ANNUAL REPORT
2012–2013
The Australian Council for Educational Research (ACER) is one of the world’s leading educational research centres.

**ACER’s mission is to create and promote research-based knowledge, products and services that can be used to improve learning across the life span.**

ACER pursues this mission by contributing internationally to ensuring that:

- every learner is engaged in challenging learning opportunities appropriate to their readiness and needs;
- every learning professional is highly skilled, knowledgeable and engaged in excellent practice;
- every learning community is well resourced and passionately committed to improving outcomes for all learners; and
- every member of society has an opportunity to achieve their potential, regardless of circumstances and background.

ACER has built a strong reputation as a provider of reliable support and expertise to education policy makers and professional practitioners since it was established in 1930.

As a not-for-profit organisation, independent of government, ACER receives no direct financial support from government and generates its entire income through contracted research and development projects, and through products and services that it develops and distributes.

ACER has more than 340 staff located in Melbourne, Sydney, Brisbane, Perth, Adelaide, Dubai and New Delhi.
| CONTENTS |
|------------------|--------|
| FROM THE CEO     | iv     |
| SPOTLIGHT ON …  |
| THE SCIENCE OF LEARNING | 1  |
| IMPROVING LEARNING THROUGH … |
| SCHOOL IMPROVEMENT | 2  |
| IMPROVING LEARNING IN … |
| INDIGENOUS EDUCATION | 4  |
| IMPROVING LEARNING IN … |
| HIGHER EDUCATION | 6  |
| IMPROVING LEARNING THROUGH … |
| SCHOOL ASSESSMENT | 8  |
| IMPROVING LEARNING IN … |
| THE WORKFORCE | 10 |
| IMPROVING LEARNING … |
| ACROSS THE GLOBE | 12 |
| SPOTLIGHT ON …  |
| EFFECTIVE TEACHING AND LEADERSHIP | 14 |
| RESEARCH PROJECTS | 15 |
| STAFF PUBLICATIONS | 19 |
| FINANCIAL SUMMARY | 24 |
| ACER BOARD OF DIRECTORS | 26 |
| ORGANISATIONAL STRUCTURE | 27 |
| ACER STAFF | 28 |

ANNUAL REPORT 2012-2013
ACER is continuing to work on a range of priorities including: building the breadth, depth and reach of our research; expanding professional resources; enhancing our international presence; building our work in non-school education and the award of qualifications; and addressing disadvantage through partnerships and alternative funding sources.

Research Conference 2012, on the theme School Improvement: What does the research tell us about effective strategies? was ACER’s largest conference to date, with more than 1200 delegates discussing improvement agenda, expert teaching teams and practices, differentiated classroom learning, use of data and targeted uses of resources.

ACER published Measure for Measure, a comprehensive analysis drawing on major national and international assessments to better understand changes in the achievement levels of Australian students. We also continued to work with the National Australia Bank and the Foundation for Young Australians on the NAB Schools First national program to recognise outstanding school-community partnerships.

In the vocational and workplace education and training sector, ACER brought together senior decision makers and stakeholders at the 2013 National Adult Language, Literacy and Numeracy Assessment Conference to discuss the effective use of data to drive improvement in the sector.

ACER led the OECD’s Assessment of Higher Education Learning Outcomes study and continued to manage the Australasian Survey of Student Engagement. We also conducted the University Experience Survey, the first single national collection of data on students’ university experience.

Internationally, ACER managed Australia’s participation in the OECD’s Programme for International Student Assessment; the United Arab Emirates (UAE) National Assessment Program for the UAE Ministry of Education; the International Computer and Information Literacy Study for the International Association for the Evaluation of Educational Achievement; and delivered the national reports for the Trends in International Mathematics and Science Study and the Progress in International Reading Literacy Study.

In Indigenous education, ACER published Making a Difference: Improving outcomes for Indigenous learners to highlight our work on improving learning outcomes for Indigenous Australians.

We also began work through the Science of Learning Research Centre, in partnership with the University of Queensland and the University of Melbourne, to investigate effective learning practices in the light of current knowledge about learning processes and factors that influence successful learning.

The stories told in this report highlight ACER’s continuing contribution to improving learning across the life span. I encourage you to keep up to date with our latest research by subscribing to ACER’s free online newsletter, Research Developments at <rd.acer.edu.au>.

FROM THE CEO

Professor Geoff Masters
Chief Executive Officer, ACER
There is a growing interest in education about understanding the brain and how it learns so that we can improve outcomes for learners. ACER and key partners are undertaking cutting-edge research to investigate key aspects of learning itself.

The research involves conducting fine-grained analyses of behaviour; using video and audio tracking equipment as learners interact with teachers, instructional devices and each other; recording cognitive processing through electrical brain activity and eye gaze; using advanced imaging technologies to assess changes in brain functioning during learning; conducting trials of teaching and learning processes in school settings; and investigating the outcomes of particular teaching practices in a controlled environment.

Much of that work to investigate effective learning practices is occurring through the Science of Learning Research Centre, a consortium of researchers at ACER, the University of Queensland and the University of Melbourne, established in May 2013. Dr Mike Timms, Director of ACER’s Assessment and Psychometric Research program, is leading ACER’s work program as an Executive Committee Member of the Centre responsible for research on measuring learning.

‘Our aim in conducting trans-disciplinary research into learning and the conditions that support successful learning is to contribute to a deeper understanding of learning and of the effectiveness and impact of different forms of learning,’ Dr Timms said.

‘The focus is on better understanding the processes of learning in the laboratory and classroom; using quantitative methods to assess the outcomes of learning; monitoring and testing the delivery of education and its assessment in experimental classrooms; and disseminating our findings.’

‘Experimental neuroscience and cognitive psychology are providing a detailed understanding of the neural mechanisms that are engaged during learning, memory consolidation and retrieval.’ Dr Timms said.

‘These studies are providing insights into the conditions under which effective and robust learning takes place. Two of the most relevant aspects to emerge from these studies are the key role of attention in learning and the finding that the pattern of reinforcement, as well as the external environment, can have a major impact on memory consolidation.’

Among other things, ACER is investigating the role of effective feedback in learning, especially in online learning materials. We are also studying ways to monitor students’ attention during learning and problem solving, as a way to improving instructional methods with respect to attention. ACER is also investigating how anxiety about mathematics inhibits learning in the subject and what can be done to eradicate that anxiety.
IMPROVING SCHOOLS

‘School improvement’ typically focuses on areas of school practice that support improved teaching and learning – and the National School Improvement Tool is enabling schools to identify how effectively they are addressing those areas.

‘The first thing we know about highly effective schools is that they have an improvement agenda that is explicit, clear and shared across the school – so everyone in the school knows what they want to improve,’ explained ACER chief executive Professor Geoff Masters.

In highly effective schools, the leadership team and staff are committed to such an agenda, expressed in terms of things that can be monitored in order to identify whether outcomes are improving.

Highly effective schools are characterised by a range of features, including:

- high expectations
- a focus on supportive relationships in the school
- good use of human and physical resources within and beyond the school
- expert teaching teams, with a shared commitment to supporting student learning and highly effective teaching
- leadership team support for staff to meet the needs of individual learners.

‘School leaders in highly effective schools don’t say, “I’m managing the school; pedagogy is for teachers out there in classrooms”. They are actively involved in the quality of the teaching, support professional learning to enable this, and participate in this professional learning themselves,’ Professor Masters said.

More information about the National School Improvement Tool and support for school improvement is available at:

www.aceredu.au/nsit

PHILANTHROPIC SUPPORT IN SCHOOLS

Schools are relying on fetes and other traditional fundraising while missing out on the financial and “in-kind” support available from philanthropic foundations and trusts, according to a survey by ACER in partnership with The Ian Potter Foundation and the Origin Foundation.

The Leading Learning in Education and Philanthropy 2012 Survey Report found schools, especially government schools, rarely connect with philanthropic trusts and foundations as part of their fundraising approach. Yet the philanthropic organisations surveyed had annual budgets for education grants ranging from $521 to $2.7 million.

Dr Michelle Anderson, former ACER Principal Research Fellow and co-author of the report with Dr Emma Curtin said, ‘A big knowledge gap for schools exists in this area. Philanthropy is a whole new world for nine out of 10 schools in Australia.’

The Leading Learning in Education and Philanthropy 2012 Survey Report is available at:

SCHOOL–COMMUNITY PARTNERSHIPS

ACER’s research shows that strong school–community partnerships improve outcomes for students, and that there are many benefits from well-managed and well-resourced partnerships. ACER identified the characteristics of an effective partnership, then developed the criteria for the NAB Schools First awards. ACER also created the application guidelines, evaluated the first three years of the project and has undertaken extensive research into school–community partnerships.

Partnering for school improvement: case studies of school–community partnerships by Sharon Clerke, ACER Senior Project Director for NAB Schools First, showcases schools that have developed creative ways to address student needs by developing partnerships that take advantage of the expertise, knowledge and skills found in the community.

More information can be found at:


MINDS MEET ON SCHOOL IMPROVEMENT

The 17th annual ACER Research Conference saw 1200 teachers, policymakers and researchers gather in Sydney in August 2012 to review what schools can do to improve outcomes for students.

‘School improvement is a key objective of all education systems and school leaders who share a common drive to deliver improved outcomes for students,’ ACER chief executive Professor Geoff Masters said.

Delegates discussed practices that research shows have a powerful effect on school improvement, such as an explicit improvement agenda, a culture that promotes learning, an expert teaching team, effective teaching practices, differentiated classroom learning, use of data and targeted use of resources.

Teachers driving school improvement is the theme for the May 2014 Excellence in Professional Practice Conference, which is presented by practitioners, for practitioners.

Conference proceedings can be downloaded from ACEReSearch:

research.acer.edu.au/research_conference/RC2012/27august/1
www.acerinstitute.edu.au/conferences/eppc
Educators need to recognise the skills, cultural knowledge and understandings Aboriginal and Torres Strait Islander children already have when they transition to formal learning.

A joint project by ACER and the Commonwealth Department of Families, Housing, Community Services and Indigenous Affairs reviews the literature and uses a strength-based analysis of information from Footprints in Time: The Longitudinal Study of Indigenous Children (LSIC) to examine Aboriginal and Torres Strait Islander children’s abilities and knowledge at four to six years of age.

‘There is a continual message of gaps, failures and “lack”, said co-author of the paper, former ACER Principal Research Fellow Dr Michele Lonsdale. ‘We need a more positive approach.’

‘School readiness is as much about schools recognising the existing capabilities and knowledge that Aboriginal and Torres Strait Islander children have when they arrive at school as it is about supporting children and families to become ready for formal learning.’

The study confirms that family support, strong cultural identity, good health, positive self-identity and engagement in shared activities such as storytelling are likely to lead to resilience in Aboriginal and Torres Strait Islander children.

While LSIC shows rich interactions between children and their parents and carers, and shows the importance of cultural knowledge and identity, these factors are not currently reflected in testing and checklists used to measure children’s wellbeing and school readiness.

The full report, Starting School: A strengths-based approach towards Aboriginal and Torres Strait Islander children, is available from:

research.acer.edu.au/indigenous_education/27/
GROWTH IN INDIGENOUS UNIVERSITY STUDENT NUMBERS

The number of Indigenous students enrolled at Australian universities has grown by over 40 per cent since 2006, according to an analysis of Census data by ACER.

The analysis, by ACER Principal Research Fellow Dr Daniel Edwards and ACER Research Fellow Ms Eva van der Brugge, revealed a notable increase in the number of Indigenous students between 2006 and 2011, with enrolments growing by about 43 per cent, compared to 25 per cent growth in the overall number of students in higher education in Australia.

‘Despite a relatively large growth in numbers in the past five years, Indigenous students are substantially underrepresented at university, comprising only just over one per cent of the university student population,’ Dr Edwards said.

The analysis was published in an ACER Joining the Dots research briefing. Subscription information is available at: www.acer.edu.au/jtd

OVERCOMING INDIGENOUS DISADVANTAGE

In 2012 ACER conducted extensive consultations with governments, Indigenous organisations and research bodies to review the Overcoming Indigenous Disadvantage: Key Indicators report.

The Productivity Commission’s OID report was found to provide a good breadth of information and clear identification of progress towards reaching targets.

The review reports a need for more analysis of the interconnections and linkages between indicators, and a more strengths-based approach in reporting of the Indigenous experience.

MAKING A DIFFERENCE

ACER’s contributions to Indigenous educational research over the past decade have been highlighted in Making a difference: Improving outcomes for Indigenous learners. The 2013 publication reviews research, policy analysis, program evaluation, professional development, and the development of assessment tools and other resources. It highlights some findings from ACER’s work, in order to support the development of evidence-based pathways to success for Indigenous learners.

The full report, Making a difference: Improving outcomes for Indigenous learners is available from: www.acer.edu.au/indigenous/making-a-difference
The University Experience Survey (UES), funded by the Commonwealth Government and conducted by ACER with the University of Melbourne’s Centre for the Study of Higher Education and the University of Western Sydney in 2012, was the first of its kind to survey current university students about their experience.

Project director Ms Ali Radloff said the objective of the UES – surveying close to 115,000 students – was to support continuous improvement in Australian universities.

‘Unlike other large higher education surveys, the UES investigates the experience of current students – in terms of engagement, teaching quality, support and the development of their knowledge and skills,’ said Ms Radloff, an ACER Research Fellow.

‘The UES really drills down into the student experience, and provides universities with quality data to inform their programs to maintain and improve outcomes for all learners.’

Results reveal that 80 per cent of students rate the quality of their educational experience as good or excellent.

The 2012 UES report is available at:

LOW SES STUDENT ENROLMENT TARGET MAY BE WITHIN REACH

Australia may be closer than previously thought to achieving its target of raising the proportion of undergraduate students from low socioeconomic backgrounds to 20 per cent by 2020, modelling by ACER shows.

Principal Research Fellow Dr Daniel Edwards explored the use of a new measure of socioeconomic status (SES) based on students’ prior residential address, rather than their address once attending university, to monitor the participation of underprivileged groups in higher education.

Using data from the 2011 Census, which includes information on residential location five years earlier, Dr Edwards estimated that 18.5 per cent of domestic undergraduate university students were from low SES backgrounds.

In contrast, the current official method for measuring SES in Australian higher education, which factors in current residential address and any Centrelink benefits, estimates around 14.3 per cent of undergraduate students were from low SES backgrounds in 2010.

‘The prior address calculation method suggests Australia may be closer to meeting the target than originally thought, but despite the recent large growth in university enrolments, there has not been any change in the proportion of students from low SES backgrounds since the 2006 Census,’ Dr Edwards said.

The analysis was published in an ACER Joining the Dots research briefing. Subscription information is available at: www.acer.edu.au/jtd

UNIVERSITY NUMBERS GROWING FAST

Growth in university student numbers in Australia between 2006 and 2011 was the fastest for at least the past 20 years.

An ACER analysis of Census data shows university student numbers grew by 25.1 per cent between 2006 and 2011. In the previous five year period the university student population only grew by 3.2 per cent.

ACER Principal Research Fellow Dr Daniel Edwards said, ‘Much of this growth is related to the announcement in 2009 of a new “demand-driven” funding system in higher education that enables universities to expand their enrolments – and still receive funding. This expansion agenda, aimed at increasing participation in university seems to be having a positive impact on growth.’

The analysis was published in an ACER Joining the Dots research briefing. Subscription information is available at: www.acer.edu.au/jtd

BUILDING CAPABILITY IN SAUDI ARABIA

ACER staff presented a workshop on the creation of a centre for evaluation and assessment to staff at the Centre for Measurement and Evaluation at Saudi Arabia’s Imam Muhammad bin Saud Islamic University.

The 2012 workshop covered quality assurance, infrastructure development, aspects of test administration and the psychometric processes involved in test analysis and reporting.
TIME TO REFORM EDUCATIONAL ASSESSMENT

A review by ACER chief executive Professor Geoff Masters called for reform of assessment and reporting in schools, with a focus on the progress students make, regardless of their starting points.

In Reforming Educational Assessment: Imperatives, principles and challenges, Masters said it is common practice to assess students against the expectations for their year level. However, this traditional practice fails to recognise that students in the same year of school are at different points in their learning and development. Typically, the most advanced students in any school year are about six years ahead of the least advanced.

Masters said educational assessment should be used to understand rather than judge learning, and be an integral part of teaching and learning, rather than something that follows teaching and learning.

‘The reform of assessment has the potential to drive improvements, but this will be difficult in the absence of broader educational reforms. For example, assessment to establish where individuals are in their learning is largely pointless if teachers intend to deliver exactly the same content to all students in a class regardless of their current achievement,’ said Professor Masters.

The Australian Education Review series, including Reforming Educational Assessment: Imperatives, principles and challenges, is available at:

www.acer.edu.au/aer

EWRITE

A new online assessment automatically marks student writing, providing instant diagnostic feedback for schools, teachers and students.

The online assessment of writing for students in Years 5 to 8 is the result of collaboration between ACER and the New Zealand Council for Educational Research.

Online writing tasks were trialled with a large population of Australian and New Zealand students. Their writing was hand-marked on screen by experienced markers. Using the results of this trial, eWrite can then score new, unseen essays written on the same topics.

Ms Martina Bovell, ACER Senior Research Fellow said, ‘We’ve investigated the reliability of eWrite and found the correlations between the scores of the expert human markers and the computer scores are at least as high as the correlations between human markers.

‘eWrite provides consistent and reliable scores immediately after students have completed the assessment – so it’s a really cost-effective and useful tool to help teachers work towards improving students’ writing.’

Ms Bovell has also developed a computer-scored online writing assessment for learners in vocational education and training as part of ACER’s Core Skills Profile for Adults.

More information on eWrite is available at:

www.acer.edu.au/tests/ewrite

More information on the Core Skills Profile for Adults is available at:

www.acer.edu.au/tests/cspa
ASSESSING SCHOOL ACHIEVEMENT AROUND THE WORLD

Recent international studies of mathematics, science and reading achievement underline the challenge Australia faces to lift achievement levels. This will require a coordinated effort on the part of governments, education systems, schools, parents and the community, according to ACER chief executive Professor Masters.

The 2011 Progress in International Reading Literacy Study (PIRLS) assessed 300,000 Year 4 students and provided the first ever internationally comparable information about the reading levels of Australian primary school students. Many Australian Year 4 students have substantial literacy problems, with around one-quarter not meeting the standard generally considered in international studies to be minimally acceptable.

The 2011 Trends in International Mathematics and Science Study (TIMSS) assessed 600,000 students in Years 4 and 8. With the exception of an improvement in Year 4 mathematics, Australian students’ performances stagnated over the past 16 years. During this period, a number of other countries improved their performances.

‘We need to look carefully at what improving countries are doing to see what lessons there are for Australia,’ said Professor Masters.

TIMSS and PIRLS are projects of the International Association for the Evaluation of Educational Achievement (IEA). ACER manages the implementation and reporting within Australia.

More information on TIMSS and PIRLS is available at: www.acer.edu.au/timss

MONITORING MATHS ACHIEVEMENT

ACER Press released Progressive Achievement Tests in Mathematics (PATMaths) Fourth Edition in 2013, providing a positive low-stress way to gather mathematics achievement data from Year 1 to Year 10.

The fourth edition is directly linked to the Australian curriculum, and difficulty levels cater to a broad range of achievement. The scoring software generates individual and group reports with separate scores for the six mathematics strands, providing information about students’ strengths and weaknesses.

shop.acer.edu.au/acer-shop/group/PATM4/
BENCHMARKING VET

The Australian Quality Training Framework Quality Indicator Service (AQIS) is helping registered training organisations (RTOs) to meet the national standards for vocational education and training in Australia.

Following a change in reporting requirements, ACER developed AQIS in 2012 to help RTOs collect and use feedback from learners and employers to enhance the quality of their training.

‘Survey data collected online, manually or by paper-based scanning is managed securely and reported to RTOs online,’ Ms Rebecca Simpson, ACER’s AQIS Senior Project Officer said.

The standard AQIS report enables RTOs to fulfil mandatory reporting requirements. The customised benchmark report enables RTOs to compare themselves with other RTOs, while a diagnostic report identifies areas where they are excelling or where they could improve.

‘AQIS helps RTOs to understand the educational experience of their students and to see if the graduates they produce have the skills and knowledge necessary to meet the needs of employers.’

The annual AQIS report includes data from more than 5000 employer and 70 000 learner surveys and shows that AQTF is robust, valid and reliable.

ACER plans to further develop its range of quality indicator services, including enhanced reporting, additional survey tools, resources supporting quality assurance and continuous improvement, and offer seminars and professional development in this area to RTOs around Australia.

More information on AQIS is available at:

www.acer.edu.au/tests/aqis
IMPROVING CORE SKILLS

The new Core Skills Profile for Adults (CSPA) enables educational institutions and RTOs to identify the reading, numeracy, writing and reasoning skills of candidates beginning vocational education and training. It can also be used with working-age Australians who need to develop high-level skills or complete qualifications to participate effectively in today’s competitive labour market.

‘The core purpose of the CSPA is to enable providers to collect, analyse and use data to implement evidence-based practices to improve learning and completion rates,’ said Ms Blanca Camacho, CSPA Project Director.

CSPA is delivered online and automatically marked, providing instant reports, including feedback, to learners and teachers. Data analysis, customised reporting and interpretation services are also available.

ACER undertook extensive consultations to ensure the CSPA meets the requirements of clients’ test-users, ensuring appropriate test content and difficulty. ACER’s team of experienced test developers wrote, reviewed and revised items. The process included the use of cognitive laboratories to obtain feedback from test-takers on draft items and delivery mechanisms, to make the student experience a smooth one.

More information on the CSPA is available at:

www.acer.edu.au/tests/cspa

TRACKING ADULT LITERACY AND NUMERACY SKILLS

The OECD Programme for the International Assessment of Adult Competencies (PIAAC), conducted in Australia by the Australian Bureau of Statistics, and developed with the support of ACER, assessed people aged 16 to 65 years (15 to 74 in Australia) in 25 countries in literacy, numeracy and problem-solving in a technology rich environment.

Mr David Tout, Senior Research Fellow at ACER and a member of the Numeracy Expert Group for PIAAC, said Australia needs to lift its skill levels to ensure a healthy society and a robust economy.

‘Australia still has work to do in the area of workplace and vocational education and training,’ Mr Tout said.

Literacy and numeracy training in the workplace was the focus at the second annual National Adult Language, Literacy and Numeracy Assessment Conference, addressing the theme ‘Building on evidence to improve skills,’ hosted by ACER in Sydney in May 2013.

ACER Research Director Ms Juliette Mendelovits, who helped develop PIAAC’s literacy assessment, said, ‘PIAAC is not a simplistic measure that draws a line between the illiterate and the literate – or their equivalents in numeracy. Rather, it measures adults’ ability to engage with a range of literacy and numeracy tasks typically encountered in the 21st century.’
ACROSS THE GLOBE

IMPROVING LEARNING IN THE UAE

ACER’s collaboration with the United Arab Emirates (UAE) Ministry of Education is supporting student learning and systemwide improvement.

The UAE National Assessment Program informs teachers, school and system leaders, and policy makers about the quality of educational programs. It also informs students in Grades 3, 5, 7 and 9 about their learning, and allows parents to monitor their child’s progress.

‘While the goal is to assess the performance of students in Grades 3, 5, 7 and 9 in all public schools and most private schools, it’s meant we can also provide ongoing feedback to system leaders, principals and teachers based on fine-grained analysis and evaluation of student results,’ said ACER Research Director Mr Chris Freeman.

ASSESSMENT TO IMPROVE EDUCATION IN BANGLADESH

The World Bank-funded Secondary Education Quality and Access Enhancement Project in Bangladesh aims to improve the quality of education through a series of academic support interventions and incentive schemes.

ACER staff in Delhi, Melbourne and Perth assisted the Bangladesh Directorate of Secondary and Higher Education with the initiative through a national curriculum-based test to sample the literacy and numeracy achievement of students in the eighth grade. ACER developed assessments in English, mathematics and Bangla, provided test administration manuals and lead the analysis of results.
STRENGTHENING EDUCATION IN ZIMBABWE

ACER is working with the Zimbabwe School Examinations Council (ZIMSEC) to evaluate the multi donor Education Transition Fund implemented by UNICEF. UNICEF and its partners supplied schools with textbooks and related material and non-material resources to support the use of textbooks, aimed at attaining quality education and access for all.

ACER Senior Research Fellow Dr Rachel Outhred said, ‘After the near collapse of the education sector in Zimbabwe, schools faced major challenges. There was a severe shortage of teaching materials and furniture, many teachers needed further professional development, and there were and remain a significant number of orphans and vulnerable children. However, there are indications that the system is improving and becoming more equitable.’

Testing in English and mathematics, pupil and teacher surveys, and nine school case studies are being used to identify the extent to which changes are attributable to the Education Transition Fund program. As part of the partnership ACER provides capacity building activities in assessment and evaluation to ZIMSEC.

SOCIAL NORMS AND EQUITY IN EDUCATION

An ACER study conducted for UNICEF has explored how social norms operate in and through education.

ACER Senior Research Fellow Dr Rachel Outhred said, ‘The evaluation contributes to knowledge concerning how social norms and equity interrelate to inform effective programming to address social norms that constrain equity in education.’

The study explores the complex interplay between social norms and student equity through a literature review of the conceptual frameworks available, a review of the secondary literature regarding successful policy and program interventions and five country case studies. In 2012 ACER worked on case studies in Nepal, Liberia, Kenya, Ethiopia and Zimbabwe.

The study identifies key success factors and provides UNICEF with a global programmatic strategy to address social norms in education.
ACER’s research work is informing a range of services to support evidence-based professional learning designed to enhance teaching quality. ACER is also playing a key role in identifying, assessing and promoting effective teaching practices and approaches to initial teacher education, as well as effective practices for school leaders and policies for system leaders.

The ACER Institute is conducting courses in the assessment of learning, the teaching of reading and the teaching of mathematics, and is seeking registration as a private higher education provider so educators who complete these courses can gain ACER credit as well as credit transfer with Australian universities. As ACER Institute Director Dr Elizabeth Hartnell-Young explains, the work requires increasing the capability for online collaborative teaching and learning, with courses available nationally and internationally.

The ACER Institute is also providing professional learning based on continuing research into the practices and leadership capabilities of highly effective schools. ACER developed a teaching and learning framework for Education Queensland, then redeveloped it as the National School Improvement Tool (NSIT). ACER has trained reviewers, conducted workshops and seminars on the Tool for school leaders, and has developed services to support schools including external reviews, assistance with school improvement planning, and coaching and mentoring, Dr Hartnell-Young said.

Further work on approaches to the assessment of teachers’ content and pedagogical knowledge has included the Teacher Education Development Study, led by ACER with the International Association for the Evaluation of Educational Achievement to address the pre-service training of mathematics teachers. ACER has also developed online pre-registration tests for the Queensland College of Teachers, and, with the Australian Institute for Teaching and School Leadership, national literacy and numeracy tests for initial teacher education students; and the development of a program to use portfolios of evidence of effective teaching.

Parallel work is investigating the feasibility of using an online system for the training and accrediting of classroom observers to identify and support the development of highly effective pedagogies.

Over the past three years, ACER has undertaken school system reviews for the Queensland and Northern Territory governments addressing the identification and implementation of effective policies and strategies for improvement. This work drew on international achievement surveys conducted by ACER as well as on review and analysis of international research into the practices of high-performing and improving systems.
NATIONAL PROJECTS

AUSAID
• Research into the financing of Technical and Vocational Educational and Training (TVET) in the Pacific
• Review of scholarships selection
• Systematic review on the impact of national and international assessment programs on educational policy, resource allocation and learning practices in developing countries
• Vietnam TVET

Australian Curriculum, Assessment and Reporting Authority
• National Assessment and Surveys Online Program (NASOP)
  – NASOP NAPLAN online pilot research study writing
  – NASOP NAPLAN cognitive interviews writing and civics & citizenship
  – NASOP research study: students with a disability
• National Assessment Program – Literacy and Numeracy (NAPLAN)
  – NAPLAN 2013 centre leader training
  – NAPLAN 2013 equating study
  – NAPLAN 2013 item development
  – NAPLAN 2013 trialling
  – NAPLAN 2014 development for numeracy and reading
  – NAPLAN 2014 trialling
• National Assessment Program – Civics and Citizenship (NAP–CC)
  – NAP–CC item development
  – NAP–CC online trial and main study
  – NAP–CC pilot research study
• Senior secondary literature review
• Trial of tailored test design (numeracy)

Australian Institute for Teaching and School Leadership
• Development of literacy and numeracy – minimum standards for prospective teachers

Australian Institute of Family Studies
• Longitudinal Survey of Australian Children

Australian National University
• Australian legal profession: education, training and career outcomes

Australian Science Innovations
• Development of items for BIG Science Competition

Australian Securities and Investments Commission
• Evaluation of the Helping our Kids Understand Finances initiative
• Programme for International Student Assessment (PISA) 2012 National Financial Literacy

Commonwealth Department of Education, Employment and Workplace Relations
• Assessment of Higher Education Learning Outcomes (AHELO) national project manager
• Assessment of school improvement
• Empowering local services evaluation
• Evaluation of Teach for Australia initiative
• Evaluation of the Closing the Gap: Expansion of intensive literacy and numeracy program
• Evaluation of the National Quality Standard for Early Childhood Education and Care and School Aged Care Assessment and Rating Process
• Guide to evaluating school-business relationships
• National School Improvement Framework
• National Study of Computer and Information Literacy
• OECD Programme for International Student Assessment (PISA) 2009, 2012, and 2015 national component (also funded by state and territory education departments)
• OECD Teaching and Learning International Survey (Australian component)
• Primary and Secondary Teacher Work Study 2012-2014
• Progress in International Reading Literacy Study (PIRLS) National Study 2011
• School Evaluation and Rewarding School Improvement Project
• Staff in Australia’s Schools survey of teachers and school leaders
• Stronger Futures in the Northern Territory verification of targets and methodology under the schooling implementation plan
• Trends in International Mathematics and Science Study (TIMSS) 2010 and 2015
• University Experience Survey
• Year 12 attainment data
Department of Families, Housing, Community Services and Indigenous Affairs
• Longitudinal Study of Indigenous Children
• Longitudinal Study of Indigenous Children – Resilience

Department of Industry, Innovation and Climate Change
• Improving the tertiary education system – participation and results study

General Practice Education and Training Ltd
• Registrar satisfaction survey

Ministry of Foreign Affairs and Trade
• Literacy and numeracy advisors – Solomon Islands

National VET Equity Advisory Council
• Disadvantaged learners in VET

Productivity Commission
• Overcoming Indigenous Disadvantage report

Standing Council on School Education and Early Childhood
• Longitudinal Literacy and Numeracy Study
• Survey of ICT Literacy 2011

Undergraduate Medicine and Health Sciences Admission Test (UMAT) Consortium
• Convergent validity of UMAT

World Vision
• Evaluation of the second phase (years 4 and 5) of the Warlpiri Education and Training Trust Early Childhood Care and Development Program

AUSTRALIAN CAPITAL TERRITORY

ACT Department of Education
• ACT Scaling Test

NEW SOUTH WALES

Commonwealth Bank
• StartSmart evaluation

Department of Education and Communities
• Essential Secondary Science Assessment
• Review of literature on literacy and numeracy interventions in the early years of schooling
• Selective High Schools Test
• Test for Year 5 Opportunity Classes

NORTHERN TERRITORY

Department of Education and Training
• Monitoring and assessing early learning

QUEENSLAND

Auditor General in Queensland
• Supply of specialist teachers in high school

Queensland Academy for Creative Industries
• Conversion of International Baccalaureate scores at Queensland academies

Queensland College of Teachers
• Research Digests

Queensland Department of Education and Training
• Independent evaluation of Cape York Aboriginal Academy 2012
• Longitudinal Literacy and Numeracy Study for Education Queensland

SOUTH AUSTRALIA

Department of Education and Children’s Services
• Evaluation of data literacy and usage
• Western and eastern suburbs transitions research project
Flinders University
• Middle years survey

Origin Foundation
• Tenderbridge – Leading Learning in Education and Philanthropy (LLEAP)

VICTORIA

Australian Industry Group
• Investment in workplace language, literacy and numeracy programs

Deakin University
• Expansion targets population analysis

Department of Family and Community Services
• Longitudinal Survey of Australian Children

Ian Potter Foundation
• Tenderbridge - Leading Learning in Education and Philanthropy

Melbourne Development International (GRM)
• Assistance with design, development, implementation and support for AusAid Educational Resource Facility

National Australia Bank
• Schools First

National VET Equity Advisory Council
• Disadvantaged learners in VET

Royal Australasian College of Surgeons
• Data analysis of exam results and production of reports

Swinburne University of Technology
• ARC linkage grant – grey literature

University of Melbourne
• Women in Science

Victorian Curriculum and Assessment Authority (VCAA)
• Design of an assessment structure for the proposed VCE Extended Investigation Study
• Sample assessment of VELS – Creative and Critical Thinking
• Victorian General Achievement Test

Victorian Department of Education and Early Childhood Development
• Assessment platform framework
• Demand and supply trends in the higher education market
• Development of a system for classifying and evaluating the quality of assessment resources offered through the Victorian Assessment Management Platform
• ESL assessment tools and advice
• Evaluation of schools centres for teaching excellence initiatives
• Evaluation of the 2011 access and equity service models
• Evaluation of the Mental Health Professional Learning Program
• Evaluation of the numeracy intervention programs
• Evaluation of the Primary Mathematics and Science Specialists initiative
• Learning needs assessment: deaf education sector
• Mapping AusVELS onto the EOI Scale
• On Track
• Principal for a Day
• Sample assessment of VELS – creative and critical thinking

WESTERN AUSTRALIA

Department of Education and Training
• Western Australian Monitoring Standards in Education (WAMSE) Science
• Western Australian Monitoring Standards in Education (WAMSE) Society and Environment
INTERNATIONAL PROJECTS

Boston College
• ePIRLS development 2013

Cambridge Education
• Analytical and Capacity Development Partnership – teacher absenteeism
• Capacity building for Punjab Examination Commission and Punjab Education Assessment System
• Improving quality, access and governance in education in Pakistan

Department for Education and Skills (Wales)
• Stage 2 and 3 teacher assessment in Wales

Diagnostico en Educacion (Spain)
• PAT-ESP-EUS – reading, maths and science instruments, using Spanish and Basque versions of Progressive Achievement Tests and International Benchmark Test items, contributing to a study of achievement in bilingual and trilingual programs

Education Testing Service
• TOEFL

Instituto Colombiano para la Evaluacion de la Educacion
• Consultancy work for Citizenship Competency Assessment in Colombia

International Association for the Evaluation of Educational Achievement
• International Civic and Citizenship Education Study – 2016
• International Study of Computer and Information Literacy

International Baccalaureate (IB) Organisation Asia Pacific
• IB – International Schools’ Assessment

New Zealand Council for Educational Research
• Adult literacy and numeracy assessment tool: recalibration and review of numeracy and reading item pool
• Writing assessment tool

Organisation for Economic Cooperation and Development (OECD)
• Additional round of PISA 2009 (PISA plus)

• Assessment of Higher Education Learning Outcomes (AHELO)
• OECD PISA for Schools
• OECD Programme for International Student Assessment (PISA) 2012 - international component
• PISA 2012 Assessment of Financial Literacy

Prometric
• Speaking test development

Standards and Testing Agency UK
• Key Stage 1 and 2 item development for grammar, punctuation and spelling
• Key Stage 2 science 2013

UAE Ministry of Education
• UAE National Assessment Program

UNICEF
• Social norms review
• South Africa formative evaluation of workbooks and textbooks
• Zimbabwe Early Learning Assessment program

United Nations Development Program
• Expert advisory on individual SIMCE test results (Chile)

WESTAT
• PISA 2015 sampling

World Bank
• Assistance with primary and secondary assessment in Bangladesh
SELECTED STAFF PUBLICATIONS

BOOKS AND REPORTS


Arkoudis, Sophie; Richardson, Sarah; Baik, Chi (2012). English language standards in higher education: from entry to exit. Melbourne: ACER.

Armstrong, Stephanie; Buckley, Sarah; Lonsdale, Michele; Milgate, Gina; Bentiets Kneebone, Laura; Cook, Louise; Skelton, Fiona (2012). Starting school: a strengths-based approach towards Aboriginal and Torres Strait Islander children. Canberra: Department of Families, Housing, Community Services and Indigenous Affairs. research.acer.edu.au/indigenous_education/27/

Bentley, Peter; Coates, Hamish; Goedegebuure, Leo (2012). Phase one demonstration project on course redesign and academic productivity: final report. Melbourne: LH Martin Institute, The University of Melbourne. research.acer.edu.au/cgi/viewcontent.cgi?article=1036&context=higher_education


Coates, Hamish; Edwards, Daniel; Goedegebuure, Leo; Thakur, Marian; van der Brugge, Eva; van Vught, Frans (2013). Profiling diversity of Australian universities. Melbourne: ACER. research.acer.edu.au/cgi/viewcontent.cgi?article=1025&context=higher_education

Gebhardt, Eveline; Fraillon, Julian; Schulz, Wolfram; O’Malley, Kate; Freeman, Chris; Murphy, Martin; Ainley, John (2012). National Assessment Program: ICT literacy technical report. Sydney: Australian Curriculum, Assessment and Reporting Authority (ACARA). nap.edu.au/_Documents/PDF/NAP%20ICTL%202011%20Technical%20Report%20Final.pdf


Leech, Rebecca (2013). Scholarship and selection tests: a guide for students and parents (2nd ed.). Melbourne: ACER.


Weldon, Paul; McKenzie, Phillip; Kleinhenz, Elizabeth; Reid, Kate (2012). Teach for Australia pathway: evaluation report phase 2 of 3. Melbourne: ACER. research.acer.edu.au/cgi/viewcontent.cgi?article=1011&context=teacher_education

CHAPTERS IN BOOKS


Csapó, Beno; Ainley, John; Bennett, Randy E.; Latour, Thibaud; Law, Nancy (2012). Technological issues for computer-based assessment. In P. Griffin, B. McGaw and E. Care (Eds.), Assessment and teaching of 21st century skills (pp. 143-230). New York: Springer.

Giles-Browne, Brian; Milgate, Gina (2012). Improving school practices for Aboriginal and Torres Strait Islander students: the voices of their parents and carers. In C. Glasscodine & K. Hoad (Eds.), Research Conference 2012 - School improvement: what does research tell us about effective strategies? (pp. 55-58). Melbourne: ACER. research.acer.edu.au/cgi/viewcontent.cgi?article=1131&context=research_conference


Lonsdale, Michele; Anderson, Michelle; Clerke, Sharon (2012). The neighbourhood just got bigger: schools and communities working together for change. In C. Glasscodine & K. Hoad (Eds.), Research Conference 2012 - School improvement: what does research tell us about effective strategies? (pp. 96-98). Melbourne: ACER. research.acer.edu.au/cgi/viewcontent.cgi?article=1131&context=research_conference


Timms, Michael J. (2012). SimScientists: an example of how technology can support differentiated instruction in the classroom. In C. Glasscodine & K. Hoad (Eds.), Research Conference 2012 - School improvement: what does research tell us about effective strategies? (pp. 86-95). Melbourne: ACER. research.acer.edu.au/cgi/viewcontent.cgi?article=1131&context=research_conference

REFEREED JOURNAL ARTICLES

Adams, Raymond J.; Wu, Margaret L.; Wilson, Mark (August 2012). The Rasch rating model and the disordered threshold controversy. Educational and Psychological Measurement, 72(4), 547-573. dx.doi.org/10.1177/0013164411432166


Caro, Daniel H.; Schulz, Wolfram (2012). Ten hypotheses about tolerance toward minorities

Davies, Ian; Bennett, Lance; Loader, Brian; Mellor, Suzanne; Vromen, Ariadne; Coleman, Stephen; Xenos, Mike (2012). Four questions about the educational potential of social media for promoting civic engagement. *Citizenship Teaching and Learning*, 7(3), 293-306. dx.doi.org/10.1386/ctl.7.3.293_1


Edwards, Daniel; Coates, Hamish; Friedman, Tim (April 2013). Using aptitude testing to diversify higher education intake: an Australian case study. *Journal of Higher Education Policy and Management*, 35(2), 136-152. dx.doi.org/10.1080/1360080X.2013.775923


Jepsen, Denise M.; Varhegyi, Melinda M.; Edwards, Daniel (December 2012). Academics’ attitudes towards PhD students’ teaching; preparing research higher degree students for an academic career. *Journal of Higher Education Policy and Management*, 34(6), 629-645. dx.doi.org/10.1080/1360080X.2012.727706


Schulz, Wolfram; Fraillon, Julian; Ainley, John (May 2013). Measuring young people’s understanding of civics and citizenship in a cross-national study. *Educational Psychology*, 33(3), 327-349. dx.doi.org/10.1080/01443410.2013.772776


Van de gaer; Eva; Grisay, Aletta; Schulz, Wolfram; Gebhardt, Eveline (November 2012). The reference group effect: an explanation of the paradoxical relationship between academic achievement and self-confidence across countries. *Journal of Cross-Cultural Psychology*, 43(8), 1205-1228. dx.doi.org/10.1177/0022022111428083


White, Gerald K.; Thomas, Julian; Weldon, Paul; Lawrence, Amanda; Galatis, Helen; Tyndall, Jess (2013). Grey literature in Australian education. *Grey Journal*, 9 (2), 103-108. works.bepress.com/cgi/viewcontent.cgi?article=1034&context=gerry_white

**RESEARCH BRIEFINGS AND POLICY PAPERS**


Edwards, Daniel; van der Brugge, Eva (September 2012). Higher education students in Australia:
what the new Census data tell us. *Joining the Dots Research Briefing* 2(3). Melbourne: ACER.


van der Brugge, Eva; Edwards, Daniel (July 2012). *Australia in context: an international perspective on our higher education system*. *Joining the Dots Research Briefing* 2(2). Melbourne: ACER.

OTHER PERIODICALS AND NEWSPAPERS


Thomson, Sue (12 December 2012). Latest tests show PM’s 2025 education goal is in doubt. The Conversation. theconversation.com/latest-tests-show-pms-2025-education-goal-is-in-doubt-11292


### Statement of Comprehensive Income for the year ended 30 June 2013

<table>
<thead>
<tr>
<th>Description</th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenue</td>
<td>67 114 585</td>
<td>63 117 894</td>
</tr>
<tr>
<td>Changes in inventories and WIP</td>
<td>337 662</td>
<td>(393 767)</td>
</tr>
<tr>
<td>Purchases and consumables</td>
<td>(2 593 248)</td>
<td>(2 275 709)</td>
</tr>
<tr>
<td>Employee benefits</td>
<td>(38 112 829)</td>
<td>(37 041 295)</td>
</tr>
<tr>
<td>Depreciation and amortisation</td>
<td>(1 040 341)</td>
<td>(1 255 140)</td>
</tr>
<tr>
<td>Freight and cartage</td>
<td>(558 618)</td>
<td>(616 922)</td>
</tr>
<tr>
<td>Advertising</td>
<td>(111 667)</td>
<td>(116 161)</td>
</tr>
<tr>
<td>Computer expenses</td>
<td>(1 017 125)</td>
<td>(958 404)</td>
</tr>
<tr>
<td>Rent and occupancy</td>
<td>(1 050 533)</td>
<td>(1 032 793)</td>
</tr>
<tr>
<td>Consultancies</td>
<td>(8 655 344)</td>
<td>(9 297 138)</td>
</tr>
<tr>
<td>Printing and stationery</td>
<td>(1 577 344)</td>
<td>(2 065 181)</td>
</tr>
<tr>
<td>Royalties</td>
<td>(267 501)</td>
<td>(254 962)</td>
</tr>
<tr>
<td>Repairs and maintenance</td>
<td>(404 647)</td>
<td>(379 565)</td>
</tr>
<tr>
<td>Travel</td>
<td>(2 251 597)</td>
<td>(2 476 196)</td>
</tr>
<tr>
<td>Finance costs</td>
<td>(151 211)</td>
<td>(521 477)</td>
</tr>
<tr>
<td>Other expenses</td>
<td>(4 578 688)</td>
<td>(4 086 945)</td>
</tr>
<tr>
<td>Taxation</td>
<td>(66 371)</td>
<td>(10 318)</td>
</tr>
<tr>
<td>Surplus net of tax</td>
<td>5 015 182</td>
<td>335 921</td>
</tr>
<tr>
<td>Net gain on revaluation of land and buildings</td>
<td>-</td>
<td>692 566</td>
</tr>
<tr>
<td>Net gain/(loss) on revaluation of hedge</td>
<td>(1 207 042)</td>
<td>1 345 613</td>
</tr>
<tr>
<td>Net adjustment of foreign currency translation reserve</td>
<td>(20 159)</td>
<td>38 138</td>
</tr>
</tbody>
</table>

**Total comprehensive income for the year**

<table>
<thead>
<tr>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>3 828 299</td>
<td>2 412 238</td>
</tr>
</tbody>
</table>

### Statement of Cash Flows for the year ended 30 June 2013

<table>
<thead>
<tr>
<th>Description</th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Receipts from customers</td>
<td>67 062 795</td>
<td>73 397 213</td>
</tr>
<tr>
<td>Payments to suppliers and employees</td>
<td>(64 273 520)</td>
<td>(65 343 897)</td>
</tr>
<tr>
<td>Interest received</td>
<td>296 501</td>
<td>387 055</td>
</tr>
<tr>
<td>Interest paid</td>
<td>(110 682)</td>
<td>(528 213)</td>
</tr>
<tr>
<td>Income taxes paid</td>
<td>(4 781)</td>
<td>(6 131)</td>
</tr>
</tbody>
</table>

| Net cash provided by operating activities| 2 970 313 | 7 906 027 |

<table>
<thead>
<tr>
<th>Description</th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash flows from investing activities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Redemption/ (placement) of term deposits</td>
<td>(76 607)</td>
<td>-</td>
</tr>
<tr>
<td>Acquisition of property, plant and equipment</td>
<td>(788 228)</td>
<td>(573 967)</td>
</tr>
</tbody>
</table>

**Net cash used by investing activities**

<table>
<thead>
<tr>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>(864 835)</td>
<td>(573 967)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Description</th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Repayment of borrowings</td>
<td>(6 000 000)</td>
<td>(3 000 000)</td>
</tr>
</tbody>
</table>

**Net cash used by financing activities**

<table>
<thead>
<tr>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>(6 000 000)</td>
<td>(3 000 000)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Description</th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net increase (decrease) in cash held</td>
<td>(3 894 522)</td>
<td>4 332 060</td>
</tr>
<tr>
<td>Cash at beginning of the financial year</td>
<td>17 909 488</td>
<td>13 577 428</td>
</tr>
</tbody>
</table>

**Cash at the end of the financial year**

<table>
<thead>
<tr>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>14 014 966</td>
<td>17 909 488</td>
</tr>
</tbody>
</table>
### Statement of Financial Position as at 30 June 2013

<table>
<thead>
<tr>
<th>ASSETS</th>
<th>2013 $</th>
<th>2012 $</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Current assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>14 014 966</td>
<td>17 909 488</td>
</tr>
<tr>
<td>Trade and other receivables</td>
<td>8 889 465</td>
<td>7 882 145</td>
</tr>
<tr>
<td>Inventories</td>
<td>2 621 309</td>
<td>2 245 598</td>
</tr>
<tr>
<td>Financial assets</td>
<td>215 178</td>
<td>831 833</td>
</tr>
<tr>
<td>Other assets</td>
<td>6 594 092</td>
<td>5 443 518</td>
</tr>
<tr>
<td><strong>Total current assets</strong></td>
<td>32 335 010</td>
<td>34 312 582</td>
</tr>
<tr>
<td><strong>Non-current assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Financial assets</td>
<td>-</td>
<td>513 780</td>
</tr>
<tr>
<td>Property, plant and equipment</td>
<td>28 634 975</td>
<td>28 886 572</td>
</tr>
<tr>
<td><strong>Total non-current assets</strong></td>
<td>28 634 975</td>
<td>29 400 352</td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td>60 969 985</td>
<td>63 712 934</td>
</tr>
</tbody>
</table>

| LIABILITIES | | |
| Current liabilities | | |
| Trade and other payables | 11 087 415 | 12 039 073 |
| Borrowings | - | 6 000 000 |
| Short-term provisions | 6 883 518 | 6 469 870 |
| **Total current liabilities** | 17 970 933 | 24 508 943 |
| Non-current liabilities | | |
| Borrowings | - | - |
| Other long-term provisions | 1 141 387 | 1 174 625 |
| **Total non-current liabilities** | 1 141 387 | 1 174 625 |
| **TOTAL LIABILITIES** | 19 112 320 | 25 683 568 |

| NET ASSETS | 41 857 665 | 38 029 366 |

| EQUITY | | |
| Reserves | 5 613 699 | 6 312 815 |
| Accumulated surpluses | 36 243 966 | 31 716 551 |
| **TOTAL EQUITY** | 41 857 665 | 38 029 366 |
ACER
BOARD OF DIRECTORS

Chair
Professor Paige Porter

Deputy Chair
Robyn Baker

Ms Prue Anderson
BA, MA Monash, DipEd La T
Senior Research Fellow
ACER

Robyn Baker (Deputy Chair)
MEd University of Victoria, Wellington, DipTeach
Christchurch College of Education, BSc Otago
Director
New Zealand Council for Educational Research

Dr Brian Croke
BA(Hons), DipEd, DPhil Oxford, HonDLitt Macquarie
Executive Director
Catholic Education Commission, New South Wales

Tony Cook
DipTeach Mt Gravatt CAE, BEd QUT
Associate Secretary, Schools and Youth Cluster
Department of Education, Employment and Workplace
Relations (DEEWR)

Colin Pettit
BEd, Edith Cowan
Secretary
Department of Education, Tasmania

Mr Anthony Mackay
BEd, BEd Monash, MA (Ed) London
Executive Director
Centre for Strategic Education (CSE)

Professor Geoff Masters
BSc, MEd UWA, PhD Chicago, FACE, FACEL
Chief Executive Officer
ACER

Professor Paige Porter (Chair)
BA Missouri, MA, PhD Stanford, FACE
Emeritus Professor
University of Western Australia

Professor Geoff Scott
BA, DipEd, MEd, EdD, FACE
Emeritus Professor
University of Western Sydney

Mr Adam Smith
Educational Consultant
ORGANISATIONAL STRUCTURE

As at June 2013

ACER is an independent, not-for-profit company, governed by the ACER Board of Directors (see page 26).
ACER STAFF
As at June 2013

CEO’S OFFICE
Chief Executive Officer
Masters, Geoff, BSc, MEd UWA, PhD Chicago, FACE, FACEL
Executive Manager
O’Shannassy, Catherine, BA(Hons) Deakin, GradDipMgt RMIT
Senior Administrative Officer
Kemp, Catherine
Indigenous Liaison Officer
Milgate, Gina, BCom(Mkt & Mgt), GradDipBusStud(Mkt & Mgt), GradCertHighEd UNE
Director, ACER Foundation
Jackson, Deirdre, MBM, CertProjectConsulting RMIT, BA Monash, DipEd Melb

HUMAN RESOURCES
Director, Human Resources
Dover, Steven, GradDipOrgCh&Dev RMIT, MTEdMgt Melb
Human Resources Advisor
Salzmann, Carolynn, BCom RMIT, MHRM Monash
Human Resources Administrator
McGrath, Jahnika, BBus HRM VU

PROFESSIONAL LEARNING
Professional Learning Manager
McSweeney, Fiona, BA(Hons) Melb, GradDip IR/HRM RMIT, MHRM CSU

INTERNATIONAL DEVELOPMENT
Director, International Development
McGuckian, Peter, BAgSc, DipEd Melb
International Development Manager
Jain, Richa, BCom(Hons), DipFin, MBA ISB
Administrative Officer
Smith, Laura

Dubai
Manager, ACER Branch Office Dubai
Egbert, Alan
Project Manager
Narula, Sameeksha, BA Lucknow, PGDIB Amity Business School
Senior Project Officers
Broca, Amrita, MA(AppPsych) Jamia Millia Islamia
Dutta, Ranjana, BA(Hons) Delhi, PGDip(Adv&PublicRelations) YWCA of Delhi, PGDBA Symbiosis Center, ProfDipGraphDes&Multimedia Arena Multimedia, New Delhi
Project Officers
El-Zayat, Noha
Zaki, Noha
Driver / Office Assistant
Gedara, Thilakarathna

India
Manager, ACER India
Dhamija, Ratna
Research Fellows
Bhagat, Abha, BSc(Hons), MSc, BEd Burdwan, PhD Jadavpur
Chadha, Rajat, BIS(Hons), PhD Indiana
Kilimangalam, Ashbamurthy, BA Madras, MA, MPhil CIEFL India
Kumar, Umesh, BSc, MA, PhD Agra, India
Sahoo, Rudra, BA(Hons), MA (Education) PU, Chandigarh
Yadav, Neelam, BEd, MSc Rajasthan
Editor
Dutta, Amitav, BSc(Agric) AssamAg, MBA UQ
Office Assistant
Mandal, Gopal
ASSESSMENT AND PSYCHOMETRIC RESEARCH

Director, Assessment and Psychometric Research
Timms, Michael, BA(Hons), MA, PhD UC Berkeley

Principal Research Fellow
Matters, Gabrielle, BSc UQ, AMusA QCM, PhD QUT, FACE

Senior Project Director
Weeding, David, BEd(Sec) Melb, MPM RMIT

ASSESSMENT AND REPORTING (HUMANITIES AND SOCIAL SCIENCES)

Research Director
Mendelovits, Juliette, BA(Hons), DipEd La T, MA(Eng) Melb

Perth Office Manager & Principal Research Fellow
DeVelle, Sacha, BA(Hons), M.A, MA UQ

Principal Research Fellow
Brown, Annie, BA(Hons) York, PGCE Leicester, MA, PhD Melb

Senior Research Fellows
Anderson, Prue, BA, MedSt Monash, DipEd La T
Bovell, Martina, BA, DipEd, PostGradDip(Arts) UWA
Bryce, Jennifer, BA, BEd Melb, DipArts VicColl, MSoSci, PhD RMIT
Lumley, Tom, MA Oxon, DipEd La T, MA PhD Melb
McCurry, Doug, BA(Hons), DipEd La T, PhD Monash
Ramalingam, Dara, BA, BSc(Hons) Psych Melb
Stephanou, Andrew, PhD, DipEd Melb, Laurea di Dottore in Fisica Rome

Research Fellows
Butler, Mark, BSc(Hons) Warwick, PGCE Manchester
Courtney, Louise, BA(Hons) Monash, DipEd Melb
Gross, Roslyn, BA(Hons), DipEd Melb
Halpin, Karin, BA, GradDipEd Monash
Jackel, Brad, BA(Hons), PhD Monash
Kelly, David, BA(Hons), MA UQ, DipEd Sydney
Knowles, Sandra, BA(Hons), PhD UNSW
McGregor, Margaret, BEd(Prim), MED Studies Monash, TPTC Frankston
Moore, Jacqueline, BEd(Sec) Melb, GradDipTESOL&Linguistics VUT
Nixon, Judy, BA, DipEd Melb, BA(Hons) Psych Deakin, MPsyh Monash
Norris, Dave, BA, Monash, MA prelim. (archaeology) La T
Raivars, Andrew, BA(Hons), DipEd, BLit(Hons) Monash, GradDipMathSc MCAE
Sendy-Smithers, Lynn, BA, DipEd Monash, COGE UNSW

Test Developer - Research Fellows
Anzai, Danielle, BA (Org Comm) CSU, GDipEd(Primary) UNSW
Sermon, Naomi, BA(Hons) English & Drama Lancaster, PGCE Edge Hill University

Research Officers
Bates, Jarrod, BA(Hons) La T, Postgrad Dip(Editing & Comm.) Melb
Pearson, Penny, BSc ANU, DipEd(Sec) Canberra, GradDipLang(Jap) Monash
Plotka, Anna, BA Melb

Senior Administrative Officer
Crawford, Kirsty, BA(Anthropology) Monash, GradDip MuseumStuds Deakin

Administration Officer
McCarthy, Anne
Van Grunsven, Maryanne

ASSESSMENT AND REPORTING (MATHEMATICS AND SCIENCE)

Research Director
Fraillon, Julian, BA, M.DipEd(Maths) Melb

Senior Research Fellows
Hambur, Sam, BSc(Hons) Monash, DipEd HIE
Hollingsworth, Hilary, DipT, BEd, PhD Deakin

Lindsey, John, BSc(Hons), PhD Monash, DipEd Melb
Martin, Ron, BSc, BEd, GradDipEdAdmin Melb, MEnvSci, PhD Monash
Peck, Ray, BSc, DipEd Melb, BSpecEd Monash

Research Fellows
Andreas, Nicola, BEd, MEd Melb
Edwards, Jane, BSc(Hons), MSc(Geol) Melb, BEd Deakin, PhD RMIT
Harding, John, BSc, BEd Monash, DipEd Rusden, DipArts Bendigo
Hudson, Ross, BScEd Melb, MSc, PhD Curtin
Hunt, Malcolm, BSc(Hons), DipEd, PhD Melb

Kreibich, Robyn, BSc(Hons), DipEd Monash
Lye, Helen, BSc Melb, DipEd Monash
MacKinnon, Philip, BSc(Hons), GradCertMgmt, PhD Adelaide
Monckton, Stewart, BSc(Hons) Environmental Studies, MSc Ecology
Sund, PGCE York, PGCE (IB Diploma) Melb

Pearce, Jacob, BA(Hons), BSc Melb
Philpott, Ray, BSc(Hons), MSc Melb
Pywell, Sean, BSc(Hons), DipEd, PhD Spithill, James, BA Macquarie,
GDipAppSc(InstrDesign&Tech) Deakin
Taylor, Rebecca, BSc(Hons), GradDipEd, PhD Melb
Thau, Felicia, BSc, DipEd Melb
Zoumboulis, Stavroula, BSc/Ed Monash, GradCertEdStudies(Gifted Ed) Melb

Senior Administrative Officer
Mattea, Julia, BBus(HRM), BBA Deakin, CertIV(TTT)

PSYCHOMETRICS AND METHODOLOGY

Research Director
Khoo, Siek Toon, BSc Canterbury, DipEd Singapore, GradDipCompSc La T, MedSt Monash, PhD UCLA

Senior Research Fellow
Bibby, Yan, BEng Shanghai, MEng Auck, CertIT Newcastle, GradDipAppFinInv SIA

ANNUAL REPORT 2012-2013
Research Fellows
Ozolins, Clare, BA/LLB Monash, BTeach(Primary) Melb, MSc(AppStat) Swin
Sun, Xiaoxun, BSc, MSc OLUC, PhD USQ
Tan, Ling, BAppSc(Hons) RMIT, PhD Monash
Urbach, Daniel, BCom(Hons) Monash, MAE Melb

Research Officer
Kambouris, Steven, BA(Hons), BSc Melb, BSc(Hons) Monash
Rosicka, Christine, BA, BBus, MISM Swin, GradDipEd Monash

SYSTEMWIDE TESTING
Research Director
Freeman, Chris, MA Macquarie, BComm UQ, Dip Teaching ASOPA
Assistant Manager, Systemwide Testing
Eveleigh, Frances, MEd, BEd UNSW, DipEd SCE

Research Fellow
Buttress, Wei, BBus(International Finance), BA(Foreign Languages) Shenyang, DipPrjMgt Swin, MEd(Mgt & Leadership) Sydney

Senior Project Officer
Herbs, Warren

Research Officer
Mealing, Vanessa

Administrative Support Officer
Babet, Jennifer, DipT UNE, TESOL UNSW, DipIntColour&Design

EDUCATIONAL MONITORING AND RESEARCH
Director, Educational Monitoring and Research
Thomson, Sue, BAppSci RMIT, DipEd, PhD Monash, GradDipMathsEd Deakin, MEdSt

Principal Research Fellow
Ainley, John, BSc, MEd, PhD Melb, FACE

Senior Administrative Officer
Zubrinich, Julie, BA UWA, BEd Deakin

HIGHER EDUCATION
Research Director
Coates, Hamish, BA(Hons), BSc, MEd, PhD Melb, MAP

Principal Research Fellow
Edwards, Daniel, BA(Hons), PhD Monash

Senior Research Fellow
Richardson, Sarah, PhD Melb, MA Amsterdam, BA(Hons) Liverpool, GradCertMktg, RSA Cert TFL

Research Fellows
Radloff, Alexandra, BA(Hons) Melb

Senior Administrative Officer
Freeman, Patricia, DipBusAdmin Holmesglen

INTERNATIONAL SURVEYS
Research Director
Schulz, Wolfram, Dipl-Pol Berlin, PhD(EcoSocSci) Rostock

Deputy Research Director
Cresswell, John, BSc, BEd UWA, MEd UTas, PhD Curtin

Principal Research Fellows
Berezner, Alla
Turner, Ross, MSc, DipEd Melb, DipEdPsych Monash

Senior Research Fellows
Daraganov, Alexander, BSc(Hons, Physics) Minsk, PhD (Physics) Monash
Gebhardt, Eveline, MA Psych UvA Kovaricikova, Nora, DipIng, DipEd Slovak Technical University

Macaskill, Greg, BSc(Hons) Adel, GradDipComStudies, GradDipStatsOR RMIT
Murphy, Martin, BA, DipEd, MEdStds Monash, GradDipStat Swin
Routitsky, Alla, BSc(Hons, Maths), PhD (Maths) Voronezh, DipEd Melb, DipSocStats Swin
Walker, Maurice, BA(Hons) UUW, MAssessEval Melb

Research Fellows
Chow, Renee, BBus(Mkt) RMIT, PostgradCertAssess&Eval, MAssess&Eval Melb
Friedman, Tim, BSc(Hons), PhD Monash
Hong, Jennifer, BA, MSc(App Statistics) Swin
Tabata, Naoko, BEd(Special Ed) Kyoto University of Education, MEd(Int & Comparative Ed) Indiana-Bloomington, DEd(Program Evaluation) Melb
Wenn, Louise, BA(Hons) Psych, Melb

Research Officers
Fallas, Jorge, BSc Universidad de Costa Rica, MSc Universidad Catolica de Chile Templeton, Stephanie, BA, DipML Melb

Senior Project Officer
Bates, Susan

NATIONAL SURVEYS
Research Director
Thomson, Sue, BAppSci RMIT, DipEd, PhD Monash, GradDipMathsEd Deakin, MEdSt

Principal Research Fellow
Lietz, Petra, BEd Hamburg, MEd Flinders, CTEFLA Cambridge, MAcc CQU, PhD Flinders

Senior Research Fellows
Hillman, Kylie, BA(Hons), MEd Psych Melb Mellor, Suzanne, BA, DipEd Melb, BEd LA T, MEdSt Monash, MACE

Research Fellows
Buckley, Sarah, BSc(Hons), PhD Melb DeBortoli, Lisa, BAppSci Deakin, GradDipCounsPsych RMIT O’Grady, Elizabeth, BSoSci(Psych), PGradDipPsych Swin O’Malley, Kate, BA, BCom, MCrim Sydney
SALES CONSULTANTS, EDUCATION
Elvish, Karen, BA, DipEd Flinders

Foster, Brett, MEd (Leadership) Canberra, BEd (PE, HSIE) Canberra, GradDip (RE) ACU

Inglis, Julia, BA Monash, DipEd Rusden
O’Shannassy, Maxine, DipT MLCAE, BEd E/Cowan, Cert IV Training and Assessment AIWT

SALES REPRESENTATIVE - PSYCHOLOGY
Heading, Blair, BA(OutEd)/BBsc(Psy), PGradDipPsy, MPsych(Ed&Dev)

BOOKSHOPS COORDINATOR
Rankin, Andrew

SPECIALIST BOOKSELLER
Rayment, Malcolm, BPrimEd Witwatersrand

BOOKSHOP ASSISTANT
Morgan, Sue

CUSTOMER SERVICE AND DISTRIBUTION
Distribution Manager
O’Loughlin, David

Customer Service Officers
Gardiner, Jan
Hinrichsen, Sarah
Kamvissis, Maree
Keele, Julie, TPTC Coburg
Marshall, Lexie

Despatch Manager
O’Neill, Steve

Despatch Officers
Gilder, Peter
Smith, Richard

ACER INSTITUTE
Director, ACER Institute
Hartnell-Young, Elizabeth, BA, DipEd, MEdSt Monash, MA (Urban Research and Policy) Swin, PhD Melb

Project Director, School Improvement
McGruther, Tony, MEd, GradDipEdAdmin USQ, BEd CQU, DipTeach NBCAE

Teaching Fellow
Pearl, Catherine, TPTC Burwood State Coll, DipT Philip IT, GDME HIE, MEd La T

Manager Programs and Projects
Rosman, Lynda, BEd, GradDip Melb, GradDip Chisholm

Project Director
Pye, Brendan, BFA VCA, DipEd Melb, GradDip E-Learning UNE

Administrative Officers
Appleby, Gayle
Taylor, Margaret, DipPM

CUNNINGHAM LIBRARY
Library and Information Manager
Deveson, Lance, DipTeach(Prim), DipComp Ballarat, DipLibrarianship Melb, ALIAA, ARMAA

Senior Librarians
Grimston, Tine, BEd Librarianship Melb State Coll
Hughes, Stuart, BA(Hons) Otogo, MA Monash, AALIA
Knight, Pat, BA Swin, MLS Loughborough, GradDip Assess & Eval Melb

Librarians
McDowall, Katie, BA Melb, GradDip(Info Services) RMIT
Spiller, Barbara, BA Melb, GradDipLib UB Trevitt, Jenny, BA Monash, GradDipLib, MBus Info Tech (Info Mgt) RMIT

Assistant Librarian
Parkes, Robert, BBIT Deakin, GradDipInfoMgt RMIT

Library Technicians
Barnes, Jenny, DipLibrary&InfoServices Box Hill TAFE
Britton, Cheryl, AssocDipAppSocSci (Lib&InfSt) Box Hill TAFE
Foot, Christopher, DipLibrary/InfoServices VU
Kocaj, Gabrielle

Records Manager
Fraser, Simon

Records Support Officer
Khan, Shamsun

CORPORATE AND VOCATIONAL ASSESSMENT SERVICES
Manager, Corporate and Vocational Assessment Services
Tout, David, BSc, DipEd, BEd, CertIV Train & Assess, AdvDip Language, Lit & Num PractVET

Project Director/Education Consultant
Camacho, Blanca, BEd Venezuela, MA (Adult Education) Boston

Project Director
Burdis, Martin

Senior Project Officer
Simpson, Rebecca

Project Officer
Kulbicki, Michael, BA(Hons) La T

HIGHER EDUCATION ASSESSMENT SERVICES
General Manager, Higher Education
MacMahon Ball, Marita, BA(Hons), DipEd Sydney, MA (Communications) Monash

Senior Research Fellow
Le, Luc, BSc(Hons), MEd RMIT, PhD Melb

Research Fellows
Lay, Dulce, BEd, DipLang(Chinese) Lo T, GradDipSc, MSc(Applied Statistics) Swin
Nguyen, Van, BSc(Maths) Hue, MA Psych Hanoi, MEd RMIT, PhD Hanoi

Senior Project Directors
Nankervis, Sue, BEd, MEd Melb, GradCertBus(Proj Man) Swin
Vele, Veronica, BA(German) Melb, MTech(Internet & Web Comp) RMIT, GradCertMan AIM

Project Directors
Hong, Joyce, BA NUS, PGDipEd NTU, MA(AppLing) Melb, GradCertBus(AppBus) Swin
Norris, Lisa, BA(Fashion), CertBus RMIT, CertPM AIM

Senior Project Officers
James, Julia, BA(Hons) Victoria, NZ
McLean, Shelley, BA/BTeach Monash

Project Officer
McDonald, Louise, HDip(Social, Personal & Health Education) Waterford Institute of Technology
**CORPORATE SERVICES**

**Director of Corporate Services**
Dawes, Wayne, BBus Monash, FCPA, ACIS

**MARKETING, ONLINE AND CREATIVE SERVICES**

**Manager Marketing, Online and Creative Services**
Grose, Craig, Dip Art (Graphic Art) QUT

**Marketing**
Gotmaker, Yana, BBus (Mktg)

**Senior Marketing Consultant**
Stephens, Mandy, BA Monash, MBus (Mktg) RMIT

**Assistant Marketing Manager**
Sieradzki, Melissa, BA La T,
Grad Dip Pub & Edit Monash

**Marketing Officer**
Beckett, Laura, BComms ECowan

**Online**
Teililer, Gulay, BAppSci (IT),
Grad Dip (Graphic Design) RMIT

**Online Communications Officer**
Koch, Josh, Dip Prof Writing & Editing RMIT

**Creative Services**
Coordinator Creative Services
Macedo, Luis

**Senior Desktop Publisher**
Berthold, Franziska, Dipl.-Ing. (FH)
Publishing Production Management
University of Applied Science Leipzig

McGregor, Wendy
Wilson, Karen

**Senior Production and Desktop Publishing Officer**
Schubele, Ralph

**CORPORATE COMMUNICATIONS**

**Corporate Communications Manager**
Holden, Steve, BA (Hons), DipEd, MA, PhD UTas

**Corporate Publicity and Communications Officer**
Robinson, Julia, BA (Journ) RMIT, GradCert (Mgt) Deakin

**Journalist/Communications Officer**
Robinson, Megan, BComm (Journ), Grad Dip Ed (Sec) Monash

**FACILITIES**

**Facilities and Services Manager**
Sheean, Anita

**Senior Project Officer**
Nur, Moamar, BBus (Mgt) UQ, Dip HR, Cert IV PM SBIT

**Administration Assistant**
Dudley, Michelle

**Despatch and Maintenance Officer**
Williams, Morgan

**Receptionist**
Arena, Debbie, BSc La T

**General Officer**
Koglin, Dianne

**INFORMATION TECHNOLOGY**

**Information Technology Manager**
Nguyen, Daryl, BIS Monash

**Software Development Manager**
Daws, Alisdair, BSc (Hons)
Grad Dip (Internet & Web Comp), PhD, M Tech (Internet & Web Comp)

**Senior Software Engineers**
Chan, Phoii Lai, BComp (Hons) Monash
Oakes, Stephen, BSc (Hons) La T
Rainsford, David, BA (Hons) Eco Essex,
M Tech (Internet & Web Comp)
Wurm, Matt, BFA VCA, Grad Dip (Internet & Web Comp), M Tech (Internet & Web Comp) RMIT

**Software Engineers**
Al-Wasy, Ali
Barbosa, Rovie, BSc (Comp Sci) Mapua Institute of Technology
Chin, Edward, Grad Dip Bus Sys, MBus Sys Monash, BBus Huafan
Golden, Paul, BSc, BIS Melb
Lam, Winson
Lou, Weiyi
Pham, Huyen, BCompSci La T
Wiweka, Yan, BEng Maranatha, MIS Melb
Software Developer
Tran, David, BMultimedia, AdvDipCompSci
Swin
Software Tester
Yip, Kan
Support Engineer
Huyhn, Tai, BCompSci Monash
IT Systems Engineer
Lie, Jafaruddin, DipTech(Comp), BComp
Monash
Helpdesk Manager
Morling, Lucas
Desktop Support Officers
Kelly, Aidan, CertIV Computer Programming & Networking NWIT,
BNet MIT
McGilvery, Andrew
Raats, Robert
Technical Writer
Wright, Karen, Cert IV Assessment & Workplace Training AIM,
GradCertSocSci (TechComms) Swin

PROJECT SERVICES
Project Services Manager
Carrigan, Jim, MEI Swin
Coordinator, Marking Operations
Lennie, Christine, DipTeach Melb,
GradDipEduTech
Scanning and Marking Systems Administrator
Jinks, Robert
Project Services Coordinator
Seah, Kelvin, BEng(Hons) (Mechanical)
RMIT, DipEng(Mechatronics) TP
Senior Project Services Officer
Soo, Peilin, DipAcct Ngee Ann Polytechnic,
DipEd QUT, BEd(Hons) Monash
Project Services Officer, Scanning & Marking Systems
Yan, Yang, BEng(M&E) SUES, Shanghai, MTE
Melb; GDipTheol HBC
Project Services Officers
Aitchison, James
Green, David
Isoko, Manami
Newman, Libby
Ni, Sue, MBus(Mgt) VU
Nishiguchi, Kazuko
Pell, Mathew
Peters, Kenneth

LEGAL AND COMMERCIAL SERVICES
Manager, Legal and Commercial Services
Farkota, Rhonda, DipTeach, BEd Melb,
MEdSt, EdD Monash
Commercial Lawyer
Noga, David, BA/LLB UTas
Permissions Officers
Brill, Stephanie
Franklyn, Sue

FINANCE
Financial Controller
Kelly, Gary, BBus(Acc) Monash, FCPA
Financial Controller - Operations
Cameron, Andrew, BCom Deakin, CPA
Project Accountant
Thomas, Alison, BBus(Acc) Bendigo, CPA
Corporate Accountant
Kuek, Jeanie, BBus(Acc) & (Banking & Finance) Monash, CPA
Financial Accountants
Lin, Trista, BCom (Acc/Fin) Melb, CPA
Trembath, Stewart, BBus, GradCert (Acc/Fin) Swin
Assistant Accountant
Guzowska, Anna, BEco Warsaw
Graduate Accountant
Jiao, Joanna, BBus VU, MEd UNSW
Payroll and Superannuation Manager
Harvey, Warwick
Payroll Administration Officer
Rafton, Denise
Accounts Payable Supervisor
McLean, Sophie
Accounts Payable Officer
Young, Paula
Accounts Receivable Officer
Brown, Tracy
MELBOURNE
19 Prospect Hill Road (Private Bag 55)
Camberwell VIC 3124
☎ +61 3 9277 5555

SYDNEY
1/140 Bourke Road (PO Box 6483)
Alexandria NSW 2015
☎ +61 2 8338 6800

BRISBANE
1/165 Kelvin Grove Road
Kelvin Grove QLD 4059
☎ +61 7 3238 9000

PERTH
7/1329 Hay Street
West Perth WA 6005
☎ +61 8 9235 4800

ADELAIDE
186B Pulteney Street
Adelaide SA 5000
☎ +61 8 8206 8600

DUBAI, UAE
Block 2B Office No G21
Knowledge Village Dubai UAE
☎ +971 4 366 4098

NEW DELHI, INDIA
1509, Chiranjeev Towers
43 Nehru Place New Delhi India
☎ +91 11 2646 4304

ACN 004 398 145 | ABN 19 004 398 145

www.acer.edu.au

March 2014