



2025

# Annual Report

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# School Overview

*2025 – Our First Year*

Mastery Schools Victoria (MSV) is an independent specialist school established to provide a high-quality educational alternative for young people who are disengaged from their current schooling environment. Our school focuses on supporting students during the middle years of education, a critical stage where many young people experience challenges with engagement, learning confidence and academic progress.

Teaching and learning at MSV is informed by The Science of Learning, drawing on research from cognitive psychology, neuroscience and education to guide effective instructional practices. Through evidence-based teaching practices, personalised support and high expectations for both students and staff, our schools aim to help students reconnect with education and achieve meaningful academic and personal growth.

2025 marked the school's first year of operation, with MSV welcoming its inaugural cohort of students in January. The school commenced with 33 students and continued to grow throughout the year, reaching 77 students by the end of 2025.

This growth reflects strong demand for a structured and supportive learning environment for students who require a more tailored approach to education. As a newly established school, 2025 focused on building strong foundations, including establishing consistent routines, developing positive relationships with students and families, and embedding a safe and supportive learning culture.



## Our ***Vision***

For all children to reach their full potential academically and socially



## Our ***Mission***

Providing the highest quality education for all students



## Our ***Values***

Resilience, Discipline, High Expectations, Personal Responsibility, Evidence Based and Efficiency

# Principals Message

Adam Myers



It has been a privilege to lead Mastery Schools Victoria in its inaugural year. Opening a new school is a significant milestone, and 2025 has been an exciting year as we welcomed our first cohort of students and began building the MSV school community. From the very first day, our focus has been on creating a learning environment where students feel supported, safe, challenged, and encouraged to rebuild their confidence in learning.

Throughout the year, our staff have worked closely with students to strengthen their academic foundations while also developing the routines, habits and resilience that support long-term success. It has been incredibly rewarding to see students grow in confidence and engagement as they experience success in the classroom.

I would like to sincerely thank our dedicated teaching and support staff, whose commitment and professionalism have played a central role in establishing the culture and values of our school. I would also like to acknowledge the families who have trusted us to support their children during this important stage of their education.

I am incredibly proud of what has been achieved during this first year and look forward to continuing to build and strengthen the MSV community in the years ahead.

*Adam Myers*

Principal



# Message From The Board of Directors

Dr. Mark Dowley



It is a great pleasure to present the first Annual Report for Mastery Schools Victoria.

The opening of Mastery Schools Victoria marked an exciting and important milestone. Establishing a new school is a significant undertaking, and it has been incredibly rewarding to see the vision for MSV come to life and begin supporting students and families in the Victorian community.

From the moment I attended the school's grand opening, it was clear that Mastery Schools Victoria represents something truly special. The school has been founded on a strong commitment to supporting students who benefit from a structured and supportive learning environment, and it is inspiring to see the positive impact this approach is already having.

Throughout the year, the Board has worked closely with the leadership team to establish the governance, systems and foundations necessary for the school to grow and thrive. Our founding group of 33 students has continued to grow throughout the year, reaching 77 students by the end of 2025. I would like to acknowledge the dedication of our growing team of the educators, staff and leaders who have worked tirelessly to support students and build a strong school community in this first year.

The Board is proud to support the continued development of Mastery Schools Victoria and looks forward to seeing the school grow and positively impact many more students and families in the years ahead.

A handwritten signature in black ink that reads "Dr. Mark Dowley".

Chairperson



# Community and Event Highlights



# Students

## Enrolment and Attendance Data

Enrolment Breakdown:	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Total
<b>Bundoora</b>	17	18	9	17	13	3	0	77

In its first year of operation, Mastery Schools Victoria established its school community with 77 students across Years 4 to 9. Enrolments reflect the establishment phase of the school, with student numbers expected to grow as the school continues to expand in future years.

Attendance Breakdown:	Percentage (Year to Date 2025)
<b>Bundoora</b>	80.67%

Average student attendance for the reporting period was 80.67%. This reflects the diverse needs of the student cohort, including students who have previously experienced challenges with school engagement and attendance.

School teams continue to implement targeted support strategies, including Attendance Support Plans, to support students in re-engaging with education in a structured way. Strengthening student attendance and engagement will remain an ongoing focus across all campuses in 2026.

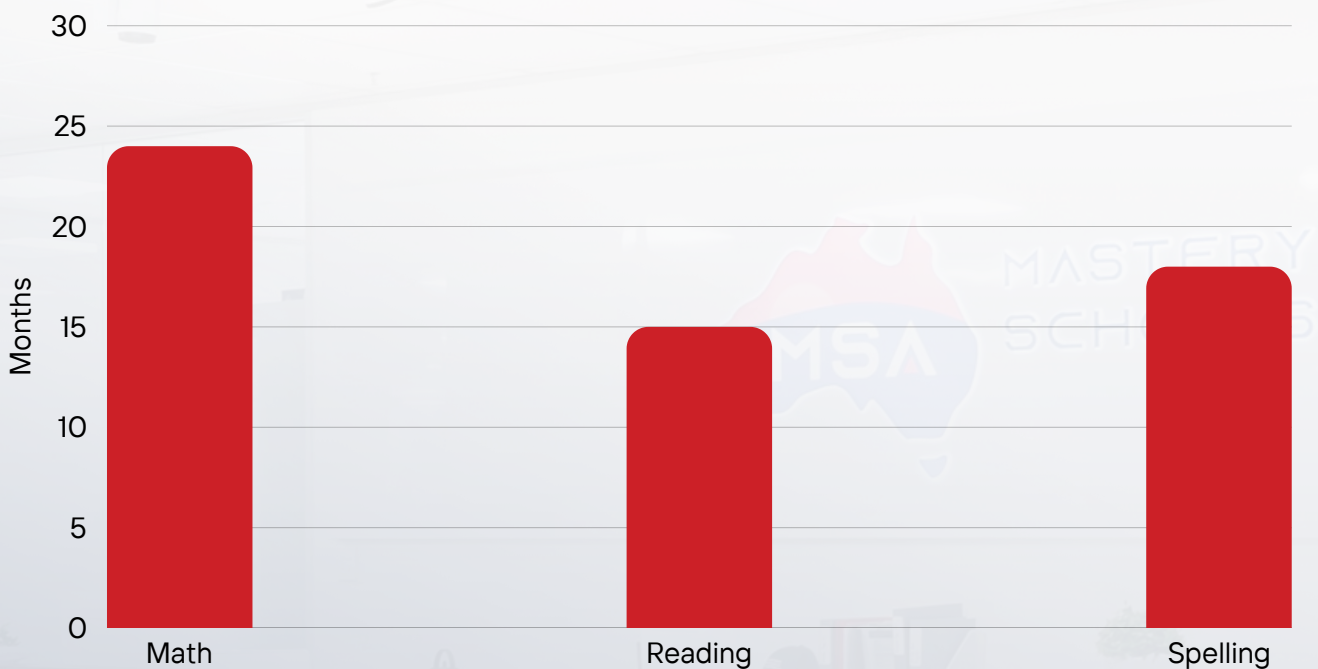
## Characteristics of the Student Body

Mastery Schools Victoria provides an alternative education pathway for students who struggle academically and need extra support to learn. This could be due to social, emotional or behavioural challenges. The School prides itself on the innovative approach to education, which supports the needs of students with diverse learning difficulties and disabilities.

In 2025, approximately 84% of students were classified as meeting the criteria of Students with a Disability through the Nationally Consistent Collection of Data (NCCD). Students must show a desire to attend MSV at their interview to be granted enrolment. The desire to overcome obstacles to gaining an education is a common characteristic of the student body at MSV.

Approximately 5% of the students in 2025 identified as Aboriginal or Torres Strait Islander.

# Student Learning Growth - 2025



## Legend

Red - Student Growth (12-month equivalent)

During its inaugural year of operation, students demonstrated strong progress across key academic areas including mathematics, reading and spelling.

Standardised assessment data indicates that, on average, students achieved approximately **15–24 months of learning growth within a 12-month period**, reflecting accelerated progress when compared with typical age-expected development.

Students also demonstrated positive improvement relative to same-age peers, with standard score gains indicating that many students are gradually closing gaps in achievement while strengthening their core academic skills.

These results are based on nationally norm-referenced assessments and reflect average testing intervals of approximately **six to nine months** between assessment points. Results have been annualised to enable fair comparison of student growth across different testing periods.

## Note on assessment data:

Student growth data is derived from standardised, norm-referenced assessments in mathematics (KeyMath-3), reading (TOWRE-2) and spelling (TWS). Age-equivalent growth reflects the change in learning level between testing points, while normalised growth adjusts results to a 12-month rate to enable fair comparison where test intervals differ.

# Staffing Overview

Mastery Schools Victoria is committed to maintaining a highly qualified and capable workforce to support student learning and wellbeing. All teaching staff hold current Victorian Institution of Teachers registration and participate in ongoing professional development aligned with school priorities. Non-teaching staff are also appropriately qualified for their roles, hold relevant Working with Children Check, and participate in professional development relevant to their responsibilities.

## Staff Attendance

Number of Staff	Attendance Rate
51	94%

## Staff Qualifications

Staff qualifications reflect a diverse and experienced workforce, with a range of formal qualifications supporting teaching and operational roles across the organisation.

Qualification	Percentage
Doctorate	0%
Masters Degree	4%
Bachelor Degree	35%
Diploma	20%
Certificate	41%
<b>Total</b>	100%

# Professional Learning and Teacher Development

Mastery Schools Victoria places a strong emphasis on the development of its educators, recognising that high-quality teaching is the most significant driver of improved student outcomes.

In 2025, MSV invested \$240,000 in staff professional learning and development. This investment reflects a deliberate and sustained focus on building teacher capability through structured, ongoing, and evidence-based training.

Educators participate in regular professional learning aligned to evidence-based practices, including the Science of Learning and Direct Instruction, which underpin MSV's teaching approach. These sessions are delivered by highly experienced educators and external specialists with expertise in explicit instruction and effective classroom practice.

MSV has adopted a model that combines internal capability-building with targeted external expertise to ensure staff are supported with both practical classroom strategies and contemporary best practice. This includes the use of external providers to support the development and refinement of teaching practice during the school's establishment phase.

The organisation also invests in the development of its instructional leaders. Instructional coaches and executive teaching staff engage in advanced professional learning to strengthen their ability to support teachers, monitor instructional quality, and drive consistent practice across the school.

This model ensures that professional learning is continuous, practical, and directly connected to classroom delivery. It also enables MSV to maintain a high level of consistency in teaching practice while remaining responsive to the needs of individual students and the broader school community.

The impact of this investment is reflected in the quality and consistency of teaching, and in student engagement and learning outcomes. By developing highly skilled and effective educators, MSV is able to deliver structured, supportive, and high-impact learning environments that promote student confidence, engagement, and academic growth.

# Governance and Compliance Statement

Mastery Schools Victoria is committed to maintaining high standards of governance, regulatory compliance, and accountability in all aspects of its operations.

During 2025, the school operated in accordance with the requirements of the Victorian Registration and Qualifications Authority (VRQA) and the applicable Minimum Standards for School Registration. The Board, leadership team, and staff work collaboratively to ensure that all regulatory obligations are met and that appropriate governance structures are maintained.

The school maintains a comprehensive framework of policies and procedures that guide governance, operational practice, student wellbeing and responsible financial management, ensuring effective oversight and accountability across all areas of operation. These policies are regularly reviewed to ensure continued alignment with legislative and regulatory requirements.

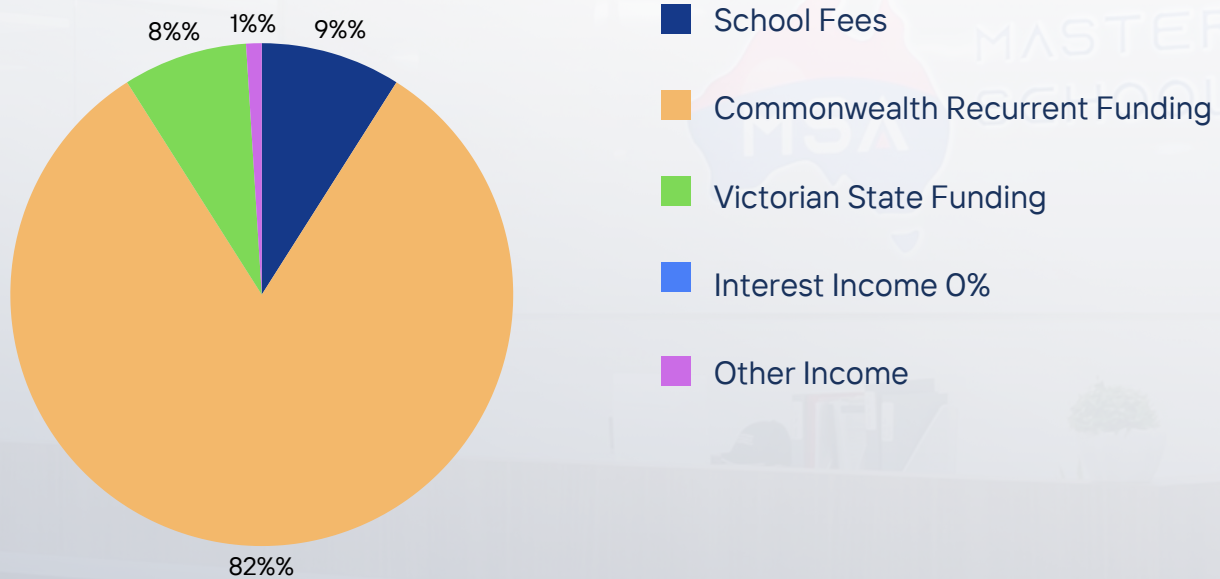
As part of the school's governance framework, regular internal compliance reviews were conducted with school leadership and staff to ensure that policies, procedures and operational practices were being implemented consistently. These reviews support the early identification of any areas requiring attention and help ensure the school continues to operate in accordance with its regulatory obligations and internal governance requirements.

Mastery Schools Victoria is strongly committed to child safety and to creating a safe, inclusive and supportive environment for all students. Child safety policies, procedures and practices are embedded within the school's operations and are aligned with the Victorian Child Safe Standards.

# Financial Overview

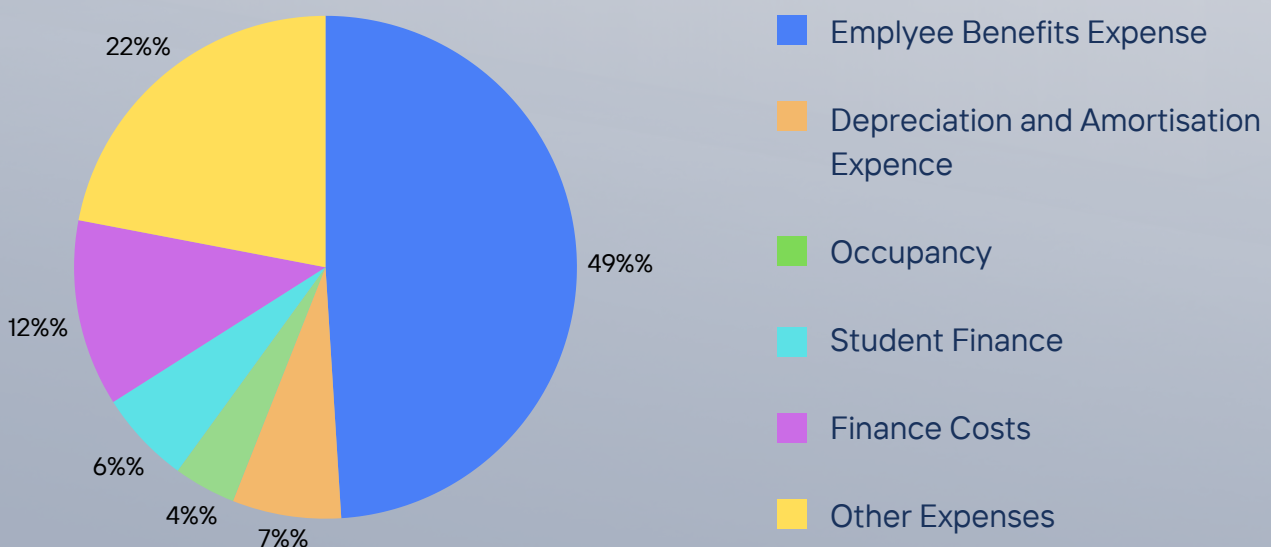
Mastery Schools Victoria recorded total income of \$2.47 million in 2025, with the majority of funding derived from Commonwealth recurrent funding (82%), supplemented by school fees (9%) and Victorian Government funding (8%).

## 2025 Income Split



Total expenditure for the year was \$3.12 million, reflecting the significant investment required to establish and operate the school in its first year. The largest proportion of expenditure was allocated to employee benefits (50%), followed by other operational costs (22%) and finance costs (12%).

## 2025 Expense Split



As a newly established school, this level of investment reflects the establishment phase of the school and the resourcing required to build strong foundations for future growth and sustainability.



*MSV is the first school where I've really felt welcome. No one makes fun of or judges each other for their skills and the teachers are amazing.*

**MSV Student**



*At 9, my son couldn't write his name. Years were spent in classrooms where he couldn't keep up. MSV saw his potential, not his struggles. Now, with the right support, he's not just learning, he's thriving.*

**MSV Parent**



*MSV has provided an amazing educational space for our dyslexic son. He's now 15 and for the first time in his education journey, he has a place where he feels safe and he belongs.*

**MSV Parent**

# Future Directions and Strategic Priorities

In 2026, Mastery Schools Victoria will continue to strengthen its operations, support student outcomes and enhance consistency across the school. Key strategic priorities are aligned to the organisation's four focus domains:

## **Student Achievement and Growth**

Mastery Schools Victoria will continue to strengthen student outcomes through the consistent delivery of evidence-based teaching practices, including the Science of Learning and Direct Instruction approaches. A continued focus on teacher capability, data-informed practice and targeted support will ensure students experience measurable academic growth, improved engagement and increased confidence in learning.

## **Child Safety and Wellbeing**

A key priority is ensuring that every student is supported within a safe, inclusive and structured learning environment. This includes strengthening staff training and accountability, and embedding consistent practices that support student wellbeing, safety and respectful behaviour across the school, in alignment with the Victorian Child Safe Standards.

## **People and Systems**

The school will continue to invest in building a capable and values-aligned workforce through structured coaching and professional learning. This will be supported by the ongoing development of efficient systems and processes, including the continued implementation of EDGE, to reduce administrative burden and support consistent, high-quality practice.

## **Sustainable Growth and Partnerships**

Mastery Schools Victoria will continue to expand in a strategic and sustainable manner, ensuring that any future growth reflects the integrity of the school's model. This includes strengthening community partnerships, building brand awareness and maintaining strong financial and governance practices to support long-term viability.

## **Monitoring and Accountability**

Progress against these priorities will be monitored through regular reporting to the Board, including strategic performance updates, compliance reviews and financial oversight. This approach ensures accountability, supports continuous improvement and maintains alignment with the requirements of the Victorian Registration and Qualifications Authority (VRQA).

# Closing Statement

As Mastery Schools Victoria looks ahead, the organisation remains committed to supporting its school communities and delivering meaningful outcomes for students. The progress made during 2025 reflects the dedication of our educators, school leaders, staff and families, whose collective efforts continue to make a positive difference in the lives of young people.

With strong foundations in place, Mastery Schools Victoria is well positioned for its next phase of growth, while maintaining a clear and consistent focus on student learning, wellbeing and safety.

We look forward to building on this progress in the years ahead and continuing to expand opportunities for students and families.





**MASTERY  
SCHOOLS  
VICTORIA**

Focus • Effort • Results



## For more information please contact:



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