



Strathcona
GIRLS GRAMMAR

Annual Report

2025



GIRLS
Unstoppable



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GIRLS GRAMMAR

GIRLS Unstoppable.

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Whatever pathway your daughter chooses, she is sure to find the one that suits her best at Strathcona — **where unstoppable women begin.**

Strathcona offers the core Learning Areas that form the basis of any strong education in today's world, with tomorrow's world in mind, emphasising creative problem solving and collaboration. Alongside this is our innovative co-curricular program, which offers dozens of exciting and educationally relevant courses, activities and experiences to fully round off each unstoppable girl's learning. The program epitomises the Strathcona promise to build a strong sense of self, an agile and adaptive mindset, and overall balance that girls can carry with them through their whole lives.

The School has four campuses, Senior School and Early Years Campus in Scott Street, Canterbury, Junior School on Prospect Hill Road, Canterbury and the Year 9 Tay Creggan Campus on Yarra Street, Hawthorn.

Strathcona is a school committed to Child Protection and to the implementation of Child Safe policies and practices. Established in 1924, Strathcona provides a distinctive education in a Christian environment and is one of Melbourne's leading girls' schools.





Democratic Principles

Strathcona is a not-for-profit independent school. In its policies and practices, the School supports and promotes the principles and practice of Australian democracy, including a commitment to:

- » Elected government
- » The rule of law
- » Equal rights for all before the law
- » Freedom of religion
- » Freedom of speech and association
- » The values of openness and tolerance.

Our Philosophy Statement

- » We are committed to advancing education within a Christian learning community and operating in a manner which bears witness to the Christian faith having regard to the School's Baptist foundation.
- » We are committed to offering our students the best education possible, and allowing each student to realise their full potential.
- » We are committed to offering the best academic environment possible. To do this, we support each student's learning and ensure that each student can learn in an environment free from bullying, harassment, and discrimination.
- » We are committed to caring for each student's emotional and wellbeing needs. To do this, we have a Wellbeing framework and provide support such as counselling services and education on resilience and mental health.
- » We are committed to allowing each student to achieve in areas of their own interest. To do this, we accommodate each student's interests, allowing them to balance curricular and extra-curricular activities, and encourage them to pursue their interests.
- » We are committed to fostering leadership in all of our students. To achieve this, we have programs and activities which encourage each student to lead among their peers.
- » We are committed to allowing each student to live a healthy and active lifestyle. To do this, we provide education on a healthy lifestyle, and encourage sporting and other co-curricular activities.

Our philosophy is enacted through our teaching and care for students. Our philosophy guides our teaching, daily operations, strategic plans and governance decisions.

FROM THE PRINCIPAL

2025 was a year of momentum, possibility and purposeful growth. As an unstoppable learning community, we strengthened our foundations, expanded horizons and continued to redefine what is possible in girls' education.

As a proudly non-selective girls' school, we remain steadfast in our belief that every young woman deserves the opportunity to thrive. At Strathcona, excellence is never one-dimensional. It is reflected in academic accomplishment, artistic expression, sporting endeavour, service to others, leadership, wellbeing and character. Our mission is to know each student deeply, nurture her strengths and aspirations, and equip her with the confidence and capability to make a meaningful contribution to the world.

This year was characterised by both achievement and transformation. From the opening of landmark learning spaces to national recognition for innovation, from outstanding academic results to remarkable acts of service and community connection, 2025 further strengthened Strathcona's position as one of Australia's leading girls' schools.

The Class of 2025 achieved outstanding academic results, continuing Strathcona's strong tradition of VCE excellence. Six students attained an ATAR above 99, including our Dux, Amanda Un, who achieved a perfect ATAR of 99.95, while 24 per cent of the cohort achieved an ATAR of 95 or above and 42 per cent achieved an ATAR above 90. Twenty per cent of all study scores

were 40 or higher, with perfect study scores awarded in French, Biology and General Mathematics. These results are a testament to the dedication of our students, the expertise of our staff and the powerful partnership between school and home.

Demand for enrolment remains strong across all stages of the School, reflecting the confidence families place in a Strathcona education. Parents increasingly seek a school that combines academic excellence with genuine belonging, ambitious opportunities with personalised support, and innovation with strong values. At Strathcona, we are not defined by statistics or rankings alone; our measure of success lies in growth, curiosity and confidence when every girl is known, challenged, supported and feels she belongs.

One of the most significant milestones of the year was the opening of the **CORAL Lab**, our Centre of Research, Artificial Intelligence and Learning. The CORAL Lab represents a bold commitment to preparing students for a rapidly changing world. Designed to foster interdisciplinary learning, ethical inquiry and technological fluency, the centre is already transforming how students engage with emerging technologies and complex global challenges. It stands as a powerful

expression of our belief that girls should not merely participate in the future, but help shape it.

Thanks to the extraordinary generosity of the Beth MacLaren Smallwood Foundation, named in honour of one of our esteemed alumnae, we installed a state-of-the-art sound augmentation system across our four campuses. This innovation directly supports students on the Beth MacLaren Smallwood Scholarship for Deaf and Hard of Hearing learners, while also enriching the learning experience for all. Being able to hear clearly, speak confidently, and feel fully included are not extras, they are essentials for everyone in our community. They are central to how we define progress and equity at Strathcona. As we continue to invest in the physical and cultural fabric of our school, we reaffirm our unwavering commitment to belonging, for every voice, at every level, in every space.

Our commitment to innovation was recognised nationally in 2025 when Strathcona was named a 5-Star Best and Innovative School, acknowledging our leadership across learning, wellbeing and community engagement. While we are proud of this recognition, we remain focused on what matters most: creating exceptional educational experiences.



At the heart of all we do is our philosophy of **Wholebeing**. We know that learning and wellbeing are inseparable. Students thrive when they feel seen, valued and connected. Throughout 2025, our wellbeing programs, pastoral structures and House culture continued to nurture strong relationships and an authentic sense of belonging. The personal connection between students and staff remains one of Strathcona's greatest strengths and one of the defining reasons families choose our School.

Our commitment to faith, service and social responsibility also remained a defining feature of School life. Through initiatives such as Hygge Day, support for children affected by domestic violence, Baptist World Aid partnerships, student-led service programs and community outreach projects, our students learned that leadership is measured not only by achievement, but by compassion and contribution. These experiences continue to help form young women who lead with empathy, integrity and purpose.

Global service and learning also shaped the year. Students engaged with Tanzania and the School of St Jude, continuing a relationship grounded in social service and justice. More broadly, 2025 marked a year in which Strathcona opened again to

the world, with students travelling to Tanzania and France and the School welcoming exchange students from Japan, Korea, Luxembourg, Switzerland and France.

Equally significant has been the strengthening of our long-term vision for the School. During 2025, work commenced on a comprehensive campus masterplan that will guide future development across our learning environments. Balancing the stewardship of our rich heritage with the creation of future-focused spaces, this work reflects our commitment to ensuring that Strathcona continues to evolve while remaining true to its values and identity.

Our community remains our greatest source of strength. The launch of the **Mellor Bequest Society**, the extraordinary generosity shown through our Giving Day, the dedication of our volunteers, the engagement of our Old Strathconians and the partnership of our families all speak to the enduring connection people feel with Strathcona. Ours is a community bound not simply by history, but by a shared belief in the transformative power of girls' education.

The strength of a school rests in the quality, commitment and culture of its people. In 2025, Strathcona continued to invest in staff capability,

leadership, professional learning and culture. Professional Learning Teams, leadership development, Cultures of Thinking work and targeted professional learning reflected the School's commitment to continuous improvement in teaching practice.

The Unstoppable eXperts professional learning model strengthened collaboration and inquiry by asking teachers to identify student-focused problems of practice, trial strategies, evaluate impact and share learning across teams. This approach places student growth at the centre of staff learning and reflects our belief that excellent teaching is both an individual craft and a collective responsibility.

At Strathcona, we are investing in people, programs and places that matter. We are building momentum. We are expanding horizons. Most importantly, we are empowering a generation of young women to lead lives of purpose, contribution and impact.

They are ready for the future.

And they are, in every sense of the word, unstoppable.

LORNA BEEGAN
Principal





A MESSAGE FROM OUR BOARD

“2025, the first year of Strathcona’s second century, was remarkable. Our Year 12 cohort has shown what academic focus paired with character looks like. Dedication, leadership and belonging together. You’ve set the standard.

AN EXTRACT FROM PRESENTATION NIGHT SPEECH

But it’s not just our graduating class. Right across the School, I have seen girls step up, teachers and staff lean in and innovate, and parents engage deeply with their daughters’ growth and development.

I’ve been part of this community for ten years now. I have experienced my three daughters moving through this School. I have attended more rowing regattas than I can count, as well as countless learning conferences and community events. This isn’t just a school that my family or your family attends. This is a community that has shaped who our daughters are: bravely, faithfully and happily.

Our academic and sports programs continue to punch well above their weight. Our music, drama and arts programs thrive. Our wellbeing support continues to be central to everything we do, and our community events continue to have high participation and engagement. The new CORAL Lab opened this year and is not just a facility, but rather a statement about where we are headed. It’s doing, not just talking.

Earlier this year, we asked for feedback, running a comprehensive community survey for students, staff and parents. You told us what was working, what needed attention, and you were honest and constructive.

The Board and Senior Leadership team took your feedback seriously. We used it to shape our thinking and challenged ourselves. From this, our new five-year strategic plan will launch in 2026. It’s ambitious and practical, and it reflects what you told us matters most. This is evidence-based governance, and we will continue to listen and act on your feedback. I’m excited about our future because we’re not standing still. We’re investing in innovation, strengthening our core, and building financial flexibility to make bold choices.

There’s something special about this place. We call it the Strathy spirit. It’s hard to define, but you can feel it. It’s in the way girls support each other, the way teachers go the extra mile, and the way parents show up, not just for the good times, but in the hard moments too. This culture didn’t emerge overnight. It’s been built over decades and endures because we all protect it, nurture it and live it. It’s why teachers go above and beyond, and why girls are excited to come to school each day.

To our Class of 2025, you’re leaving, but you’re not leaving behind the lessons learned here. You’re taking

them with you. You’ve learned that excellence, wellbeing and community all matter. You’ve learned to back yourselves, to fail sometimes and get back up, and to support each other when it counts. You’ve learned that being smart isn’t enough. Character matters. How you treat people matters. These lessons will serve you well. Whatever path you choose next, university, work, a gap year, whatever, you’re ready.

To our staff, you are extraordinary. The care you show, the excellence you demand, the support you provide, thank you for everything you do.

To our parents, your engagement makes all the difference. Thank you for trusting us with your daughters, for volunteering during the year, and for being partners in this journey.

To our students, you inspire us. Your achievements are well earned. We’re proud of you.

To Lorna and the Senior Leadership team, thank you for your purpose and drive, and the example you set. The Board backs you completely.

And to my fellow Board and Committee members, thank you for your wisdom, your challenge and your commitment.

ADAM STOLZ
Board Chair



A MESSAGE FROM OUR 2025 SCHOOL CAPTAIN

“Strathcona could simply be a place for education: efficient, transactional, impersonal. But instead, it has become something infinitely more valuable, a space where every girl finds her place, discovers her people, and pursues her passions.”



At the heart of our experience here at Strathcona is something that goes far beyond academic achievement or extracurricular success. It is connection, and the profound sense of belonging we have built within these Scott Street gates.

The connection we share hasn't appeared overnight. It's been carefully cultivated through every corridor conversation, every shared triumph and setback, and every moment someone offered support when things felt overwhelming. As a Year 12 who has spent the past six years here, I can honestly say we have created something more than just a school. We are a vibrant, passionate community, one that I'm incredibly proud to be part of.

Think about it: for upwards of six hours a day, five days a week, we experience growth, challenge, laughter and discovery together. These classrooms are far more than walls and whiteboards. They're living, breathing spaces where friendships form, where staff genuinely invest in our journeys, and where members of our community lift each other up. We don't just receive an education here; we become part of a community that truly thrives when we come together.

To our wonderful students, I hope each of you has found, or is in the process of finding, your people here at school. While that journey may not always be straightforward, I promise you it is absolutely worth pursuing because the outcomes are nothing short of remarkable. Your impact reaches further than you might ever realise. Your influence is undeniable. Whether you're taking that extra step to be kinder to yourself and those around you, or you're already creating spaces where such kindness and authenticity become the norm, know this: it matters profoundly.

It is a precious and powerful thing to create a place where each person's unique brilliance is not just acknowledged but celebrated, woven into the everyday fabric of who we are. Each of you forms a crucial part of the constellation that is our Strathy community, and we want nothing more than for you to shine in your brilliance and feel truly seen and heard.

So here's to continuing a legacy of kindness, belonging and authenticity. Here's to choosing connection over isolation and compassion over indifference. Here's to the relationships that will carry us forward, whether you are just beginning your journey here in Year 7, finding your stride in the middle years, or preparing to take these lessons beyond these halls as you graduate.

ELISSA POMEROY
2025 School Captain



Teaching & Learning

“Education is about helping young people make sense of the world and find their place within it.”

– Pasi Sahlberg

These words resonate strongly with Strathcona’s vision for learning. Throughout 2025, we remained committed to creating meaningful learning experiences that enable students to develop a strong sense of self while engaging thoughtfully with an increasingly complex and interconnected world. Through a combination of academic rigour, innovation, wellbeing and future-focused learning, we continued to empower young women to discover their strengths, pursue their passions and contribute positively to their communities and beyond.

Our students once again achieved outstanding outcomes. We proudly celebrated exceptional VCE results, including two Premier’s Awards French and Music Repertoire Performance, reflecting the dedication of our students and the expertise of our teaching staff. Importantly, 100% of our Year 12 graduates secured a university, TAFE, apprenticeship, or traineeship, demonstrating the breadth of opportunities and support available to our students as they transition beyond school.

Across the Junior School, students engaged in rich and purposeful inquiry learning designed to foster

curiosity, critical thinking and a deeper understanding of the world around them. Through questioning, investigating and reflecting, students developed the confidence to think independently, make connections across disciplines and take an active role in their learning. By embedding the Visible Thinking practices, teachers strengthened foundational literacy and numeracy skills while creating authentic opportunities for students to solve problems, communicate ideas and apply their learning in meaningful contexts. Specialist programs in Digital Technologies, Science, Languages, Visual Arts and Performing Arts further enriched the curriculum, broadening students’ perspectives, nurturing creativity and equipping them with the knowledge, skills and dispositions required to thrive in an increasingly complex and interconnected world.

Innovation remained a hallmark of teaching and learning across the school. Programs such as SOUL and Envision continued to provide students with opportunities to develop self-awareness, entrepreneurship, critical thinking and real-world problem-solving skills. Through interdisciplinary learning experiences, industry engagement and authentic



projects, students were encouraged to take ownership of their learning while developing the capabilities required for future success.

A significant milestone was the opening of the CORAL Lab. The CORAL Lab has become a catalyst for interdisciplinary learning, bringing together artificial intelligence, digital technologies, robotics and design thinking. Through partnerships with researchers and industry organisations, students explored emerging technologies while developing the confidence and ethical judgement to become future-ready learners and leaders.

Career and pathway education also expanded throughout 2025 thought out the senior school. The Subject and Futures Expo connected students and families with universities, industry experts and pathway providers, supporting informed subject selection and future planning. Students explored a wide range of tertiary and career pathways while gaining valuable insights into emerging industries and workforce trends.

Beyond the classroom, students embraced a growing range of co-curricular opportunities designed to complement academic learning. Robotics, Coding Club, STEAM Club, eSports, debating, Ethics Olympiad, academic competitions, music ensembles and leadership programs continued to expand. Student participation in STEM initiatives, innovation challenges and academic competitions provided authentic opportunities to apply learning, collaborate with peers and develop resilience, creativity and confidence.

One of the year's highlights for the Junior and Middle school was STEAM Week 2025, Mission Aquatica: Innovating Beneath the Surface. Students in Years 5–8 collaborated across year levels to explore ocean sustainability through hands-on workshops in science, engineering, robotics, coding, design and the arts. The program showcased the power of interdisciplinary learning and concluded with a celebration of student innovation and problem-solving.

Professional learning remained central to our success as a learning organisation. Through our award-recognised Unstoppable eXperts framework, staff engaged in sustained inquiry, reflection and collaboration. Professional Learning Teams explored areas including self-regulated learning, growth mindset, assessment and feedback, student engagement, visible thinking and wellbeing. Teachers participated in action research, coaching, peer observations and curriculum innovation projects, sharing their findings through whole-school showcases and collaborative professional learning events.

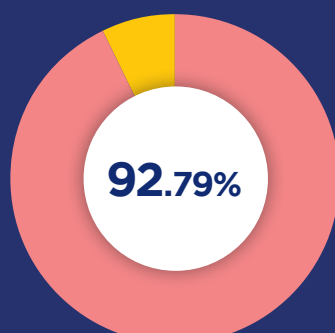
Artificial intelligence continued to be a significant area of professional learning and curriculum development. Staff strengthened their capability in the ethical and effective use of AI, while students developed AI literacy through learning experiences in the Senior School focused on creativity, critical evaluation, academic integrity and responsible use of technology. As AI pioneer Fei-Fei Li reminds us, "Artificial intelligence is not a substitute for human intelligence; it is a tool to amplify human creativity and ingenuity".

This work reflects our commitment to ensuring innovation is accompanied by strong ethical foundations and human-centred decision-making.

Throughout 2025, Strathcona continued to expand horizons, challenge thinking and create meaningful opportunities for every learner. Whether through inquiry in the Junior School, entrepreneurship in Envision, innovation in the CORAL Lab, academic excellence, professional learning or co-curricular engagement, our students experienced learning that was rigorous, relevant and deeply purposeful.

I extend my sincere thanks to our students, families and dedicated staff for their partnership and commitment throughout the year. Together, we continue to honour Strathcona's proud tradition of excellence while preparing young women to lead with confidence, curiosity, compassion and courage in a rapidly changing world. Through innovation, scholarship and a deep commitment to wellbeing, we are ensuring that every Strathcona student is empowered to make a meaningful contribution to the future.

KARA BAXTER
Deputy Principal –
Learning and Teaching



2025 STUDENT ATTENDANCE

Student attendance is tracked daily and logged electronically in our database. Parents can report absences through our online portal. If a student's absence is unexplained, an initial SMS is sent to parents, followed by further communication from the student's classroom teacher, Head of Year, or Head of House if required. During extended absences, classroom teachers, Heads of Year, and Heads of House, work closely with parents to provide support.

The average student attendance rate from Prep to Year 12 in 2025 was 92.79%.

2025 VCE RESULTS

VCE Results

Every VCE cohort at Strathcona is unique, each year telling its own story of determination and growth. We proudly celebrate not only the exceptional academic achievements of our students but also the generosity of spirit with which they approached their studies. Their dedication, resilience, and collaborative approach, both within the cohort and alongside their teachers, have led to impressive outcomes.

As a community, we are immensely proud of the Class of 2025 and extend our warmest wishes as they embark on the next chapter of their lives.

As a non-selective school at Strathcona, we nurture each student to discover their own sense of purpose, and we support them individually, whether it is to strive for the competitive perfect rank of 99.95 or just to give VCE a go, knowing that this particular set of metrics does not capture their talents, competencies or aspirations.

While academic results are one measure of achievement, they cannot capture the full story of who our students are or what they will become. Our approach is and will always be holistic: we educate the whole person, nurturing intellectual curiosity, creativity, and character. The Class of 2025 exemplifies this spirit, with triumphs across diverse fields: many have already secured university entry, others have earned prestigious scholarships, and some are competing on the world stage or being recognised at the pinnacle of their chosen disciplines.



Tertiary destinations and career choices

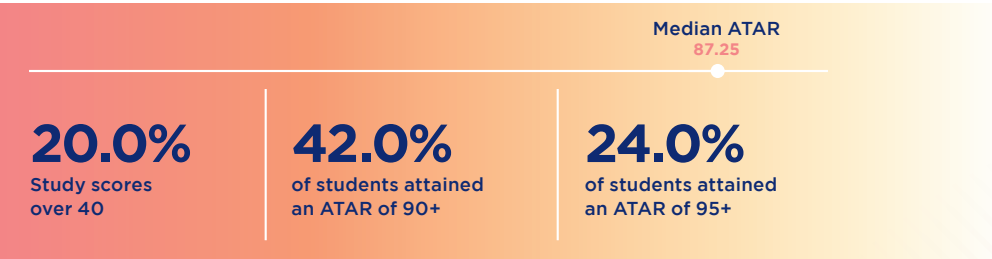


- University of Melbourne **27.2%**
- Monash University **26.2%**
- Deakin University **16.5%**
- RMIT University **8.7%**
- La Trobe University **7.8%**
- Swinburne University **5.8%**
- Australian Catholic University **2.9%**
- Australian Institute of Music **1%**
- Monash College **1%**
- Melbourne Polytechnic **1%**
- The Australian National University **1%**
- Victoria University **1%**
- William Angliss Institute **1%**



Where students have been offered a place in a double degree, the student's main interest area has been allocated.

- Science and Psychology **20%**
- Business and Commerce **19%**
- Applied Health **12%**
- Design, Media and Communication **10%**
- Arts **8%**
- Law/Criminology **7%**
- Nursing/Midwife **7%**
- Engineering **7%**
- Education **3%**
- Architecture and Building **3%**
- Music **2%**
- Hospitality **1%**
- International Relations **1%**
- Specialist Make-up Services **1%**



STUDENT OUTCOMES: NAPLAN RESULTS

The National Assessment Program – Literacy and Numeracy (NAPLAN) assesses the literacy and numeracy skills of students in Years 3, 5, 7 and 9. These assessments provide families and the School with valuable insight into student progress at a specific point in time. Results also offer a useful reference for evaluating performance in relation to State and National standards, giving broader context to student achievement.

In 2025, Strathcona students achieved outstanding NAPLAN results. Across all year levels and assessment domains, the School's mean scores exceeded both State and National benchmarks. This strong performance reflects the academic strength of our cohorts, the commitment of our students, and the expertise and dedication of our teaching staff.

Students across all year levels demonstrated strong achievement compared with State averages, with many performing well above benchmark expectations.

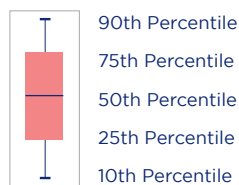
The accompanying data and graphs highlight Strathcona's strong 2025 performance and reinforce the School's ongoing commitment to academic excellence and the holistic development of every learner.

KATHERINE BRADSHAW
Head of Studies

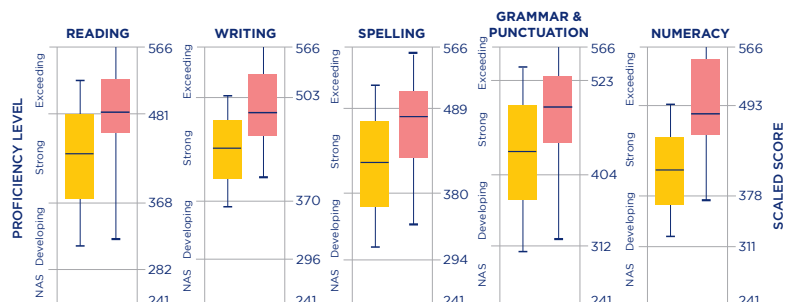


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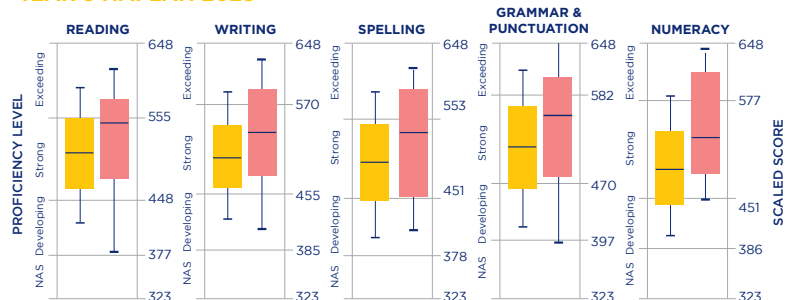
- State
- Strathcona



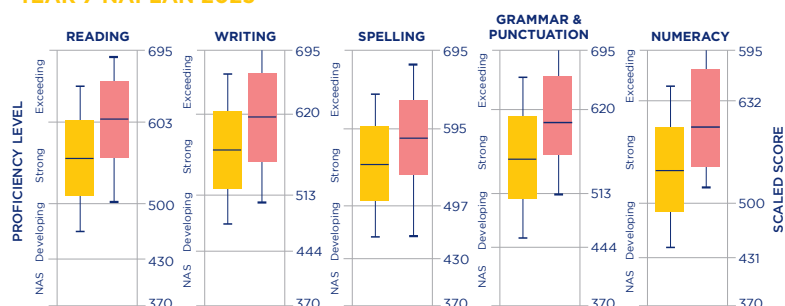
YEAR 3 NAPLAN 2025



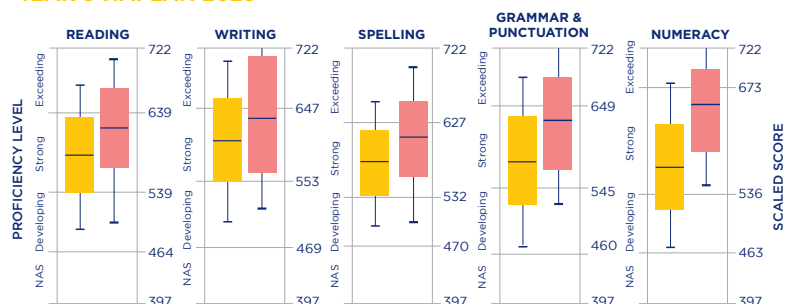
YEAR 5 NAPLAN 2025



YEAR 7 NAPLAN 2025



YEAR 9 NAPLAN 2025



Governance and Corporate Structure

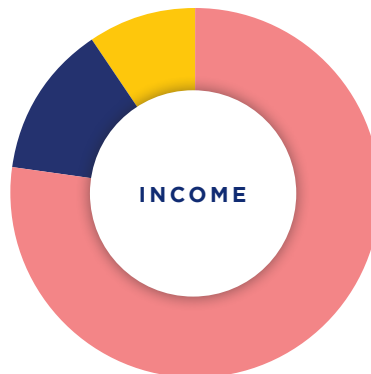
Strathcona aspires to be a nurturing learning community that develops intellectually curious, optimistic, life-ready young women who are empowered to shape their future in a rapidly changing world. We aim to foster the academic achievement of students at all ability levels and promote excellence in a wide range of co-curricular activities. The School's constitution provides for a Board of Directors. Strathcona Baptist Girls Grammar School is a company limited by guarantee and operates in accordance with the Corporations Act 2001 and Australian Charities and Not-for-Profits Commission Act 2012.

While the responsibility for the day-to-day management of the School rests with the Principal and her staff, the Board provides:

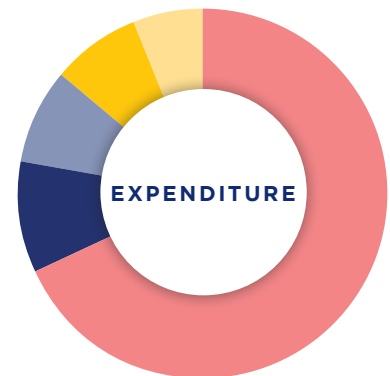
- » Policy development and ongoing review
- » Financial oversight
- » Strategic direction and planning
- » Risk management and oversight
- » Guidance in relation to the development of the School's property planning
- » Approval of the appointment of the Principal and performance appraisals of the Principal

The Board composition reflects the diverse School community. All Board members have leadership experience; many have financial, legal, educational or marketing expertise. Some are current parents and some are past students or parents of past students. All share a collective aim of protecting and enhancing the welfare of the School, and an interest in contributing to the strategic direction of the School.

2025 FINANCIAL OVERVIEW



- Tuition Fees **77.4%**
- Government Grants **13.2%**
(Commonwealth and State)
- Other Income **9.3%**
(Donations and Sundry Income)



- Employee Salaries **68.4%**
(Staff salaries and benefits)
- Education Expenses **9.7%**
(Subject expenses and co-curricular activities)
- Administration Expenses **8.1%**
(Overheads, marketing and insurance)
- Depreciation Expenses **7.8%**
- Occupancy and Maintenance **6.1%**

2025 BOARD MEMBERS



Board Chair
Adam Stolz
BCom Hons,
GAICD, FIAA



**Deputy Board Chair,
Nominations and Governance
Committee Chair**
Laura Loftus
BCom (Accounting),
LLB (Hons), GAICD



**Property
Committee Chair**
Rachel Butler
B.Envs (Landscape
Arch), M.Urban
Planning



**Risk and Compliance
Committee Chair**
Sarah Dalziel
BEc, GradDipEd,
MBA, GAICD



**Philanthropy
Committee Chair**
Olivia Giglia
BMusEd, MManagement
(Marketing)



**Finance and
Investment
Committee Chair**
Jonathan Kyvelidis
BCom, MBA,
CAANZ, MAICD



**Baptist Union of
Victoria Nominee**
Kristen Smith
BEd, DipTeach,
GradCertEd (Gifted
Education), MEd (Gifted
Education), MACEL

2025 SENIOR LEADERSHIP TEAM



Principal
Lorna Beegan
BA, HDipEd,
MA, MEdL



**Business Manager &
Company Secretary**
Jack Palumbo
MBA (Exec), CPA,
BA Acc, Grad Cert
(Management of NFP
Organisations), Cert.
Governance Practice
& Corp Secretarial



**Deputy Principal
- Learning and
Teaching**
Kara Baxter
BA, MEdLeadership,
GradDip(Sec),
GradCert(RE),
MACEL



Dean of Students
Megan Boyd
BASc, DipEd



**Head of People
and Culture**
Karyn Calder
MMgt(HR) (Hons),
GradDipBus (Hons)



**Director of
Advancement**
Marion Cape
BA (Media and
Comms)



School Chaplain
Janine de Paiva
BEd (Prim),
DipTeach (Prim),
GradCertGiftEd,
GradDipTheol,
MEdSt



Director of ICT
KJ Maan
BTech (InfSys),
MACS Snr



**Head of
Junior School**
Sarah Verdaguer
BAppSc/BEd,
MEdLead



**Director of School
& Community
Relations**
Joanne Wilson
BBus

HR

Strength Through Our People



Professional and teaching staff continue to play a vital role in supporting Strathcona's educational, operational and community priorities. The School's workforce profile reflects the diversity of roles required to deliver a contemporary independent school environment, including classroom teaching, student support, administration, operations, compliance, finance, technology, wellbeing and community facing services.

Women held 77% of management and leadership roles and seven out of nine Senior Leadership members were women. Our Board comprised of **54%** women, which is higher than the industry average of 42%.

Our workforce profile demonstrates a healthy spread across career stages. The largest combined age group is 35 to 54 years, accounting for **55.4%** of the workforce. This reflects a strong base of experienced staff, supported by emerging and early career staff.

Strathcona's workforce includes a strong mix of new and established staff. In 2025, almost **40%** of professional services and teaching staff had been employed by the School for five years or more. This reflects both recent workforce renewal and a group of experienced staff.

KARYN CALDER
Head of People and Culture



Number of Salaried Staff Employed at Strathcona – comprising 65 professional services staff and 146 VIT registered teachers.

211



In 2025, women represented **80.6%** of the combined professional services and teaching workforce, while men represented **19.4%**.

80.6%

The School accommodates part-time employment across both professional services and teaching staff, reflecting the flexible nature of today's workforce. One third of our workforce work part-time. Our casual staff support and contribute to the School's operational flexibility throughout the year.

PHILANTHROPY

Giving in 2025



481

Number of total donors



\$237,101

Total funds raised



Number of OSA
Alumnae donors

31



Current/Past
staff donors

34



Bursaries & means
tested scholarship

25



Number of first
time donors

106



Number of building
fund donors

201

A Note of gratitude

A note of gratitude from a family of a centenary scholarship recipient.

"We would like to say a really big thank you to all those who have given up some of their time and money to enable our daughter this once in a lifetime opportunity.

The scholarship has not just eased the financial burden for our family, it signalled to our daughter that

Strathcona believed in her. It has given her the confidence to take risks, strive for excellence and to immerse herself fully in both the academic and co-curricular life of the school.

This scholarship has changed our daughter and our family's life. Each day she learns new things and learns along the way without any regrets.

We want to say thank you again to the Principal and everyone that has helped sponsor and support our daughter. We don't have financial means, but we pray every day to God for the school and to everyone that helped, give and support our daughter.

Thank you."

2025 ACHIEVEMENTS

School Awards and Highlights

Strathcona Girls Grammar was recognised nationally and internationally for excellence in teaching, learning and innovation throughout 2025.



At the Australian Education Awards 2025, Strathcona was named an Excellence Awardee for **Primary School of the Year (Non-Government)**, **Primary School Teacher of the Year (Non-Government)** for Eliza Nolan, and **Innovation in Learning Environment Design**.

The School was also recognised by The Educator as a 5-Star Innovative School and 5-Star Best School for 2025, acknowledging Strathcona's commitment to innovation, student wellbeing, future-focused learning and creating opportunities for every girl to reach her potential. The awards highlighted initiatives including the CORAL Lab and the Frontrow Elevate Soundfield System, now installed across every classroom to enhance engagement, accessibility and learning outcomes.

Kara Baxter, Deputy Principal – Learning and Teaching at Strathcona Girls Grammar, for being listed as a winner on The Educator's 2025 Hot List.





Award-Winning Learning Environments

Strathcona's Early Years Campus continued to receive acclaim for its innovative design, earning:

- **Excellence in Construction Awards**
– Winner, Commercial Buildings
- **Learning Environments Victoria & Tasmania Chapter**
– Winner, Modernisation (Large)
- **Boroondara Urban Design Awards**
– Winner, Civic or Commercial Category
- **Learning Environments Australasia Design (LEAD) Award**

These awards recognise the campus's contemporary learning environments and commitment to excellence in early years education.



Giving Day Success

The One Gift, One Girl, Secure Her Future Giving Day campaign raised more than \$132,500, helping to secure the future of another student through the award of a second Centenary Scholarship. Thanks to the generosity of the Strathcona community, a life-changing Strathcona education will now be within reach for a student whose circumstances may otherwise have placed it beyond her grasp.



CORAL Lab Launch

In 2025, Strathcona launched the CORAL Lab, a dedicated STEM and artificial intelligence learning environment designed to equip students with the digital fluency, AI literacy and the innovative mindset needed for the future. The space supports curriculum-based learning in coding, robotics, digital design, AI applications and emerging technologies, empowering girls to innovate, create and solve real-world problems.



Celebrating 20 Years of Rowing

Strathcona proudly celebrated 20 years of its Rowing Program, recognising two decades of achievement, teamwork and community. The program continues to play an important role in developing resilience, leadership, commitment and lifelong friendships among students.



Academic Excellence

The Class of 2025 continued Strathcona's outstanding academic achievement, with two students receiving prestigious Premier's VCE Awards in 2026. Amanda Un, the School's 2025 Dux, was recognised for French, while Aaryn Chieng, Deputy School Captain, received an award for Music Repertoire Performance. Their achievements place them among Victoria's highest-performing VCE students and reflect Strathcona's culture of excellence, curiosity and opportunity.





Strathcona

GIRLS GRAMMAR

Early Years Campus

31-33 Scott Street,
Canterbury VIC 3126

Junior Campus

173 Prospect Hill Road,
Canterbury VIC 3126

Year 9 Campus

30 Yarra Street,
Hawthorn VIC 3122

Middle & Senior Campus

34 Scott Street,
Canterbury VIC 3126

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