



# 75th Annual Report

## 2004–2005

Australian Council for Educational Research





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# Commissioned projects 2004-05

## International Projects

### America's Choice Inc

- Development of Grade 6 and Grade 9 Assessment Items as part of school reform project *Ramp-Up Program*

### Basic Education for Mindanao - Philippines

- Basic Education for Mindanao (BEAM)

### Education Quality and Accountability Office, Ontario, Canada

- Ontario Secondary School Literacy Test (OSSLT)

### Government of the Maldives (through funding of the World Bank)

- Third Education and Training Project - Consultancy of Improving Monitoring and evaluation of schools

### Hong Kong Education and Manpower Bureau

- Consultancy Services to the Hong Kong Curriculum Development Institute (CDI) 2004

### International Association for the Evaluation of Educational Achievement (IEA)

- IEA Teacher Education Development Study (TEDS) 2004

### International School Bangkok

- International School Bangkok Consultancy
- International School Bangkok Student Profile Database

### Ministry of Education Chile

- Development of a Standards Based Curriculum and Assessment System in Chile

### Ministry of Education New Zealand

- Secondary Teacher Workload Research
- NZ Primary Workload Research

### Ministry of Education United Arab Emirates

- Aptitude Testing for Higher Education Selection
- United Arab Emirates National Assessment of Student Achievement and Progress (NASAP)

### National Institute of Child Health and Human Development (USA)

- Hispanic Families

### New Zealand Council for Educational Research

- NZCER Consultancy

### New Zealand Qualifications Authority

- N.Z. Literature Review on Variability

### New Zealand Teachers Council

- Review of literature; Professional Practice of Teaching - NZ

### Organisation for Economic Cooperation and Development (OECD)

- OECD Programme for International Student Assessment (PISA) 2003 and 2006 - international component

- PISA Computer Based Assessment of Scientific Literacy

- OECD PISA Thematic Report 8: PISA and TIMSS (in conjunction with Melbourne University)

- PISA 2003 Thematic Report on Mathematical Literacy and Instruction

### SAGRIC International Pty Ltd

- PNG Monitoring Program

### World Bank

- WBI Africa Training

## National

### ACT Board of Senior Secondary Studies

- ACT Scaling Test

### Australian Music Board

- Market Research for Australian Music Examination Board (AMEB)

### Australian Principals' Associations Professional Development Council

- Student Well-Being and Resilience Survey (Secondary Schools)

### Australian Research Council

- Teacher Evaluation in Australia

- Australian Science Teachers Association - ACER Portfolio Professional Development Program

### Commonwealth Department of Education Science and Training (DEST)

- Australian Certificate of Education

- Evaluation of Central Queensland University Bachelor of Learning Management

- Investigating Teacher Professional Development and Student Learning Outcomes

- Longitudinal Surveys of Australian Youth (LSAY)

- National Awards for Quality Schooling

- National Inquiry into the Teaching of Literacy

- OECD Programme for International Student Assessment (PISA) 2003 and 2006 National component (also funded by the state and territory education departments)

- Project Good Start (formerly Improving Numeracy Outcomes in the Early Years)

- Trends in International Mathematics and Science Study (TIMSS trends) (also funded by the state and territory education departments)

### Commonwealth Dept Health & Ageing

- Specialist Medical College Exam Procedures & Pass Rates Discussion Paper

### **Graduate Careers Council of Australia**

- Analysis and Reporting of Course Experience Questionnaire (CEQ) and the Postgraduate Research Experience Questionnaire (PREQ)

### **Minerals Council of Australia**

- Review of the Minerals Council of Australia's National Education Program

### **Ministerial Committee on Education, Employment and Youth Affairs (MCEETYA)**

- Civics Assessment Project Phase 2
- Indigenous LLANS
- Longitudinal Literacy and Numeracy Study (LLANS)
- Primary School Assessment Study (PSAP) Phase II
- Survey of ICT Literacy

### **National Institute for Quality Teaching and School Leadership**

- Consultancy on Standards for Leadership in Schools
- Consultancy on Advanced Standards for Teaching
- National Accreditation Review

### **Smith Family**

- Study of Student Perceptions of the World of Work, Study and Vocation

### **VIBE Australia**

- Evaluation of Deadly Vibe Magazine

## **ACT**

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### **Australian Capital Territory**

- The Effectiveness of Funding for Schools in the ACT

## **NSW**

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### **Department of Education and Training**

- Basic Skills Testing Program 2005
- NSW Selective High Schools Test
- NSW Test for Year 5 Opportunity Classes
- SNAP 2005

## **QLD**

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### **Education Queensland**

- Evaluation of New Basics Research Program
- Qld Years 3, 5, 7 Literacy and Numeracy Testing

## **SA**

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### **Department of Education and Children's Services**

- I.G.N.I.T.E
- Provision of Systemic Year 3, 5 and 7 Literacy and Numeracy Testing to SA DECS
- Student WellBeing

### **Flinders University**

- Evaluation of Interaction Between Teaching and Academic staff ASM (Australian Science & Mathematics School)

## **Tasmania**

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### **Tasmanian Department of Education and Training**

- Calibration of Tasmanian Standards

## **Victoria**

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### **Association of Independent Schools in Victoria**

- Indicators of Teacher and School Effectiveness in Independent Schools

### **Catholic Education Office**

- A Study of Reasons For Underperformance of CECV Schools in VCE Science and Maths
- Disabilities Definition Project
- Leadership Standards In Catholic Schools Phase 2
- Literacy in the Middle Primary Years
- Primary Science Professional Development
- Professional Standards in Science

### **Department of Education and Training**

- Coaching of Principals Program
- DET Verification & Accreditation Project
- Evaluation of Access to Excellence
- Evaluation of Phase I of the Schools for Innovation and Excellence Initiative
- Evaluation of Restart Initiative
- Evaluation of the 'Getting it Right' Literacy and Numeracy Strategy
- Literacy Chronology
- Student Learning Difficulties

### **Department of Family and Community Services**

- The Household, Income and Labour Dynamics in Australia Survey( a consortium led by the Melbourne Institute of Applied Economic and Social Research)
- Longitudinal Survey of Australian Children

### **Geelong College**

- Geelong College Intellectual Character Consultancy

### **Geography Teachers Association**

- Global Education Victoria Evaluation Project

### **Royal Australian & NZ College of Obstetricians and Gynecologists**

- Evaluation of Continuing Professional Development Framework

### **Royal Melbourne Institute of Technology**

- Evaluation of Middle years Reform Program

### **Victorian Curriculum and Assessment Authority (VCAA)**

- Key Competencies Curriculum & Methods of Assessment & Reporting
- Trial of Assessment Materials for the English and Mathematics Years 3,5 and 7 Statewide testing component of the Achievement Improvement Monitor

- Victorian Essential Learning Standards – Independent Evaluation
- Victorian General Achievement Test

#### **Victorian Institute of Teaching**

- Future Teachers Project - Phase I
- VIT Repeat Survey of First Year Teachers

#### **WA**

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##### **Department of Education and Training**

- Western Australian Literacy and Numeracy Assessment (WALNA) cohort testing in years 3, 5 and 7
- Western Australian Monitoring Standards in Education (WAMSE) Arts - test development and psychometrics
- Western Australian Monitoring Standards in Education (WAMSE) Mathematics 2004
- Western Australian Monitoring Standards in Education (WAMSE) Social Outcomes = test development and psychometrics
- Western Australian Monitoring Standards in Education (WAMSE) Mathematics, English and Science

##### **Edith Cowan University**

- WA Student Growth Study

# Staff Publications and professional activities

## Published books and reports

Ainley, J. & Johnson, T. (2004). *Course Experience Questionnaire 2003*. Melbourne: Graduate Careers Council of Australia.

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# Financial Report

AUSTRALIAN COUNCIL FOR EDUCATIONAL RESEARCH LTD

ABN 19 004 398 145

**FINANCIAL REPORT FOR THE YEAR ENDED 30 JUNE 2005**

# Directors' Report

The Directors of the Australian Council for Educational Research Limited present the following report together with the financial statements for the financial year ended 30 June 2005.

## Directors

The names of Directors in office at any time during or since the end of the financial year are:

Directors	Start date	Finish date	Meetings during financial year	
			Eligible to attend	Number attended
<b>Jessie Borthwick</b> DipArt & Design BA		30-05-05	3	2
<b>Jennifer Bryce</b> BA BEd DipArtsMusic MSocSci		31-12-04	2	2
<b>Brian Caldwell</b> BSc Bed MEd PhD			4	2
<b>Brian Croke</b> BA DipED DPhil Fellow, Australian Humanities Academy			4	4
<b>Joy Cumming</b> BA DipED BEdSt MEd PhD		31-12-04	2	2
<b>Anthony Mackay</b> BEc BEd MA	01-02-05		2	2
<b>Jillian Maling</b> AM BA DipEd BEd PhD FACE			4	4
<b>Steve Marshall</b> BEdDipT Grad Dip Ed Admin MEd Admin MBA			4	2
<b>Geoffrey Masters</b> BSc MEd PhD FACE			4	4
<b>Judith MacCullum</b> Bsc (Hons) DipEd BEdSt MEd PhD			4	4
<b>Paige Porter</b> BA MA PhD			4	3
<b>Sheldon Rothman</b> BA MAT MEd EdD	01-01-05		2	2

Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

## Principal activities of the company

The principal activities of the company during the financial year were educational research and development, publication and sale of educational and psychological books, tests and materials, and the provision of assessment services. During the financial year there was no significant change in the nature of those activities.

## Result for the year

The surplus for the year was \$661 329.

## Dividends

ACER is a not for profit company and neither declares nor pays dividends.

## Environmental issues

The company's operations are not regulated by any significant environmental regulation under Commonwealth, State or Territory law.

## Review of operations

During the year, the company continued to engage in its principal activities, the results of which are disclosed in the attached financial statements.

## Significant changes in state of affairs

During the financial year there were no significant changes in the state of affairs of the company other than those referred to in the accounts or notes thereto.

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During the financial year there were no significant changes in the state of affairs of the company other than those referred to in the accounts or notes thereto.

## After balance date events

There have been no matters or circumstances since the end of the financial year, which significantly affect the operations of the company in future years.

## Directors' indemnification

During the financial year the company paid a premium to insure each of the directors against liabilities for costs and expenses incurred by them in defending any legal proceedings arising out of their conduct while acting in the capacity of director of the company, other than conduct involving a wilful breach of duty in relation to the company.

## Proceedings on behalf of company

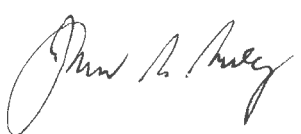
No person has applied for leave of Court to bring proceedings on behalf of the company or intervene in any proceedings to which the company is a party for the purpose of taking responsibility on behalf of the company for all or any part of these proceedings. The company was not a party to any such proceedings during the year.

## Auditors Independence

A copy of the auditors independence declaration as required under section 307C of the Corporations Act 2001 is set out on page 13.

Signed in accordance with a resolution of the Directors.

For and on behalf of the Directors



Director: J Maling



Director: G Masters

Date: 2 September 2005

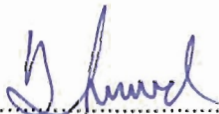
**AUSTRALIAN COUNCIL FOR EDUCATIONAL RESEARCH LTD  
ABN 19 004 398 145**

**AUDITOR'S INDEPENDENCE DECLARATION UNDER SECTION 307C  
OF THE CORPORATIONS ACT 2001 TO THE DIRECTORS OF AUSTRALIAN COUNCIL FOR  
EDUCATIONAL RESEARCH LTD**

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2005 there have been:

- i) no contraventions of the auditor independence requirements as set out in the Corporations Act 2001 in relation to the audit; and
- ii) no contraventions of any applicable code of professional conduct in relation to the audit.

Saward Dawson



.....  
Bruce Saward  
Partner

2 September 2005

The accompanying notes form part of these financial statements.

AUSTRALIAN COUNCIL FOR EDUCATIONAL RESEARCH LTD

ABN 19 004 398 145

STATEMENT OF FINANCIAL PERFORMANCE  
FOR THE YEAR ENDED 30 JUNE 2005

	Notes	2005 \$	2004 \$
Revenue from ordinary activities	2	36,920,009	30,803,738
Changes in inventories of finished goods and work in progress		(113,423)	22,405
Raw materials and consumables used		(2,095,099)	(2,088,651)
Employee benefits expense		(19,455,191)	(16,008,619)
Freight and cartage expenses		(541,652)	(511,012)
Depreciation and amortisation expenses	3	(1,052,229)	(982,006)
Borrowing costs		(268,205)	(235,362)
Advertising		(238,796)	(188,079)
Computer Expenses		(661,989)	(327,500)
Rent and Occupancy expenses		(285,015)	(222,280)
Consultancy expenses		(4,886,498)	(3,335,133)
Printing and Stationery Expenses		(1,595,857)	(1,366,516)
Royalty Expenses		(548,921)	(551,160)
Repairs and Maintenance		(279,404)	(206,899)
Travel Expenses		(1,565,482)	(1,538,817)
Other expenses from ordinary activities		(2,670,919)	(1,922,466)
<b>Total expenses from operating activities</b>		<b>(36,258,680)</b>	<b>(29,462,095)</b>
<b>Surplus from operating activities</b>		<b>661,329</b>	<b>1,341,643</b>
Income transferred to the Scientific Research Fund		-	4,017
<b>Surplus from ordinary activities</b>		<b>661,329</b>	<b>1,345,660</b>
<b>Total changes in equity</b>	13	<b>661,329</b>	<b>1,345,660</b>



AUSTRALIAN COUNCIL FOR EDUCATIONAL RESEARCH LTD

ABN 19 004 398 145

STATEMENT OF FINANCIAL POSITION  
AS AT 30 JUNE 2005

	Notes	2005 \$	2004 \$
<b>CURRENT ASSETS</b>			
Cash assets	4	1,088,860	2,190,074
Receivables	5	9,775,337	6,919,858
Inventories	6	1,437,500	1,550,923
Other	7	164,451	192,332
<b>TOTAL CURRENT ASSETS</b>		<b>12,466,148</b>	<b>10,853,187</b>
<b>NON-CURRENT ASSETS</b>			
Property, plant and equipment	8	12,679,346	12,376,696
Intangible assets	9	222,000	619,007
<b>TOTAL NON-CURRENT ASSETS</b>		<b>12,901,346</b>	<b>12,995,703</b>
<b>TOTAL ASSETS</b>		<b>25,367,494</b>	<b>23,848,890</b>
<b>CURRENT LIABILITIES</b>			
Payables	10	5,868,952	5,524,658
Interest-bearing liabilities	11	83,110	-
Provisions	12	2,870,439	2,274,184
<b>TOTAL CURRENT LIABILITIES</b>		<b>8,822,501</b>	<b>7,798,842</b>
<b>NON-CURRENT LIABILITIES</b>			
Interest-bearing liabilities	11	3,745,922	4,000,000
Provisions	12	446,117	358,423
<b>TOTAL NON-CURRENT LIABILITIES</b>		<b>4,192,039</b>	<b>4,358,423</b>
<b>TOTAL LIABILITIES</b>		<b>13,014,540</b>	<b>12,157,265</b>
<b>NET ASSETS</b>		<b>12,352,954</b>	<b>11,691,625</b>
<b>EQUITY</b>			
Reserves	14	298,280	1,099,610
Retained surpluses	15	12,054,674	10,592,015
<b>TOTAL EQUITY</b>	13	<b>12,352,954</b>	<b>11,691,625</b>

The accompanying notes form part of these financial statements.

AUSTRALIAN COUNCIL FOR EDUCATIONAL RESEARCH LTD

ABN 19 004 398 145

STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 30 JUNE 2005

	Notes	2005 \$	2004 \$
<b>CASH FLOW FROM OPERATING ACTIVITIES</b>			
Receipts from customers		36,162,920	30,950,091
Payments to suppliers and employees		(35,509,890)	(30,497,918)
Interest received		45,829	83,021
Borrowing costs		(274,226)	(235,362)
Net cash provided by operating activities	17(b)	424,633	299,832
<b>CASH FLOW FROM INVESTING ACTIVITIES</b>			
Payment for property, plant and equipment		(1,354,879)	(6,080,016)
Payment for Educare business		-	(175,000)
Payment for development of the Global Achieve testing product		-	(162,753)
Net cash used in investing activities		(1,354,879)	(6,417,769)
<b>CASH FLOW FROM FINANCING ACTIVITIES</b>			
Proceeds from (repayment of) borrowings		(170,968)	4,000,000
Net cash provided by/(used in) financing activities		(170,968)	4,000,000
Net decrease in cash held		(1,101,214)	(2,117,937)
Cash at beginning of financial year		2,190,074	4,308,011
Cash at end of financial year	17 (a)	1,088,860	2,190,074

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2005

**NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES**

This financial report is a special purpose financial report prepared in order to satisfy the financial report preparation requirements of the Corporations Act 2001. The directors have determined that the company is not a reporting entity.

The financial report is for the entity Australian Council For Educational Research Ltd as an individual entity. Australian Council For Educational Research Ltd is a company limited by guarantee, incorporated and domiciled in Australia.

The financial report has been prepared in accordance with the requirements of the Corporations Act 2001, and the following applicable Accounting Standards:

AASB 1001:	Accounting Policies
AASB 1002:	Events Occurring After Reporting Date
AASB 1004:	Revenue
AASB 1008:	Leases
AASB 1018:	Statement of Financial Performance
AASB 1021:	Depreciation
AASB 1025:	Application of the Reporting Entity Concept and Other Amendments
AASB 1026:	Statement of Cash Flows
AASB 1028:	Employee Benefits
AASB 1031:	Materiality
AASB 1034:	Financial Report Presentation and Disclosures
AASB 1040:	Statement of Financial Position
AASB 1044:	Provisions, Contingent Liabilities and Contingent Assets
AASB 1047:	Disclosing the Impacts of Adopting Australian Equivalents to International Financial Reporting Standards

No other applicable Accounting Standards, Urgent Issues Group Consensus Views or other authoritative pronouncements of the Australian Accounting Standards Board have been applied.

The report is also prepared on an accruals basis and is based on historic costs and does not take into account changing money values or, except where specifically stated, current valuations of non-current assets.

The following specific accounting policies, which are consistent with the previous period unless otherwise stated, have been adopted in the preparation of this report:

**(a) Income Tax**

No provision for income tax has been raised as the company is exempt from income tax under Division 50 of the Income Tax Assessment Act 1997.

**(b) Inventories**

Inventories are measured at the lower of cost and net realisable value. Costs are assigned on a first-in first-out basis and include direct materials, direct labour and an appropriate proportion of variable and fixed overhead expenses.

**(c) Property, Plant and Equipment**

Each class of property plant and equipment is carried at cost. All assets, excluding freehold land are depreciated over their useful lives.

*Depreciation*

The depreciation rates used for each class of depreciable assets are:

Class of fixed asset	Depreciation rates	Depreciation basis
Buildings	2.5-10 %	Straight Line
Motor Vehicles	25 %	Straight Line
Furniture Fixtures and Fittings	25 %	Straight Line
Computer Equipment	33 %	Straight Line

**Camberwell Road redevelopment costs:**

The directors have determined that costs incurred to date in relation to the redevelopment of the Camberwell Road site should be expensed. These costs include concept drawings, zoning investigation and some feasibility work. The directors do not believe that the project is sufficiently advanced to ensure that it will proceed in its current form.

**NOTE-1:-STATEMENT-OF-SIGNIFICANT-ACCOUNTING-POLICIES (Continued)**

**(d) Leases**

Leases of fixed assets, where substantially all the risks and benefits incidental to the ownership of the asset, but not the legal ownership, are transferred to the company are classified as finance leases. Finance leases are capitalised, recording an asset and a liability equal to the present value of the minimum lease payments, including any guaranteed residual values. Leased assets are depreciated on a straight line basis over their estimated useful lives where it is likely that the company will obtain ownership of the asset, or over the term of the lease. Lease payments are allocated between the reduction of the lease liability and the lease interest expense for the period.

Lease payments for operating leases, where substantially all the risks and benefits remain with the lessor, are charged as expenses in the periods in which they are incurred.

**(e) Intangibles**

*Goodwill*

Goodwill is initially recorded at the amount by which the purchase price for a business or for an ownership interest in a controlled entity exceeds the fair value attributed to its net tangible assets at date of acquisition. Goodwill is amortised on a straight line basis over the period of 2 years. The balances are reviewed annually and any balance representing future benefits the realisation of which is considered to be no longer probable are written off.

**(f) Foreign Currency Transactions and Balances**

Foreign currency transactions during the financial year are converted to Australian currency at the rates of exchange applicable at the dates of the transactions. Amounts receivable and payable in foreign currencies at balance date are converted at the rates of exchange ruling at that date.

The gains and losses from conversion of assets and liabilities, whether realised or unrealised, are included in surplus from ordinary activities as they arise.

Exchange differences arising on hedged transactions undertaken to hedge foreign currency exposures, other than those for the purchase and sale of goods and services, are brought to account in the profit from ordinary activities when the exchange rates change. Any material gain or loss arising at the time of entering into a hedge transaction is deferred and brought to account in the profit from ordinary activities over the lives of the hedges.

Costs or gains arising at the time of entering hedged transactions for the purchase and sale of goods and services, and exchange differences that occur up to the date of purchase or sale are deferred and included in the measurement of the purchase or sale.

**(g) Employee Benefits**

Provision is made for the company's liability for employee benefits arising from services rendered by employees to balance date. Employee benefits expected to be settled within one year together with benefits arising from wages and salaries, annual leave which will be settled after one year, have been measured at the amounts expected to be paid when the liability is settled plus related on-costs. Other employee benefits payable later than one year have been measured at the present value of the estimated future cash outflows to be made for those benefits.

Contributions are made by the company to an employee superannuation fund and are charged as expenses when incurred.

**(h) Cash**

For the purposes of the Statement of Cash Flows, cash includes cash on hand and at call deposits with banks or financial institutions, investments in money market instruments maturing within less than two months and net of bank overdrafts.

**(i) Revenue**

Revenue from sale of goods is recognised upon the delivery of goods to customers.

Interest revenue is recognised on a proportional basis taking into account the interest rates applicable to the financial assets.

All revenue is stated net of the amount of goods and services tax (GST).

Project work in progress is valued at cost, plus profit recognised to date less any provision for anticipated future losses. Costs include both variable and fixed costs relating to specific contracts, when those costs that are attributable to the contract activity in general and that can be allocated on a reasonable basis.

**NOTE-1:-STATEMENT-OF-SIGNIFICANT-ACCOUNTING-POLICIES (Continued)**

Project profits are recognised over the life of the project measured using the proportion of costs incurred to date as compared to expected total costs. Where losses are anticipated they are provided for in full. Project revenue has been recognised on the basis of the terms of the contract adjusted for any variations or claims allowable under the contract.

**(j) Goods and Services Tax (GST)**

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of expense. Receivables and payables in the Statement of Financial Position are shown inclusive of GST.

**(k) Comparative Figures**

Where required by Accounting Standards comparative figures have been adjusted to conform with changes in presentation for the current financial year.

**(l) Impact of Adoption of Australian Equivalents to International Financial Reporting Standards**

Australia is currently preparing for the introduction of International Financial Reporting Standards (IFRS) effective for financial years commencing 1 January 2005. This requires the production of accounting data for future comparative purposes at the beginning of the next financial year.

In addition to this alteration, the company's directors have determined that the entity will become a reporting entity in the 2006 financial year and that it should therefore comply with all applicable Australian Accounting Standards in its financial report for the year ending 30 June 2006.

The company's management, along with its auditors, are assessing the significance of these changes and preparing for their implementation.

The directors are of the opinion that the key differences in the company's accounting policies which will arise from the adoption of IFRS are:

- *AASB 1: First Time Adoption of the Australian Equivalents to International Financial Reporting Standards*

This standard prescribes the recognition, measurement and disclosures to be made on the company's first time application of the Australian equivalents of International Financial Reporting Standards ("AIFRS"). In order for the company to comply with this standard, the financial impact of the changes required to comply with AIFRS needs to be quantified and disclosed.

- *AASB 101: Presentation of Financial Statements*

The standard will affect the presentation and format of the company's financial report. In addition to the re-branding of the Statement of Financial Position to Balance Sheet and Statement of Financial Performance to Profit and Loss the company must prepare a statement of changes in equity. This statement summarises all movements in equity such as reserve movements, adjustments to retained earnings and distributions to shareholders.

- *AASB 136: Impairment of assets*

The company's assets will need to be sorted into "exempt and non-exempt" asset groups as defined by the standard. Recoverability analysis will then need to be performed on the non-exempt asset units with impairment indicators present. The carrying value of the exempt assets will then need to be compared with their depreciated replacement cost where impairment indicators are present. The directors do not anticipate any material adjustment to the current value of fixed assets on first time application of this standard.

**(m) Library Additions**

The company adopts the policy of charging all additions to the library directly to the profit and loss account in the year in which the expenditure is incurred.

**(n) Recognition of Intangible Assets**

The company has capitalised intangible assets representing the development costs of new testing programs, where future economic benefits and revenue streams from the use of those assets are identifiable and projected. Items are then amortised at applicable rates when finalised ready for use.

The carrying amount of these assets is reviewed annually by directors to ensure it is not in excess of the recoverable amount from these assets.

Notes	2005 \$	2004 \$
<b>NOTE 2: REVENUE</b>		
<b>Operating activities</b>		
- sale of goods	6,862,915	6,181,174
- project income	29,694,061	24,347,389
- royalties	317,204	192,154
- interest	45,829	83,021
2(a)	<b>36,920,009</b>	<b>30,803,738</b>
<b>(a) Interest from:</b>		
- other persons	45,829	83,021
<b>NOTE 3: SURPLUS FROM ORDINARY ACTIVITIES</b>		
Surplus (deficits) from ordinary activities has been determined after:		
<b>(a) Expenses</b>		
Cost of sales	2,208,522	2,066,246
Borrowing costs	268,205	235,362
Depreciation of property, plant and equipment	1,052,229	967,006
Amortisation of non-current assets	175,000	15,000
Bad and doubtful debts	25,651	40,182
Write down of inventory	159,357	300,697
Remuneration of the auditors for		
- audit or review services	29,950	24,000
- other services	3,517	5,351
Foreign currency translation deficits (gains)	14,038	(49,548)
- Rental expenses on operating leases	285,015	222,280
<b>(b) Significant Revenues and Expenses</b>		
- Test items developed for the Global Achieve product	222,007	533,890
- Acquisition of Australian Principals Centre	70,000	-
- Foreign currency translation deficits (gains)	14,038	(49,548)
<b>NOTE 4: CASH ASSETS</b>		
Cash on hand	1,250	1,250
Cash at bank	1,087,610	2,188,824
	<b>1,088,860</b>	<b>2,190,074</b>

Notes	2005 \$	2004 \$
<b>NOTE 5: RECEIVABLES</b>		
CURRENT		
Trade debtors	7,865,163	4,862,782
Less provision for doubtful debts	(75,000)	(50,000)
	7,790,163	4,812,782
Other debtors	1,985,174	2,107,076
	<b>9,775,337</b>	<b>6,919,858</b>
<b>NOTE 6: INVENTORIES</b>		
CURRENT		
Work in progress at cost	213,576	108,125
Finished goods at cost	1,783,657	2,002,531
Less provision for obsolescence	(559,733)	(559,733)
	<b>1,437,500</b>	<b>1,550,923</b>
<b>NOTE 7: OTHER ASSETS</b>		
CURRENT		
Prepayments	164,451	192,332
<b>NOTE 8: PROPERTY, PLANT AND EQUIPMENT</b>		
<b>LAND</b>		
Freehold land:		
At cost	(a) 7,250,000	7,250,000
<b>BUILDINGS</b>		
At cost	6,183,158	6,038,173
Less accumulated depreciation	(1,769,414)	(1,665,156)
	(a) 4,413,744	4,373,017
<b>LEASEHOLD IMPROVEMENTS</b>		
At cost	84,840	84,840
Less accumulated amortisation	(75,329)	(54,388)
	9,511	30,452
Total land and buildings	11,673,255	11,653,469
<b>PLANT AND EQUIPMENT</b>		
<b>(a) Plant and equipment</b>		
At cost	957,056	980,104
Less accumulated depreciation	(666,321)	(782,571)
	290,735	197,533
<b>(b) Computer equipment</b>		
At cost	1,839,577	1,452,730
Less accumulated depreciation	(1,124,221)	(927,036)
	715,356	525,694

Notes	2005 \$	2004 \$
<b>NOTE 8: PROPERTY, PLANT AND EQUIPMENT (Continued)</b>		
Total plant and equipment	1,006,091	723,227
Total property, plant and equipment	12,679,346	12,376,696

**(a) Movements in Carrying Amounts**

Movement in the carrying amounts for each class of property, plant and equipment between the beginning and the end of the current financial year

	Freehold land \$	Buildings \$	Leasehold improvements \$	Plant & equipment \$
<b>2005</b>				
Balance at the beginning of the year	7,250,000	4,373,017	30,453	197,533
Additions	-	397,813	-	287,660
Depreciation expense	-	(357,086)	(20,942)	(194,458)
Carrying amount at end of year	7,250,000	4,413,744	9,511	290,735

	Computer equipment \$	Total \$
<b>2005</b>		
Balance at the beginning of the year	525,694	12,376,697
Additions	436,770	1,122,243
Depreciation expense	(402,455)	(974,941)
Carrying amount at end of year	560,009	12,523,999

An independent valuation of land and buildings at Prospect Hill Road was undertaken on 25 March 2003. The valuation revealed a current market value of \$7,300,000.

The property located at 347 Camberwell Road was valued on 22 June 2004 and the current market value of this property was assessed to be between \$5,500,000 and \$6,500,000.

Both valuations were undertaken in accordance with the requirements of AASB 1040 Statement of Financial Performance to value land and buildings periodically.

(a) The Commonwealth Bank of Australia has a registered first mortgage charged over the freehold land and building situated at Prospect Hill Road, Camberwell.

**NOTE 9: INTANGIBLE ASSETS**

Goodwill at cost	-	175,000
Test development costs capitalised in relation to the Global Achieve project	222,000	444,007
	222,000	619,007



	Notes	2005 \$	2004 \$
<b>NOTE 10: PAYABLES</b>			
CURRENT			
Unsecured liabilities			
Trade creditors		1,112,397	895,902
Project Income in advance		2,695,276	2,953,598
Sundry creditors and accruals		2,061,279	1,675,158
		<b>5,868,952</b>	<b>5,524,658</b>
<b>NOTE 11: INTEREST BEARING LIABILITIES</b>			
CURRENT			
Secured liabilities			
Finance lease liability	16	83,110	-
NON-CURRENT			
Secured liabilities			
Bills of exchange and promissory notes		3,700,000	4,000,000
Finance lease liability	16	45,922	-
		<b>3,745,922</b>	<b>4,000,000</b>
The bank bills are secured by a registered first mortgage charged over the freehold land and building situated at Prospect Hill Road, Camberwell.			
The bank loan facility expires on 30 June 2023.			
The carrying amounts of non-current assets pledged as security are:			
Prospect Hill Road Property (Freehold land and buildings)		5,488,721	5,662,272
<b>NOTE 12: PROVISIONS</b>			
CURRENT			
Employee benefits	12(a)	2,870,439	2,274,184
NON-CURRENT			
Employee benefits	12(a)	446,117	358,423
(a) Aggregate employee benefits liability		<b>3,316,556</b>	<b>2,632,607</b>
(b) Number of employees at year end		<b>202</b>	<b>191</b>
<b>NOTE 13: EQUITY</b>			
Total equity at the beginning of the financial year		11,691,625	10,345,965
Total changes in equity recognised in the statement of financial performance		661,329	1,345,660
Total equity at the reporting date		<b>12,352,954</b>	<b>11,691,625</b>

	Notes	2005 \$	2004 \$
<b>NOTE 14: RESERVES</b>			
Scientific Research Fund	(a)	-	69,864
Foundation for Educational Research	(b)	298,280	-
Strategic Initiatives Fund Reserve	(c)	-	1,029,746
		298,280	1,099,610
<b>(a) Scientific Research Fund</b>			
Movements during the financial year:			
Opening balance		69,864	65,847
Transfers to (from) Reserve		(69,864)	4,017
Closing balance		-	69,864
This reserve contains funds that directly relate to employees that wish to participate in educational research and development activities.			
<b>(b) Foundation for Educational Research Fund</b>			
Movements during the financial year:			
Opening balance		-	-
Transfer to (from) Reserve		298,280	-
Closing balance		298,280	-
This reserve contains the funds that have been allocated directly to the Foundation for Educational Research.			
<b>(c) Strategic Initiatives Fund Reserve</b>			
Movements during the financial year:			
Opening balance		1,029,746	1,029,746
Transfer to (from) Reserve		(1,029,746)	-
Closing balance		-	1,029,746
This reserve is available to fund strategic initiatives that relate directly to the operations of the company. The directors have decided to transfer this reserve to accumulated surpluses in the 2005 year.			
<b>NOTE 15: RETAINED SURPLUSES</b>			
Retained surpluses at the beginning of the financial year		10,592,015	9,250,372
Net surplus (deficit) attributable to members of the entity		661,329	1,345,660
Transfers to reserves		801,330	(4,017)
Retained surpluses at the end of the financial year		12,054,674	10,592,015

	Notes	2005 \$	2004 \$
<b>NOTE 16: CAPITAL AND LEASING COMMITMENTS</b>			
<b>(a) Finance leasing commitments</b>			
Payable			
- not later than one year		96,211	-
- later than one year and not later than five years		48,105	-
Minimum lease payments		144,316	-
Less future finance charges		(15,284)	-
Total finance lease liability		129,032	-
Represented by:			
Current liability	11	83,110	-
Non-current liability	11	45,922	-
		129,032	-
The above finance lease relates to computer equipment.			
<b>(b) Operating lease commitments</b>			
Non-cancellable operating leases contracted for but not capitalised in the financial statements:			
Payable			
- not later than one year		416,272	-
- later than one year and not later than five years		867,654	-
		1,283,926	-
General description of leasing arrangement:			
The above operating leases attach to the rented premises in South Sydney and the staff novated car leases.			
<b>(c) Capital expenditure commitments contracted for:</b>			
- plant and equipment purchases		282,460	-
		282,460	-
The capital expenditure relates to the purchase of 180 desktop computers.			

Notes	2005 \$	2004 \$
<b>NOTE 17: CASH FLOW INFORMATION</b>		
(a) Reconciliation of cash		
Cash at the end of the financial year as shown in the statement of Cash Flows is reconciled to the related items in the statement of financial position as follows:		
Cash on hand	1,250	1,250
Cash at bank	1,087,610	2,188,824
	<b>1,088,860</b>	<b>2,190,074</b>
(b) Reconciliation of cash flow from operations with surplus from ordinary activities		
Surplus from ordinary activities	690,447	1,345,660
Non-cash flows in surplus from ordinary activities		
Amortisation	-	15,000
Depreciation	1,052,229	967,006
Charges to provisions	25,000	40,000
Write-off of intangible assets	397,007	-
Write-off of obsolete stock	159,357	-
Changes in assets and liabilities		
Increase in receivables	(2,852,604)	(1,879,313)
Increase in inventories	(45,934)	(76,647)
Decrease in grants received in advance	(258,322)	(41,531)
Increase/(decrease) in payables	575,035	(332,871)
Increase in provisions	682,418	262,528
Cash flows from operations	<b>424,633</b>	<b>299,832</b>

**NOTE 18: MEMBERS' GUARANTEE**

The company is limited by guarantee. If the company is wound up, the articles of association state that each member is required to contribute a maximum of \$20 each towards meeting any outstanding obligations of the company. At 30 June 2005 the number of members was 10 (2004: 10).

**NOTE 19: COMPANY DETAILS**

The registered office of the company is:  
 Australian Council For Educational Research Ltd  
 19 Prospect Hill Road  
 Camberwell VIC 3124

**AUSTRALIAN COUNCIL FOR EDUCATIONAL RESEARCH LTD**  
**ABN 19 004 398 145**

**INDEPENDENT AUDIT REPORT TO THE MEMBERS OF**  
**AUSTRALIAN COUNCIL FOR EDUCATIONAL RESEARCH LTD**

**Scope**

**The financial report and directors' responsibility**

The financial report comprises the statement of financial position, statement of financial performance, statement of cash flows, accompanying notes to the financial statements and the directors' declaration for Australian Council For Educational Research Ltd, for the year ended 30 June 2005.

The directors of the company are responsible for the preparation and true and fair presentation of the financial report and have determined that the accounting policies used and described in Note 1 to the financial statements which form part of the financial report are appropriate to meet the requirements of the Corporations Act 2001 and are appropriate to meet the needs of the members. This includes responsibility for the maintenance of adequate accounting records and internal controls that are designed to prevent and detect fraud and error, and for the accounting policies and accounting estimates inherent in the financial report.

The financial report has been prepared for distribution to members for the purpose of fulfilling the directors financial reporting requirements under the Corporations Act 2001. We disclaim any assumptions of responsibility for any reliance on this report or on the financial report to which it relates to any person other than the members, or for any purpose other than that for which it was prepared.

**Audit approach**

We conducted an independent audit in order to express an opinion to the members of the company. Our audit was conducted in accordance with Australian Auditing Standards, in order to provide reasonable assurance as to whether the financial report is free of material misstatement. The nature of an audit is influenced by factors such as the use of professional judgement, selective testing, the inherent limitations of internal control, and the availability of persuasive rather than conclusive evidence. Therefore, an audit cannot guarantee that all material misstatements have been detected.

We performed procedures to assess whether in all material respects the financial report is presented fairly, in accordance with the accounting policies described in Note 1, so as to present a view which is consistent with our understanding of the company's financial position, and of their performance as represented by the results of its operations and its cash flows. These policies do not require the application of all Accounting Standards and other mandatory professional reporting requirements in Australia. No opinion is expressed as to whether the accounting policies used and described in Note 1, are appropriate to the needs of the members.

We formed our audit opinion on the basis of these procedures, which included:

- examining, on a test basis, information to provide evidence supporting the amounts and disclosures in the financial report, and
- assessing the appropriateness of the accounting policies and disclosures used and the reasonableness of significant accounting estimates made by the directors.

While we considered the effectiveness of management's internal controls over financial reporting when determining the nature and extent of our procedures, our audit was not designed to provide assurance on internal controls.

**Independence**

In conducting our audit, we followed applicable independence requirements of Australian professional ethical pronouncements and the *Corporations Act 2001*.

**Audit Opinion**

In our opinion, the financial report of Australian Council For Educational Research Ltd is in accordance with:

- (a) the *Corporations Act 2001*, including:
  - (i) giving a true and fair view of the company's financial position as at 30 June 2005 and of their performance for the year ended on that date in accordance with the accounting policies described in Note 1; and
  - (ii) complying with Accounting Standards in Australia to the extent described in Note 1 and the Corporations Regulations 2001; and
- (b) other mandatory professional reporting requirements to the extent described in Note 1.

Saward Dawson



Bruce Saward

Partner

2 September 2005

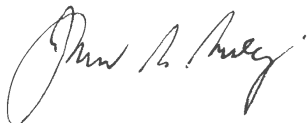
# Directors' Declaration

The Directors have determined that the company is not a reporting entity. The Directors have determined that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

**The Directors of the company declare that:**

1. The financial statements and notes, as set out on pages 17 to 26:
  - (a) comply with Accounting Standards as detailed in Note 1 to the financial statements and the Corporations Act; and
  - (b) give a true and fair view of the company's financial position as at 30 June 2005 and its performance for the financial year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements.
2. In the Directors' opinion there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Directors.



**Director:** Professor Jillian Maling



**Director:** Professor Geofferey Masters

**Dated:** 2 September 2005

# Members of ACER Council: 2004 – 2005

## Chair

---

Maling, Jillian

## Deputy Chair

---

Porter, Paige

## Elected Members

---

**Caldwell, Professor Brian**, BSc, BEd *Melb*, MEd, PhD *Alberta*  
Managing Director, Educational Transformations Pty Ltd

**Croke, Dr Brian**, BA(Hons), DipEd *Macquarie*, DPhil *Oxford*, Fellow,  
Australian Humanities Academy  
Executive Director, Catholic Education Commission, NSW

**Mackay, Mr Anthony**, BEc (Monash), BEd (Monash), MA (Ed)  
(London)

Director, Centre for Strategic Educational Thinking,  
Incorporated Association of Registered Teachers of Victoria

**Maling, Professor Jillian**, AM, BA, DipEd, BEd *Melb.*, PhD *Stanford*  
FACE

Educational Consultant, South Australia

**Porter, Professor Paige**, BA *Missouri*, MA PhD *Stanford*  
Executive Dean (International Relations), The University of  
Western Australia

**MacCullum, Dr Judith**, BSc(Hons) *NSW*, DipEd *Newcastle*, BEdSt  
*Qld*, Med *Murdoch*, PhD *Murdoch*

Director, Centre of Learning, Change and Development  
School of Education, Murdoch University, Murdoch WA

## Nominee of Australian Education Systems Officials Committee

---

**Marshall, Mr Steve**, MBA *Deakin Geelong*, GradDipProfDev  
SA, GradDip CurrDev SA, GradDipEd Admin SA, Cert Human  
Achievement Skills SA, BEdDipT SA

Chief Executive, Department of Education & Childrens'  
Services SA

## Nominee of Secretary of Commonwealth Department of Education, Science and Training

---

**Borthwick, Ms Jessie**, BA (Asian Studies) *ANU*, Dip Art & Design  
*Prahran CAE*

Group Manager, Research Analysis & Evaluation Group,  
DEST

## Staff Member

---

**Rothman, Dr Sheldon**, BA (Massachusetts), MAT (New  
Mexico State), MEd (Hons I) (UNE), EdD (Harvard)

Senior Research Fellow, Australian Council for Educational  
Research

## Executive Director

---

**Masters, Professor Geofferey**, BSc, Med *WA*, PhD *Chicago*, FACE  
Chief Executive Officer, Australian Council for Educational  
Research

\* All members of Council were also members of the Board of Directors



# Members of Staff: 2004 – 2005

## **Chief Executive Officer**

---

Masters, Geoff, BSc, MEd *UWA*, PhD *Chicago*, FACE

## **Personal Assistant to CEO**

---

Vivienne Acker (from July 04)

## **International Development**

### **Director of International Development**

---

McGuckian, Peter, BAgSc, DipEd *Melb*

### **Administrative Officer**

---

Kruse, Julie

## **Corporate Development**

### **Director of Corporate Development**

---

Moore, Robert, BCom *Melb*

### **Human Resources Manager**

---

Coyle, Suzanne, BA Dip Ed *Macquarie* (from Nov 04)

McSweeney, Fiona, BA(Hons) *Melb*, GradDip IR/HRM *RMIT* (on leave from Oct 04)

### **Human Resources Officer**

---

Archibald, Renée, BBus (HRM/ Mktg) *Swin* AHRI (from Oct 04)

Matar, Sarah, BBus (IR/HRM) *RMIT* (to Sep 04)

## **Corporate Services**

### **Director of Corporate Services and Chief Financial Officer**

---

Dawes, Wayne, BBus *Monash*, FCPA *ACIS*

### **Corporate Publicity and Communications Manager**

---

Reynolds, Louise, Cert Public Relations *RMIT*, BA(Hons) *LaT*, MA (Communications) *Monash*, Cert IV *Stotts*

### **Corporate Communications Officer**

---

Robinson, Julia, BA(Jour.) *RMIT*, GradCert(Mgt) *Deakin*

### **Facilities and Services Coordinator**

---

Sheean, Anita

### **Receptionists**

---

Coyne, Meg

Dempster, Pamela (from Aug to Oct 04)

Mendelevich, Natalya

## **Relief Receptionist/ Accounts Officer**

---

Miles, Louise (from Aug 04 to Mar 05)

## **Record Services Manager**

---

Fraser, Simon

## **Record Services Officer**

---

Bonning, Judy

## **Despatch Officer**

---

Evans, David

## **Cleaning Services**

---

Skiadopoulos, Marina

## **Financial Services**

### **Director of Corporate Services and Chief Financial Officer**

---

Dawes, Wayne, BBus *Monash*, FCPA *ACIS*

### **Corporate Accountant**

---

Cameron, Andrew, BCom *Deakin*, CPA

### **Divisional Accountant**

---

Nichol, Chris, BBus *Swin*, CPA (to Aug 04)

### **Project Accountant**

---

Thomas, Alison, BBus(Acc) *Bendigo* (from Feb 05)

### **Payroll Officer**

---

Thomas, Alison, BBus(Acc) *Bendigo* (to Feb 05)

Harvey, Warwick (from Feb 05)

### **Assistant Accountant**

---

Guzowska, Anna, BEco, *Warsaw*

Trembath, Stewart, BBus *Swin*

### **Accounts Officers**

---

Car, Lyn

Evans, Dilsie

McLean, Sophie

## **Information Technology**

### **Manager**

---

Guzowski, Andrew, MSc EEng *WUT*

### **Network and Support Manager**

---

Nguyen, Daryl, BIS *Monash*

## Software Engineering Manager

---

Liddelow, Tim, BAppSci Computer Science *RMIT*

## Software Engineers

---

Chan, Phooi Lai, BComp(Hons) *Monash*

Chin, Edward, GradDip Business Systems *Monash*, MBusSys *Monash*, BBus *Huafan*

Daws, Alisdair, BSc(Hons) GradDip Internet & Web Computing  
PhD MastTech (Internet & Web Computing)

Haldane, Samuel, BCS *Melb* (from Oct 04)

Hare, John

Rainsford, David, BA(Hons) Economics *Essex*

## Network Administrator

---

Nguyen, Hoai, BCompSci *Monash*

## Desktop Support Officer

---

Lie, Jafar, DipTech(Comp) Bcomp *Monash*

Morling, Lucas

## Web Developer

---

Telliler, Gulay (from May 05)

## Online Services Coordinator

---

Maresch, Amanda, BA(Hons) Interactive Multimedia *Edith Cowan*  
(to Mar 05)

## Project Services

### Manager

---

Carrigan, Jim, MEI *Swin*

### Permissions Officer

---

Anthony-Harvey-Beavis, Debra BBSci (Hons)

### Administrative Staff

---

Buckley, Carole

Cowhey, Pauline

Kent, Rachel, BBus(InfoSystems) *VUT*

### Photocopying Services

---

Koglin, Dianne

## Professional Resources Division

### Deputy CEO (Professional Resources)

---

Macklin, Pamela, DipTeach *Melb*, B Ed *Deakin*, Grad Dip Arts (Asian Studies) *Melb*, DipCDC AICD, GAICD, AFAIM, MACE (from Jun 05)

## ACER Press

### Manager

---

Morris, Deirdre, BA *ANU*

### Consultant Psychologist

---

Power, Marian, BA(Hons) *Melb*, GradDip Career Educ *RMIT*,  
MA(AppPsych) *Melb*, MAPS, AHRI, AACC

### Sales & Marketing Manager

---

Fyffe, Ros, BA *Swin*, GradDip Mktg *Monash* (to Jul 04)

Rolls, Annemarie, BA (Hons.Lit.) *CofC, USA*, MA (Communications)  
*Monash*, Grad.Cert (Ed. & Training) *VUT* (from Oct 04)

### Marketing Administrative Officer

---

Stephens, Mandy. BA *Monash*, GradDip Mktg *RMIT* (from Dec 04)

Thomson, Virginia, BA *Monash*, CertBusStud (Advertising) *RMIT*  
(to Dec 04)

### Marketing Promotions Officer

---

Koch, Josh, Cert IV ProfWriting & Editing *RMIT* (from Apr 05)

Weller, Nadean, BComm (Journalism) Dip ProfWriting & Editing  
(to Jan 05)

Whyte, Lizzie (from Feb to Apr 05)

### Sales Consultant, Education

---

Cornish, Terri, BEd(Hons) *Wollongong*, Dip Book Editing & Publishing,  
*Macleay College* (from May 2004)

Smith, Barbara, BCom, DipEd, *Melb.*, GradDip (SecStudies) *VicColl*,  
GradCert (Career Counselling) *RMIT*

### Sales Consultant, HR/Psychology

---

Ferrara, Gerard, BA (Psych/HRM) *Swin*, GradDip (AppPsych) *VU*,  
MAPS, AHRI (from Apr 05)

McColough, Melissa, B.Sc.(Psychol.) (Hons) *UNSW*, Grad Cert  
Personnel Mgt *Sydney Institute TAFE*, M.Psych.(Applied) (Hons) *UNSW*,  
MAPS, MAHRI, AACC (from Jan 05)

Wigg, Rebecca, BBus (HRM/Psych) *Deakin*, GradDipAppPsych *Swin*  
(to Jan 05)

### Customer Service Supervisor

---

O'Loughlin, David (from Feb 05)

### Customer Service Coordinator

---

Higgins, Christine, GradCert(Mgt) *Deakin* (from Feb 05)

### Customer Service Officers

---

Dicken, Donna (to Nov 04)

Gardiner, Jan

Keele, Julie, TPTC *Coburg*

Manuel, June

McNab, Victoria, BA, GradDipPsych *Melb*

### **Despatch Manager**

---

O'Neill, Steven

### **Despatch Officers**

---

Gilder, Peter

Matravers, Philip

Smith, Ian

### **Publishing Manager**

---

Peterson, Anne, BA (Hons) DipEd LaT (to Jun 05)

Saubern, Ralph, Grad Dip Comp Science (Hons) RMIT, BA Melb, BEd LaT, MTESOL Monash, CTEFLA Holmes College (from Aug 05)

### **Managing Editor**

---

Whitton, Joy, BA(Hons) DipEd Melb

### **Test Publisher and Agencies Manager**

---

Saubern, Ralph, Grad Dip Comp Science (Hons) RMIT, BA Melb, BEd LaT, MTESOL Monash, CTEFLA Holmes College (to Aug 05)

### **Publishing Consultant**

---

Goldsworthy, Joanna, BA(Hons) Oxon. (to Apr 05)

### **Production Manager**

---

Coates, Jillian

### **Project Editor**

---

Pinches, Amanda, BComm (Public Relations) Monash, CertArts & DipArts (Professional Writing and Editing) Chisholm (from Dec 04)

### **Editorial Assistant**

---

Pinches, Amanda, BComm (Public Relations) Monash, CertArts & DipArts (Professional Writing and Editing) Chisholm (to Dec 04)

### **Administrative Assistant**

---

Koch, Josh (from Jan to Apr 05)

### **Publishing Manger, Journals**

---

Holden, Steven, BA(Hons) DipEd M.A PhD

### **Senior Project Officer, Educare**

---

Richardson, Lesley

### **Senior Project Officer, Advertising**

---

Bourozikas, Vicki

### **Desktop Publisher, Educare**

---

Schubele, Ralph

### **Project Publishing Manager**

---

Grose, Craig (from Apr 05)

### **Project Publishing Coordinator**

---

Blake, Caroline (on leave from Dec 04)

### **Senior Desktop Publishing Officers**

---

Jeffrey, Darren, DipArt (Graphic Art) RMIT

McGregor, Wendy

### **Desktop Publishing Officer**

---

Locock, Gloria

## **Australian Principals Centre**

### **Manager**

---

Thornton, Nick, B.Com Deakin, Higher Diploma of Teaching (Secondary), Melb State College, Trained Secondary Teachers Certificate (Secondary Teachers College), Graduate Diploma in Educational Administration (Hawthorn Institute of Education), Diploma of Business (Gordon Institute of Technology), CPA, FACE. (from Jan 05)

### **Assistant Manager**

---

Jackson, Andrew, BA (Hons), Monash, BEd, Monash TPTC, AFAPC (from Jan 05)

### **Senior Project Officer**

---

Meachen, Janine, Cert III Bus Admin VQA (from Jan 05)

### **Finance Officer**

---

Harrison, Elaine, Cert III Bus Admin VQA (from Jan 05)

### **Desktop Publishing Officer**

---

Jackson, Nick (from Jan 05)

## **Assessment Services**

### **General Manager**

---

Jackson, Deirdre, MBus RMIT, Cert Project Consulting RMIT, BA Monash, TPTC Monash, TTLC, Melb

### **Manager, Medical and Professional Programs**

---

Aldous, Cecily, BA Melb, DipEd(TESL) LaT

### **Manager, Computer Based Assessments**

---

Butler, Adele, BSc(Hons) Monash, DipEd Rusden, BEd Monash, GradCertEduLeadership VUT, MEd RMIT MPD-Master Project Director, AIPM

### **Education Consultant**

---

Morath, John, DipEd, BEd Melb, BA, MA Monash

MacMahon Ball, Marita, BA (Hons) Dip Ed Sydney, MA (Communications) Monash (from Apr 05)

### **Markers Coordinator**

---

Dick, Wendy, BA, MA Melb, TPTC Frankston/Monash

### **Senior Research Fellow**

---

Richardson, Carmel, BA Ed. (Hons), M. Ed. Psych Melb MAPS

### **Research Officer**

---

Ransfield, Daron

## Project Directors

---

Brinson, Laura (from Dec 04)

Dodds, Robyn, BA RMIT, GradDipSoc LaT

Filipi, Anna, BA MA Melb, DipEd PhD Monash

MacLeod, Kirsty, BEco/BA(Hons) Monash (from Jan 05)

Nankervis, Susan, BEd, MEd Melb

Richardson, Carmel, BA Ed. (Hons), M. Ed. Psych Melb MAPS

Weeding, David, BEd Melb

## Senior Project Officers

---

Douglass, Samantha, BA Visual Arts (to Dec 04)

Evans, Sandra, BA Monash, BAppSci VCAH, AdvCertIT NMI TAFE

Haby, Kerry, BA Monash (to May 05)

Hubbard, Melissa, Cert (Travel & Tourism), Holmes Coll. (to Nov 04)

McLean, Penny, BEd, DipTeach

Sadler, Alison, BA Dip Ed

Brinson, Laura, AssocDipAppSocSci (Lib&InfSt) Swin. (to Dec 04)

Greaves, Sarah, BEd, Post Grad Dip in Comp Ed, Grad Dip Info Mgt (from May 05)

Stockfeld, Louise, BA Library & Information Science, MRSA (to Feb 05)

Williams, Tanya, BA Melb Grad. Dip. Ed. Melb (from Aug 04)

## Project Officers

---

Buttress, Wei, BBus (International Finance) BA (Foreign Languages) Shenyang (to Jul 04)

Chung, Michelle, BBus (InfoSystems) RMIT (from Aug 04)

Greaves, Sarah, BEd, Post Grad Dip in Comp Ed, Grad Dip Info Mgt (to May 05)

Miles, Louise (from Mar 05)

Norris, Lisa (from Aug 04)

## Administrative Officer

---

Skinner, Heather

## Centre for Professional Learning

### Manager

---

Hoad, Kerry-Anne, MEd Melb, BA Deakin, GradDip Special Ed SCVB, DipTeach IECD (from Nov 04)

### Coordinator

---

Hoad, Kerry-Anne, MEd Melb, BA Deakin, GradDip Special Ed SCVB, DipTeach IECD (to Nov 04)

### Administrative Officer

---

Taylor, Margaret

## Cunningham Library

### Manager

---

Clarke, Sue, BA NE MBA RMIT GDipComlDatProc RMIT AALIA (from Mar 05)

Findlay, Margaret, BA VicColl, AALIA (to Dec 04)

### Senior Librarian

Gifford, Anna, BA, GradDip Librarianship & Info Studies, GradDip Arts Management Melb (to Aug 04)

### Librarians

Hughes, Stuart, BA(Hons) Otago, MA Monash, AALIA

Grimston, Tine, BEd Librarianship Melb State Coll

MacKeen, Joel, BA(English) Calgary, MA (Lib&InfSt) Alberta AALIA

McDowell, Katie, GradDip(Info Services) RMIT, BA Melb.

Psiliakos, Lula, BBus RMIT, AALIA

Stockfeld, Louise, BA Library & Information Science, MRSA (to Oct 04)

### Library Technician

---

Britton, Cheryl, AssocDipAppSocSci (Lib&InfSt) Box Hill TAFE

## Assessment and Reporting

### Research Director

---

Forster, Margaret, BA(Hons) DipEd LaT, MEdSt Monash

### Principal Research Fellow

---

McCrae, Barry, BSc(Hons), DipEd Melb, MEd Monash

### Senior Research Fellows

---

Anderson, Prue, BA Monash, DipEd LaT, MEd Studies Monash (from Dec 04)

Bryce, Jennifer, BA, BEd Melb, DipArts VicColl, MSocSci RMIT, PhD RMIT (from Nov 04)

Farkota, Rhonda, DipTeach, BEd Melb, MEdSt Monash, EdD Monash (from Jul 04)

Hambur, Sam, BSc(Hons) Monash, DipEd HIE

Lai, Kelvin, BA (Hons) Maths/Statistics, MEd (Ed Evaluation), AdvancedDipEd, DipEd Hong Kong, MSc (AppStats) Oxford, PhD (Ed. Measurement and Assessment) Melb

Lumley, Thomas, MA Oxon, Dip Ed LaT, MA PhD Melb (from Oct 04)

McCurry, Doug, BA(Hons), DipEd LaT, PhD Monash

Mendelovits, Juliette, BA(Hons), DipEd LaT, MA(Eng) Melb

Morgan, George, BSc(Hons) UNSW, DipEd SCV, MSc LaT, MEd Melb

Stephanou, Andrew, Laurea in Physics Rome, DipEd Melb

Wu, Margaret, BSc(Hons) GDip Computer Studies, DipEd, MEd, PhD

## Research Fellows

---

**Anderson, Prue**, BA *Monash*, DipEd *LaT*, MEd Studies *Monash* (to Dec 04)

**Bastecky, Lucy**, GradDipEd *ACU*, BA(Hon) *LaT*, BAComm *NSWIT* (from Sep 04)

**Bibby, Yan**, BEng *Shanghai*, MEng *Auck*, CertIT *Newcastle*, GradDipAppFinInv *SIA*

**Blackwood, Mary**, B Agric.Sci. *Melb* GradDipEd *UTS* CELTA *Cambridge* (from Jun 05)

**Bryce, Jennifer**, BA, BEd *Melb*, DipArts *VicColl*, MSocSci *RMIT*, PhD *RMIT* (to Nov 04)

**Butler, Mark**, BSc(Hons) *Warwick*, PGCE *Manchester* (from Aug 04)

**Chiavarioli, Neville**, BAppSci *LaT*, BA(Hons) *Melb*, MPhil *Cambridge* MEd *Melb*

**Dulhunty, Mark**, BSc *Melb* MAssessEval *Melb* (from Jul 04)

**Hall, Robyn**, BA(Hons) BSc, *Monash*

**Farkota, Rhonda**, DipTeach, BEd *Melb*, MEdSt *Monash*, EdD *Monash* (to Jul 04)

**Fraillon, Julian**, BA GradDip *Melb*, PostGradDip (Maths) *Melb*

**Harding, John**, BSc *Monash* DipEd *Rusden State Coll.* DipArts *Bendigo Coll.* BEd *Monash*

**Hughes, Melissa**, BA(Hons) *Monash*, Grad.Dip.Ed *Monash*, Grad Cert CALL *Melb* (on leave from Dec 04)

**Hunt, Malcolm**, BSc(Hons), DipEd, PhD *Melb*

**Inglis, Andrea** (from Jan 05)

**Jackel, Brad**, BA(Hons), PhD *Monash* (from Jan 05)

**Kreibich, Robyn**, BSc (Hons), Dip Ed, *Monash* Cert Software Applications *Swinburne* (from March 2004)

**Leihy, Peodair**, MA, M. Com (Melb) MSt. (Oxon) CELTA (from Jan 05)

**Lindsey, John**, BSc(Hons), PhD *Monash*, DipEd *Melb*

**Lye, Helen**, BSc *Melb*, DipEd *Monash*

**Martin, Ron**, BSc BEd GradDipEdAdmin *Melb*, MEnvSci PhD (Environmental Studies) *Monash*

**Maher, Fran**, BSc(Hons) *ANU*, PhD *Melb*, Grad. Dip. Ed, *Melb* (to Jan 05)

**McGregor, Margaret**, BEd (Prim), MEd Studies *Monash*, TPTC *Frankston*

**McLaren, David**, BSc *Melb*, DipEd *LaT* (from Jul 04)

**McQueen, Joy** (from Aug 04)

**Morrissey, Noni**, BEd *Melb* BA *Monash*

**Nixon, Judy, BA**, DipEd *Melb*, BA Psych (Hons) *Deakin*

**Peck, Ray**, BSpecial Ed *Monash*, BSc, DipEd *Melb*

**Pywell, Sean**, BSc(Hons), Dip Ed, PhD

**Raivars, Andrew**, BA(Hons), DipEd, BLitt(Hons) *Monash*, GradDipMathSc *MCAE*

**Rollo, Greta**, BEd *Sydney* MTeachEd (SpecialEd) *UTS*

**Simpson, Brian**, BSc, DipEd *Melb*

**Thau, Felicia** (from Oct 04)

**Urbach, Daniel**, Bcom(Hons) *Monash* (from Apr 05)

## Research Officers

---

**Calvitto, Leanne**, BAppSci(Hons) *RMIT* (from May 05)

**Michaels, Esther**, Cert SmallBusMgt BEd (MathsSci) *Melb*

**Searle, Dara**, BA/ BSc(Hons) Psych *Melb* (from Jan 05)

**Twigg, Kylie**, BBSoc (Hons) *LaT* (from May 05)

**Urbach, Daniel**, Bcom(Hons) *Monash* (to Apr 05)

## Senior Administrative Officer

---

**Bolton, Kirsty**, BA (Anthropology) *Monash*, Grad Dip Museum Studies *Deakin* (from Mar 05)

## Administrative Officer

---

**Bates, Susan** (to Dec 04)

## Early Childhood Education

### Research Director

---

**Elliott, Alison**, BEd, BEd St, MEd St, PhD *FACE*

## Learning Processes and Contexts

### Research Director

---

**Rowe, Ken**, BA (Hons) PhD *Melb*, MSc *London*, DipGenStuds *Swin*, TPTC *FACEL*

### Principal Research Fellows

---

**Khoo, Siek Toon**, BSc *Canterbury* NZ, DipEd *Singapore*, GrdDipCompSc *LaT*, MEdSt *Monash*, PhD *UCLA*

**Purdie, Nola**, PhD, MEd, BEd, DipPhysEd *UWA* TC *Claremont*

### Senior Research Fellow

---

**Withers, Graeme**, BA *Melb*

### Research Fellow

---

**Ellis, Louise**, BPsych(Hons) *Macquarie*, PhD(Psych) *UWS*, Psych Reg Board NSW, Assoc MAPS (to Aug 05)

**Frigo, Tracey**, BBSoc *LaT*, DipEd *Bendigo*, GradDipAdol&Child Psych *Melb*

### Indigenous Education Researcher

---

**Stone, Alison**, BEd *UTAS*, MEd *UTAS* (from Oct 04)

### Research Officers

---

**Nolan, Kathy**, BEd, DipTeach *ACU*, GradCertEdStudies (TESOL)

**Fleming, Nicole**, BBSoc *LaT*, PGradDipPsych *Melb*, Assoc MAPS

## Administrative Officer

---

Bates, Susan (from Dec 04)

Firth, Patricia

## National and International Surveys

### Deputy CEO (Research) and Research Director

---

Ainley, John, BSc, MEd, PhD *Melb*, FACE

### Principal Research Fellow

---

Thomson, Sue, BAppSci *RMIT*, DipEd *Monash*, GradDipMathsEd *Deakin*, MEdSt, PhD *Monash* (from Jan 05)

### Senior Research Fellows

---

Berezner, Alla, BSc, MSc *Moscow*

Cresswell, John, BSc, BEd *UWA*, MEd *UTas*, PhD *Curtin* (to Sep 04)

Koomen, Marten, BEd, GradDipTechEd *Melb*, MBA, MEd Studies *LaT*

Mellor, Suzanne, BA, DipEd *Melb*, BEd *LaT*, MEdSt *Monash*, MACE (from Aug 04)

Murphy, Martin, BA, DipEd, MEdStds *Monash*, GradDipSocStat *Swin* (from Mar 05)

Schulz, Wolfram, Dipl-Pol *Berlin*, PhD (EcoSocSci) *Rostock*

Thomson, Sue, BAppSci *RMIT*, DipEd *Monash*, GradDipMathsEd *Deakin*, MEdSt, PhD *Monash* (to Jan 05)

Turner, Ross, MSc, DipEd *Melb*, DipEdPsych *Monash*

Walker, Maurice, BA(Hons) *VUW*, MAssessEval *Melb*

### Research Fellows

---

Gebhardt, Eveline, MA Psych *UVA*

De Bortoli, Lisa, BAppSci *Deakin*, GradDipCounsPsych *RMIT*, Assoc MAPS

Hollingsworth, Hilary (to Jul 04)

Lay, Dulce, BEco *LaT* (from Mar 05)

Le, Luc, BSc *Hue*, MEd *RMIT*

Macaskill, Greg, BSc(Hons) *Adel*, GradDipComStudies *RMIT*

Mellor, Suzanne, BA, DipEd *Melb*, BEd *LaT*, MEdSt *Monash*, MACE (to Aug 04)

Murphy, Martin, BA, DipEd, MEdStds *Monash*, GradDipSocStat *Swin* (to Mar 05)

Nguyen, Van, BSc *Hue*, MEd *RMIT*, MA Psych, PhD *Hanoi*

Routitsky, Alla, BSc(Hons, Math) PhD *Voronezh*, DipEd *Melb*, DipSocStats *Swin*

Wernert (Fleming), Nicole, BBSc *LaT*, PGradDipPsych *Melb*, Assoc MAPS (from Nov 04)

## Research Officers

---

Doukas, George (from Jun 05)

Handayani, Dewi, ST *ITB*

Hong, Jennifer, BA, MSc(App Statistics) *Swin* (from May 05)

Lay, Dulce, BEco *LaT* (to Mar 05)

McKelvie, Pippa BA/BSc(Hons) *VUW*, MSc Psych *Melb* (from Feb 05)

Searle, Dara, BA/BSc(Hons) Psych *Melb* (to Jan 05)

Underwood, Catherine, BA, GradCert (Soc Statistics), *Swin*

Wernert (Fleming), Nicole, BBSc *LaT*, PGradDipPsych *Melb*, Assoc MAPS (from Nov 04)

### Senior Project Officer

---

Buttress, Wei, BBus (International Finance) BA (Foreign Languages) *Shenyang* (from Jul 04)

Wardono, Wahyu, ST, *ITB*, *Indonesia* MBA, *Colorado State University, USA* (from Jul 04)

### Senior Administrative Officer

---

Zubrinich, Julie, BA *UWA*, BEd *Deakin*

### Software Engineer

---

Haldane, Samuel, BCS *Melb* (to Oct 04)

## System and School Testing

### Research Director

---

Tognolini, Jim, BAppSc(Physics), *WAIT*; BEd, *UWA*; MEd, PhD, *Murdoch*, MACE

### Manager, Government Projects

---

Freeman, Chris, M.A. *Macq*, BComm *UniQld*, Dip Teaching *ASOPA*

### Manager, System Testing

---

Arthur, Phillip, BEd *ACAE* (from Oct 04)

### Senior Research Fellow

---

Davidson, Michelle, MEd *Syd*, BEd *UNSW*, DipEd *SCAE*

### Research Fellows

---

Basides, Helen (from Jan 05)

Blackwood, Mary, B Agric.Sci. *Melb* GradDipEd *UTS* (from Aug 04)

Blumen, Sacha, B.Arts (Hons) *U.Qld*, A.Mus.A. (from Jan 05)

Eveleigh, Frances, DipEd *SCAE*, BEd *UNSW*

Hungi, Njora, Diploma & B.Sc. (Hon.) *Egerton University* M.A., M.Ed., Ph.D. *Flinders* (from Jan 05)

Leong, Claire (from Jan to Jun 05)

Reid, Greg, BEd/BA (Hons) *James Cook Prep Cert TEFL London* and *DST Sydney*

Smith, Brooke, BSc(Hons) Psych *Wollongong* (on leave from 04)

### **Project Director**

---

Spurway, Caroline (to Nov 04)

### **Senior Project Officer**

---

Moore, Holly (from Mar to Jun 05)

### **Administrative Officers**

---

James, Kari, B Media *Macquarie* (to Mar 05)

Schollum, Kaye (from Apr 05)

## Teaching and Learning

### **Research Director**

---

Ingvanson, Lawrence, BSc DipEd *UWA*, MA *London*, PhD *Monash*  
FACE

### **Principal Research Fellow**

---

Beavis, Adrian, BA *Chisholm*, MEd and PhD *Melb*

### **Senior Research Fellow**

---

Anderson, Michelle, BEd *Rusden*; MEd (Hons) *Melb* (from  
May 05)

Meiers, Marion, BA, DipEd *Melb*, BEd, MEd *Monash*, MACE

### **Research Fellows**

---

Kleinhenz, Elizabeth, BA, BEd *Melb*, Ed.D MEd *Monash* TPTC

Semple, Anne, BSc DipEd *Reading UK*, MEd *Monash*, FSTAV FACE  
(to Dec 04)

Wilkinson, Jenny, B.A. *Melb*; B. Ed. *Melb*; Master of Ed. Stud. *Monash*;  
Certificate of Gifted Education, *Monash* (from Nov 04)

### **Administrative Officer**

---

Bastecky, Lucy, GradDipEd *ACU*, BA(Hon) *LaT*, BAComm *NSWIT*  
(to Aug 04)

Curtin, Emma (from Oct 04)

## Transitions and Economics of Education

### **Research Director**

---

McKenzie, Phillip, BEc(Hons), DipEd, MEd, PhD *Monash*, FACE

### **Principal Research Fellow**

---

Marks, Gary, BSc(Hons), MSc *Melb*, PhD *Qld*

Rothman, Sheldon, BA *Massachusetts*, MAT *New Mexico State*,  
MEd(Hons) *UNE*, EdD *Harvard* (from Mar 05)

### **Senior Research Fellow**

---

Curtis, David, BSc Hons *Adel*, Grad Dip Inst Comp (SACAE),  
MEdSt, MA, EdD *Flinders* (from Apr 05)

McMillan, Julie, BA(Hons), PhD *UQ* (on leave from Jun 05)

Rothman, Sheldon, BA *Massachusetts*, MAT *New Mexico State*,  
MEd(Hons) *UNE*, EdD *Harvard* (to Mar 05)

### **Research Fellows**

---

Hillman, Kylie, BA(Hons) MEd Psych *Melb* Psych Reg Board Vic

### **Senior Administrative Officer**

---

Zubrinich, Julie, BA *UWA*, BEd *Deakin*

## ACER, Dubai Office

Egbert, Alan

D'Souza, Supatra B.Sc-Microbiology *Joseph's, India*, MHM *Fr.*  
*Mullers Inst Med Sci India* (from Mar 05)

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