



Schools Plus 

Annual Review 2018

WE BELIEVE ALL AUSTRALIAN CHILDREN
DESERVE **A GREAT EDUCATION.**



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Reflections on 2018

Donors pave the way for life-changing impact

When Schools Plus was formed just four years ago, we couldn't possibly have imagined the immense support we'd receive from generous Australian donors.

Frankly, we've been blown away. Donations to Schools Plus have grown year-on-year, and that has meant our organisation, its reach and its impact have been able to grow too.

As you can read in the following pages, Schools Plus has experienced substantial growth during 2017-18 in particular.

During the past year our supporters donated nearly \$5 million to schools, which in turn meant we could support an additional 147 schools in need.

The impact these donations have on disadvantaged schools is significant, and we are regularly humbled to hear about the impact our supporters have right across Australia. One example that fills us with joy is the Communication Passport project at The Hills School in Sydney's north-west. Backed by the financial support of our donors, plus the coaching model offered through our Fair Education program, the project has been led by Principal Peter Gurrier-Jones, who fittingly was named as one of our 2018 Teaching Fellows.

When Peter spoke about the Communication Passport at our Board meeting earlier this year, he shared emotive insights into his school's 100+ students, all of whom have developmental disabilities and complex learning needs. Four in five students at The Hills School can't express themselves verbally, and they are among the most vulnerable people in our society. Sometimes, Peter told us, the families of these children have lost hope, become isolated, and are grieving or in crisis.

Peter shared with us the story of Phil*, who at age 5 was probably one of the most traumatised and disturbed children he'd worked with. His schooling had broken down twice, his family was falling apart, and he was traumatised and violent.

*Name changed to protect student's identity.

Using the Communication Passport teaching framework, the school's expert team were able to teach Phil how to calm down, breathe and self-regulate his behaviour; to recognise his feelings and take control before it's too late. His turnaround was remarkable and as a result, the learning that's now possible for Phil is profound.

Peter's goal is to have the Communication Passport rolled out not only nationally but globally, as he says it offers a world-first approach to supporting complex learners. It has already won a NSW Education Secretary's Award for an Outstanding School Initiative.

"We have big dreams, combined with a deep moral purpose, and the impact our project is having on students, teachers, families and beyond, cannot be understated – and this has been possible because of Schools Plus."

Peter believes that they've only just begun to scratch the surface of what is possible.

Hearing first-hand from Peter, plus the many other school leaders we work with across Australia, helps us understand how vital donor support is to students in need – in some cases like 5-year-old Phil, the support has quite literally been life-changing.

During the past year we've seen the Schools Plus team blossom, with our permanent staff growing to 15, and our panel of coaches also set to increase to 15. Our program footprint has also extended, with our Fair Education initiative expanding from NSW into Queensland, and a trial set to occur in Victoria.

This growth is a direct result of increased donations. Loyal supporters have seen the value of their contribution over time and have increased their support; and as word has spread, more and more new supporters have joined our community of givers.



Principal Peter Gurrier-Jones

Some other factors that have helped drive our growth include:

The strength of our programs

We have invested a great deal of planning, expertise and continual improvement into our Smart Giving, Fair Education and Alumni programs, our Commonwealth Bank Teaching Awards, as well as our online crowdfunding platform, Fundraise Yourself. As a result, we've been able to deliver high quality, high impact programs that maximise the impact of every dollar donated to schools.

The support we give to schools

Our team adds significant value to the financial support schools receive by working closely with hardworking principals and teachers to amplify the benefit for students, staff and school communities. This includes our expert coaches – all former principals and education department directors – who develop school leaders' capacity to design, deliver and evaluate strategic projects. One principal described our coaching offering as the 'most liberating experience' of his career.

The unfailing backing of our donors

Our generous donors, including the Pioneers in Philanthropy, underwrite our efforts to ensure all young Australians have access to a great education. We're so pleased that many of our donors are on-board to help us in a strategic way by making multi-year funding commitments to projects; this means we can make the most impact to students' lives over time.

A recent survey of some of our key donors found that we're highly-regarded as trusted recommenders of impactful projects. Supporters are able to see the impact of their donations through customised project updates and evaluation reports. They're also able to see how we're factoring lessons learnt into both ongoing and new projects.

It's been a tremendous year. We could not have achieved all this and more without the combined resources and efforts of many people.

Thanks must go to our donors, partners and supporters, as well as our Board, staff and volunteers. And to the principals, teachers, students and families who work so hard in schools across the nation, thank you for your enthusiasm and commitment.

By working together we're able to truly contribute towards a smarter, brighter future for many thousands of young Australians and for this, we sincerely thank you.



ROSEMARY CONN,
CEO



ANGUS JAMES,
CHAIRMAN

About Schools Plus



Changing the education landscape

Schools Plus is a national charity. Our vision is that all young Australians reach their full potential through access to a great education.

We were formed after the 2011 Review of Funding for Schooling (the ‘Gonski Review’) called for a much stronger focus on philanthropy in education.

We help close the education gap caused by disadvantage, by connecting schools in need with donors who know the value of a great education.

We make it simple, effective and tax-deductible to give to schools that need the most support. Carefully targeted funding allows schools and teachers to give students extra support, or to trial new ways to improve learning.



Responding to need

Our support is directed to Australian schools that have a value below 1000 on the national Index of Community Socio-Educational Advantage (ICSEA). We make a determined effort to support schools at the lower end of this ICSEA scale, because they are most in need. More than 4,600 schools across Australia (Government, Catholic and Independent) are eligible for support through Schools Plus.



High-impact initiatives

Through our Smart Giving (national) and Fair Education (NSW, Queensland and Victoria) programs, our generous donors support major projects that align with schools’ strategic plans and address issues that hold students back. To select and shape these programs, we draw on independent experts and offer expert coaching to schools.



Community fundraising

Schools use our crowdfunding platform ‘Fundraise Yourself’ to run fundraising drives in their networks. Donors can nominate schools to support – for individuals, this is often the school they attended or their children attend; for a business, a school in their community.



Recognising great teachers

Our annual Teaching Awards, in partnership with the Commonwealth Bank, celebrate great teaching and school leadership. Recipients take part in a 12-month Fellowship which includes professional development, opportunities to develop and influence teaching practice, and funding for a major project at the Fellow’s school.

Stories of Schools Plus

In the outback town of Walgett in northern NSW, a grassroots film project is giving students from the local Community College a sense of pride, aspiration and increased self-worth, along with a set of in-demand work skills.

Supported by the James N. Kirby Foundation through Schools Plus' Smart Giving program, the *Looking Out Looking In* project was led by Show Me The Way, and connected 12 Aboriginal students with mentors to create a collection of documentaries showcasing local Indigenous heroes.

The initiative is widely acknowledged as one of the most engaging and potentially life-changing programs ever conducted at Walgett Community College, according to Deputy Principal Trent Graham.

“Engagement continues to be a focus area for us; we had kids staying until 4.30pm to finish the work during this project. They were really interested in the skills they were learning in film-making and they had ownership over doing something positive for the community,” Trent said.

The Looking Out Looking In project created partnerships between Walgett Community College, the Australian Museum, and organisations and residents in the Walgett region, one of the most socially disadvantaged in NSW.

Its goal was to support students to complete their secondary studies and continue on to university, TAFE or vocational education, by offering culturally-relevant activities that build school and community pride and lift students' aspirations.



The end-to-end short film creation process included many elements including 12 weeks of online mentoring for students, offered by learning partners such as those from the Australian Museum, most of whom were from Indigenous backgrounds. Students also visited Sydney to finalise their films, during which they toured sites including the National Centre of Indigenous Excellence.

The trip to Sydney - away from family and the familiar - was itself a significant learning opportunity for the students, who by making the 1300km round trip became role models for younger community members.

The results of Looking Out Looking In speak for themselves. 100% of students involved in the project were engaged in all activities, with 100% of students attending school 100% of the time they were creating documentaries (up from a likely 75% attendance rate without the program). Teachers reported students showed increased confidence in their abilities and self-worth, as well as increased aspirations.

The Looking Out Looking In DVD of the students' films was launched at the school in June 2018 to celebrate NAIDOC Week. All of Walgett's Year 10 and 11 students attended the launch, as did donor James Kirby, the Vice Chairman of the foundation.

“I was so impressed with the films made by the students. Most importantly the feedback from the school was that this was probably the best learning and engagement initiative they have done. The kids would have got a real sense of achievement from making the films and at the same time been empowered by their mentors' stories that they could make a difference in their community. I was thrilled to be able to witness this first-hand during my visit to Walgett,” James said.

The project's initial success led the school to make a three-year commitment to continue it until 2020. Nearly 20 students were involved in a modified version of the initiative in 2018 - the school chose to target a younger cohort (Years 9 and 10) so they will continue to reap the benefits as they complete their secondary schooling.

One student's experience summed up the impact this donor-backed project is having:

“It was probably the best thing I've ever done. It's the only thing I've ever done from start to finish and now I can look back and see the result and I feel proud.”

Walgett students with Australian Museum and Show Me The Way staff.



Year in review



Smart Giving to schools in need

Thanks to our donors' generous support, more than 180 schools received funding for projects in 2017/18. Just as the schools we support vary greatly, their initiatives also differ to meet the needs of their own communities. For example, they include programs targeting student attendance or engagement, providing opportunities to develop coding and critical thinking skills or building teaching capacity with professional development.

Our 2018 Smart Giving round – where schools tell us about the projects they prioritise to improve student outcomes – received a record number of applications. More than 250 schools sought funding through our philanthropic networks; we have been able to match many of them with donors, and have provided support in other ways including through our fundraising webinars.

Donations of all sizes can make a significant difference to students' lives. Our work with SC Johnson is one major partnership that is closing the gap for students in the area of numeracy. Over the past year, SC Johnson has supported eight schools to introduce an online learning model called Maths Pathway, which tailors instruction to an individual student's knowledge level. More than 1000 students have benefited from the targeted intervention – some students have learned as much as 2.5 years of maths in just one year!

Schools have also reached out to their community to raise funds for much-needed initiatives. In Melbourne, Aldercourt Primary School has raised nearly \$12,000 from local donors to provide hot lunches for all of its students two days a week to ensure their learning is not hindered by a hungry stomach.



Alumni Trial Program

We believe former students can play a valuable role in supporting a school, its students and its community. So we launched our Alumni Trial Program, to explore ways in which schools can reconnect and engage with their alumni.

The trial's aim is to increase donations from alumni so schools can fund strategic projects and resources to benefit their current and future students. We also want to help schools broaden their connections - evidence shows there's a strong association between student achievement and the way in which schools engage with parents and the wider community.

During the trial's first year, we worked with a select group of metropolitan and regional schools.

With our team providing intensive support, schools used a range of methods – including social media, events and emails - to reconnect and engage with former students. Some schools gathered more than 100 new alumni contacts in just a matter of days, and have begun their fundraising campaigns.

Through the trial so far, we've gathered insights into schools' capacity to build and manage an alumni program and the challenges they faced. In 2018/19 we'll continue working with the schools and introduce a technology element to make it easier to manage their alumni contacts. We'll also turn our attention to the high-potential alumni in our schools' communities, letting them know of the opportunity to give back. This is a critical and exciting phase as we work to find a viable alumni approach that delivers financial support to schools.



Commonwealth Bank Teaching Awards

It has been an incredible year for the recipients of our Commonwealth Bank Teaching Awards.

In March 2018, we welcomed 12 new Fellows representing schools and sectors from around Australia at the Commonwealth Bank Teaching Awards ceremony. It was attended by the then Federal Minister for Education, Simon Birmingham, NSW Education Minister, Rob Stokes, the Chair of our Pioneers in Philanthropy, David Gonski, and representatives from the business, education and philanthropic sectors. Each Fellowship is worth \$45,000, to support a major project at the Fellow's school, their own professional development and a study tour to Singapore to observe a high-performing education system.

Just days before the ceremony, our 2017 Teaching Fellows attended the Global Education and Skills Forum in Dubai, where Schools Plus was announced as the official Australian partner for the Global Teacher Prize through our partnership with the Varkey Foundation.

Three of our 2017 Teaching Fellows were shortlisted in the Top 50 for the 2018 Prize, which is valued at \$US1 million. One of them - Sydney maths teacher and Youtube sensation Eddie Woo - went on to be named in the Top 10 teachers in the world! It was one of many accolades for Eddie this year, who also was named Australia's Local Hero in the Australia Day Awards.



Our 2018 Teaching Fellows

The year ahead



National reach and team growth

Our Fair Education initiative was launched in Queensland in 2018, with support from the Tim Fairfax Family Foundation and The Bryan Foundation. This expansion followed the program's success in NSW, where it receives ongoing support from the Vincent Fairfax Family Foundation.

Nearly 70 schools applied in our inaugural Queensland round; 15 exciting parent/community engagement initiatives across 34 schools were selected and will receive funding and coaching support over the next three years.

In the year ahead, Fair Education will also launch in Victoria with a trial of the program's model in a cluster of schools in Gippsland.

Our program expansion means our team is growing. Backed by donors who see the value in greater support for school leaders, our panel of coaches will increase to 15 during 2018/19 to meet higher demand across multiple states.

We have established a Fair Education team in Queensland, have expanded our school fundraising team, and are recruiting to a number of other key roles. As we continue to grow, we're also reviewing and updating our systems, processes and structures.



Knowledge-sharing and advocacy

Through knowledge-sharing and advocacy work, the potential to grow Schools Plus' impact on student outcomes and Australia's education policy and practice is significant.

We've made a strong start – over the past year, we've hosted conferences and design thinking workshops for teachers and principals and piloted online forums to connect schools running similar projects. Teachers tell us the opportunities to share learnings and seek guidance from their peers have helped improve their projects.

We meet regularly with representatives of State and Federal governments, and have provided our unique insights into the needs of disadvantaged schools in submissions to the Independent Review into Regional,

Rural and Remote Education, the national Drought Taskforce, the Chief Scientist's review into how industry can support STEM education, and a Mitchell Institute report on school-business partnerships.

In the year ahead, we want to expand our knowledge-sharing and advocacy work. By making it easier for schools to collaborate across regions, state borders and sectors, we aim to reduce duplication of effort, scale high-impact projects, produce more evidence of what works best in schools, and improve teaching and learning practice. We'll also continue to be a voice for schools-in-need in discussions, reviews and policy consultations, and by maintaining strong relationships with leaders in education, government, philanthropy and corporate sectors.



Evaluation

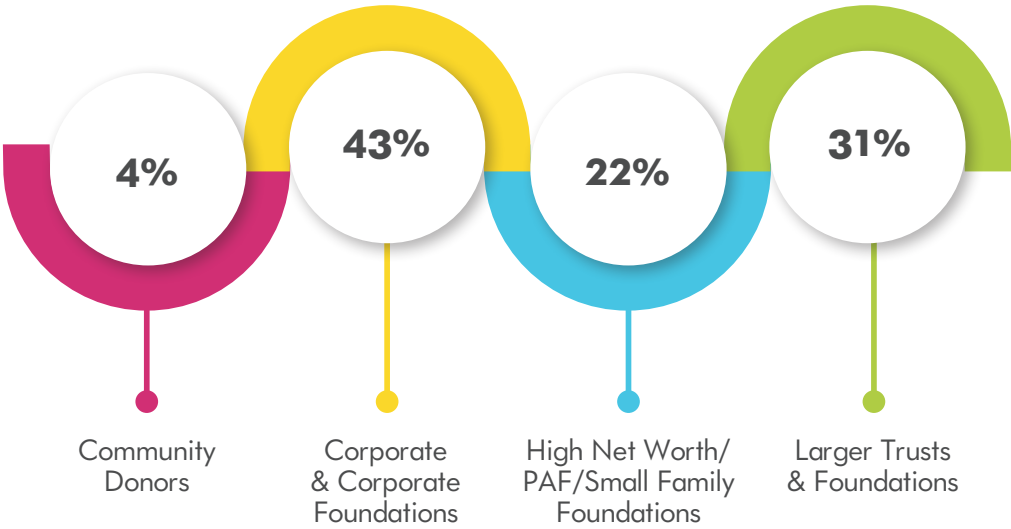
Now that we have funded more than 350 projects, we're in a unique position to identify the change that's taking place in Australia's disadvantaged schools as a result of the initiatives backed by our supporters.

In 2018/19, we will introduce a revamped evaluation framework for projects supported through Schools Plus. We have finetuned our evaluation process and created a sophisticated new set of tools so schools can better measure their projects' impact. Our expert coaches guide school leaders through this process to capture rich qualitative and quantitative data.

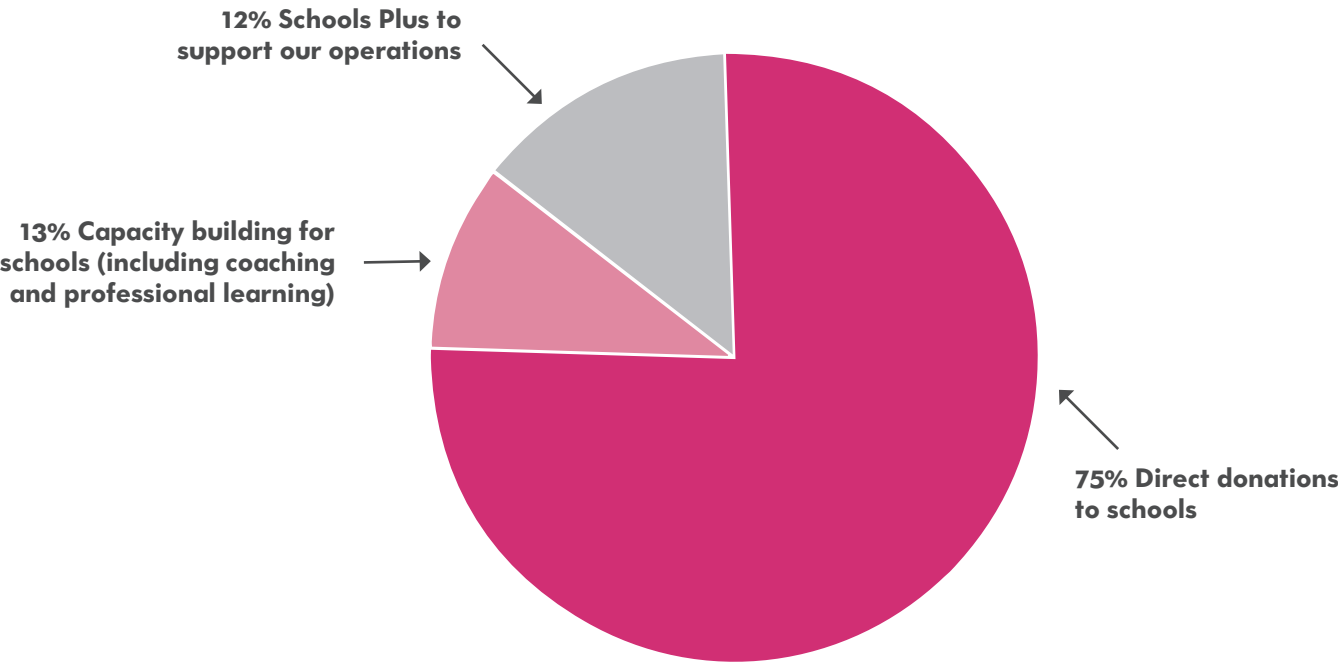
Evidence gathered through these tools will provide valuable feedback to schools, allowing them to celebrate their successes and refine and develop their projects by identifying what's working and why. We will also use the data to let our donors know how their generous support is making a difference in our most disadvantaged communities, and to drive our advocacy work on behalf of schools.

Our Financials for FY 2018

Donations came from:



This year, donors chose to donate to:



Statement of Profit or Loss for the year ended 30 June 2018

	2018 \$	2017 \$
REVENUE*		
Grants**	-	4,122,153
Donations received for schools	4,905,815	3,491,834
Donations received for Australian Schools Plus Ltd	854,411	696,586
Administration fees received	306,239	250,377
Interest & Dividends received	213,805	193,860
Sponsorship received	495,455	495,455
Unrealised gains on Investment	90,504	20,888
Total Revenue	6,866,229	9,271,153
EXPENDITURE		
Funds distributed to schools	4,099,333	3,248,929
Operational Expenses		
Administration expenses	220,354	140,663
Audit fees	15,956	11,635
Computer expenses	18,927	12,635
Other expenses	17,066	10,030
Staffing costs	1,147,827	916,338
Professional fees	29,904	24,198
Rent	79,196	41,689
Technology expenses	951	13,999
Travel	54,033	50,795
Total Operational Expenses	1,584,214	1,221,982
SURPLUS FOR THE YEAR	1,182,682	4,800,242

* A further \$1,177,267 (2017 \$1,129,490) of donations received (including administration fees) have been deferred to the next financial period to align with timing of project delivery.

** The initial government grant provided to establish Schools Plus has been recognised as revenue in the FY17. This represents a change in treatment from previous years in which the grant was recognised as deferred income and is based on the Board's satisfaction that the conditions for the grant (the successful establishment and operation of Schools Plus as a standalone and sustainable entity) have been satisfied, and Schools Plus has control of the funding received.

Statement of Financial Position as at 30 June 2018

	2018 \$	2017 \$
ASSETS		
Current Assets		
Cash and Cash Equivalents	3,629,610	3,490,420
Trade and Other Receivables	104,958	67,197
Total Current Assets	3,734,568	3,557,617
Non Current Assets		
Financial Assets	4,099,476	3,100,787
Total Non Current Assets	4,099,476	3,100,787
Total Assets	7,834,044	6,658,404
LIABILITIES		
Current Liabilities		
Trade and Other Payables	77,523	146,593
Deferred Income	1,177,267	1,129,490
Employee Provisions	20,181	5,930
Total Current Liabilities	1,274,971	1,282,013
Total Liabilities	1,274,971	1,282,013
Net Assets	6,559,073	5,376,391
Equity		
Retained Earnings	6,599,073	5,376,391
Total Equity	6,599,073	5,376,391

A full copy of the financial report can be provided upon request.

Our team

Geraldine Baillet, NSW Fair Education Program Manager
Rachael Beckett, Schools Fundraising Manager
Jeff Bruce, Director of Education
Kylie Buberis, State Manager VIC/SA
Rosemary Conn, Chief Executive Officer
Lesley Englert, Qld Fair Education Lead Coach
Beth Gibbins, School Operations Manager
Kristin Gomes, Project Manager

Suzanne Grant, Qld Fair Education Program Manager
Dee Hughes, Operations Officer
Maura Manning, Fair Education Director
Stacey McCrae, Team Assistant
Carisa Mitchell, Communications Manager
Julie Molloy, Awards Program Manager
Sherrill Nixon, Director of Donor Relations
Neil Worsley, Acting NSW Fair Education Director

We'd also like to thank **Jennifer Bannan, Malcolm Beard, Dee Gunasekara, Eric Jamieson, Ebru Davidson (Company Secretary), Sri Ananda** and all of our coaches for their assistance.

Our board

Schools Plus has a passionate and professional Board of Directors who volunteer their time to help increase education equity.



ANGUS JAMES Chairman

Principal Partner, independent corporate advisory partnership Aquasia. Former CEO of ABN AMRO Australia/NZ, board member of the Business Council of Australia and Australian Curriculum and Reporting Authority.



ROSEMARY CONN CEO

Inaugural CEO of Schools Plus. Extensive experience working with schools, corporations and the community to bring about social change, including with Beacon Foundation, Charities Aid Foundation Australia and Deloitte.



PETER JACKSON

CEO of Melbourne Football Club 2013-2018. Previously he held various positions in the AFL industry including CEO and/or Managing Director of Essendon Football and Chairman of AFL Victoria and AFL SportsReady. Peter has also consulted to a number of companies and other AFL clubs.



ANDREW JONES

Former Principal of Broadmeadows Valley Primary School, Melbourne. Teacher/school leader for 20+ years, Masters in International Education Policy, current Project Manager at Melbourne Graduate School of Education.



LISA PAUL AO PSM

Former Secretary of the Federal Department of Education (2004-2016). Board memberships include the Australian Research Alliance for Children and Youth and Social Ventures Australia.



LISA PORTER

Principal/Instructional Leader of Claymore Public School in south-west Sydney. Extensive experience in complex schools, mentor of aspiring principals providing professional development on school leadership and management.



MICHAEL TRAILL AM

Founding CEO of Social Ventures Australia (SVA) (now Chair of the SVA Leadership Council). Previously Co-founder and Executive Director of Macquarie Group's private equity arm, Macquarie Direct Investment.



KIM WILLIAMS AM

Former Chief Executive at News Corp Australia, FOXTEL, the Australian Film Commission, Southern Star Entertainment and Musica Viva. Current commissioner of the Australian Football League.

Our supporters

We are pleased to partner with these organisations and individuals who have invested in schools across Australia.

Strategic partners



Our Pioneers in Philanthropy

The Pioneers in Philanthropy are a group of Australia’s most distinguished business leaders and philanthropists who have come together to support disadvantaged schools and the teachers who work in them. Over five years, the Pioneers are directing more than \$5 million through Schools Plus to transformative projects in schools and to support the Commonwealth Bank Teaching Awards.

- David Gonski AC and Orli Wargon OAM**
(representing the Gonski Foundation)

John B Fairfax AO and Nick Fairfax
(representing JIBB Foundation)

John Grill AO and Rosie Williams

Angus and Sarah James
- Roger Massy-Greene**
(representing Eureka Benevolent Foundation)

Kerry Stokes AC
(representing Australian Capital Equity Group)

The Commonwealth Bank of Australia

Major partners



Key supporters

- APA Group

Australian Communities Foundation

Bob Austin

Carter Family Foundation

Chill Foundation

Courier Mail Children’s Fund

Crommelin Family Foundation

Delaney Endowment, managed by Equity Trustees

Drummond Foundation

Fremantle Foundation

Izaac Robison Family Fund *(a charitable fund account of Lord Mayor’s Charitable Foundation)*
- Massey Charitable Foundation

Matana Foundation for Young People

Michael Ahrens

Origin Foundation

Phil Duncan

P&S Bassat Foundation

Randal T Barlin

Richard Bomford

Sandra Thompson

Sheargold Foundation

The Niall Foundation

Pro bono supporters

- Partners in Performance

PwC
- Thomson Geer

Learning First

Together, we can help close the education gap.



Schools Plus

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Australian Schools Plus is a registered charity with Deductible
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