debbie Solms Teacher's Aide Cottage

Laura Van Loon Christian Studies

Matthias Mar Senior School Teacher – Maths

Mei Yuan Chinese Teacher

Michelle Algar Teacher's Aide Senior School

Nicole Lebic Learning Enhancement

Peter Rundle Director of Studies (7-12)

Rebecca Warne Teacher's Aide Cottage

Ria Price Teacher's Aide Junior School

Sally McCowatt Junior School Teacher

Skye Donaldson Senior School Teacher – History

TEMPORARY APPOINTMENTS

Bianca Larcombe Junior School Teacher

Dylan Devine Senior School Teacher – English

Kate Knox Senior School Teacher – Visual Arts

Lucia Monica Gomez Senior School Teacher – Languages

CURRENT STAFF IN NEW POSITIONS¹

ASSISTANT YEAR COORDINATORS

Adam Smallwood Assistant Year Coordinator Year 7

Joanne Armfield Assistant Year Coordinator Year 8

Victor McGee Assistant Year Coordinator Year 9

Stephanie Sinclair Assistant Year Coordinator Year 10

Gerard Osborne Assistant Year Coordinator Year 11

Louise Pigott Assistant Year Coordinator Year 12

Emma Young Acting Head of Visual Arts

Jaimee Jackson Acting Assistant Head of Science

Ross Andersen Acting Assistant Head of Junior School

Alison Milton Director of Teaching and Learning (C-6)

Bonnie Wiles Teacher's Aide Junior School

Briony Redmond Assistant Head of Department – TAS

Daniela Orlando Learning Enhancement

Lauren Bayliss Administration Assistant Music

Lilli Baker Nurse

Lisa Murray Senior School Relief Coordinator

Matthew Donaldson Junior School Teacher Bayview

Michelle Puhl PDHPE Junior School

Murray Bothma Surfing Coordinator

Natalie Nicholson Year 7 Coordinator

Nick Meakes Head of House Macarthur (SS)

Sam Powell Timetabling and Data Coordinator

Taryn Koen Head of Chisholm House (SS)

Tracey Anderssen Administration C-12

2024 RETURNING STAFF

Kate Caldecott-Davis School Counsellor Bayview

Nicole Fieramosca PA to Head of Junior School Dee Why

2024 LEAVE

Jane Plowman Long Service

Maria Caristo Long Service

Merryn Robinson Maternity (Term 2)

Samantha Hincksman Maternity (Term 2)

Stephanie Sinclair Maternity (Term 2)

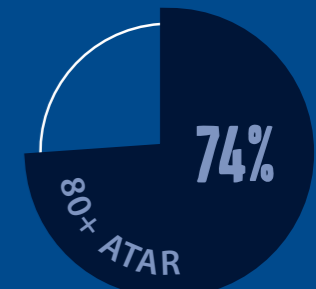
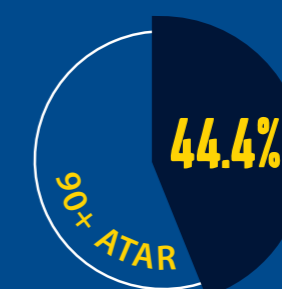
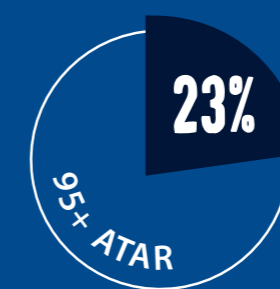
Charlotte Calnan Maternity (Term 1)

¹ These roles are in addition to their current teaching positions.

HSC RESULTS

2023

ATARS ABOVE 99



STATE RANKINGS

1ST MATHEMATICS STANDARD 2

1ST FOOD TECHNOLOGY

3RD AUTOMOTIVE

4TH GERMAN CONTINUERS

8TH FOOD TECHNOLOGY

10TH ENGLISH EXTENSION 2

1ST INDEPENDENT
ON THE NORTHERN BEACHES

2ND SCHOOL
ON THE NORTHERN BEACHES
(AFTER MANLY SELECTIVE)

2024 LEADERSHIP

JUNIOR SCHOOL

SCHOOL CAPTAINS – BAYVIEW



Archie Knight



Taylor Durman

SCHOOL CAPTAINS – DEE WHY



Henry De Vleeschauer



Ginger Wessling

SENIOR SCHOOL

PREFECTS



Alice Sizeland



Austin Banks



Felix Dupont



Isabel McGuirk



Jaime Loh



Lachlan Hayman



Luke Sun



Matilda Markey Smith

SCHOOL CAPTAINS



Harry Turner



Lily Young

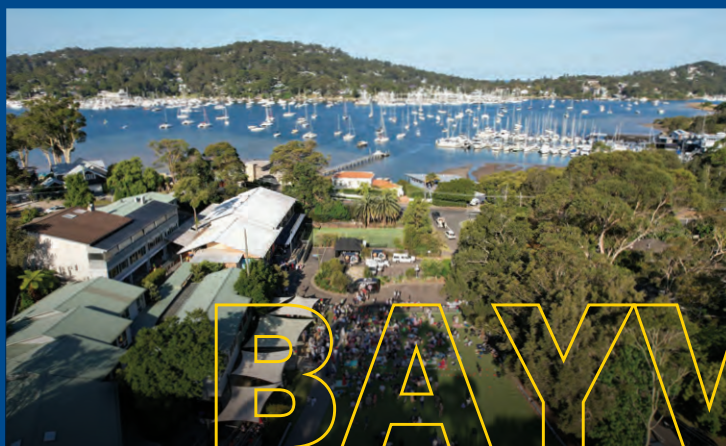
SCHOOL VICE CAPTAINS



Iggy Cullen Blakey



Lilly Prescott



BAYVIEW DEE WHY



ST LUKE'S
GRAMMAR SCHOOL

DEE WHY CAMPUS

Cottage – Year 12

210 Headland Road, Dee Why NSW 2099

Senior School: +61 2 9438 6200

Junior School: +61 2 9438 6250

BAYVIEW CAMPUS

Cottage – Year 6

1977 Pittwater Road, Bayview NSW 2104

Junior School: +61 2 9979 5755

✉ office@stlukes.nsw.edu.au

stlukes.nsw.edu.au