



74th Annual Report **2003–2004**

Australian Council for Educational Research



Contents

| | |
|--|----|
| Commissioned projects | 2 |
| Staff Publications and professional activities | 5 |
| Financial Report | 9 |
| Directors' Report | 10 |
| Directors' Declaration | 25 |
| Members of ACER Council | 26 |
| Members of Staff | 27 |

Commissioned projects 2003-04

International

AusAID

- Cambodian National Examinations Project (joint venture with IDP)

Basic Education in Mindanao (BEAM), Philippines

- Consultancy services to educational regions in Mindanao, Philippines

Bhutan Board of Examinations, Ministry of Education, Kingdom of Bhutan

- Development of Standardised Test Instruments

The Education Quality and Accountability Office (EQAO), Ontario Canada

- Ontario Secondary School Literacy Test (OSSLT)

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

- Third Education & Training Project - Consultancy of Improving Monitoring & Evaluation of Schools – Maldives

Hong Kong Curriculum Development Institute (CDI)

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

Hong Kong Education and Manpower Bureau

- Hong Kong Curriculum Development Institute (CDI) Equating Study

International Association for the Evaluation of Educational Achievement (IEA)

- Teacher Education Development Study (IEA TEDS)

International School Bangkok

- Consultancy Services

Ministry of Education, Chile

- Development of a standards based curriculum and assessment system in Chile.

Ministry of Education, New Zealand

- Review of international longitudinal research youth pathways
- Feasibility Study of Multivariate Analyses of School Variables Related to Achievement

Ministry of Education, United Arab Emirates

- United Arab Emirates National Assessment of Student Achievement and Progress (NASAP)

Organisation for Economic Cooperation and Development (OECD)

- OECD Programme for International Student Assessment (PISA) 2003 and 2006 – international component
- PISA Plus Project
- Computer based assessment of scientific literacy

SAGRIC International Pty Ltd

- PNG Curriculum Reform Implementation Project: Pilot Curriculum Standards Monitoring Test 2003

University of Wisconsin, Madison, USA

- Progress Maps for Middle School Mathematics

World Bank

- World Bank Institute (WBI) Africa Training

National

AEI - The Australian Government International Education Network of the Commonwealth Department of Education, Science and Training (DEST)

- National Database of Research into International Education

Australian Institute of Family Studies (for the Department of Family and Community Services)

- Longitudinal Survey of Australian Children

Australian Principals' Association's Professional Development Council and the Australian Guidance and Counsellors' Association on behalf of the Commonwealth Department of Health and Ageing

- Evaluation of the MindMatters Plus Demonstration Initiative

Australian Research Council

- Australian Science Teachers Association /ACER Portfolio Professional Development program

- Teacher evaluation in Australia: A survey of current policies and practices and their relation to the improvement of teaching and learning.

Department of Education, Science and Training (DEST)

- Effective Teaching and Learning Practices leading to improved literacy outcomes in the early years of schooling (in partnership with Edith Cowan University)
- An evaluation of the Discovering Democracy Professional Development program
- Evaluation of school based arts programs
- Graduate Skills Assessment (GSA) test development
- Investigation of effective mathematics teaching and learning in Australian secondary schools (in collaboration with Monash University)
- Investigating the links between teacher professional development and student learning outcomes
- Longitudinal Surveys of Australian Youth (LSAY)
- National Awards for Quality Schooling

- Numeracy in the early years: Project Good Start
- OECD Programme for International Student Assessment (PISA) 2003 and 2006 National component (also funded by the state and territory education departments)
- Project to investigate 'Third Wave' intervention strategies for students with learning difficulties who are in mainstream schools in Years 4, 5 and 6
- Science and Mathematics Teaching Practices in Australian Schools (TIMSS 1999 Video Study)
- Science Education Assessment Resources Project
- Study of Resourcing of Australian Primary Schools (in association with Edith Cowan University and the University of Melbourne)
- Trends in International Mathematics and Science Study (TIMSS Trends) (also funded by the state and territory education departments)

Commonwealth Department of Health and Ageing

- Discussion paper on Specialist Medical College Examination Procedures and Pass Rates

education.au limited

- An update to *Global Gateways: A Guide to Online Knowledge Networks*

Graduate Careers Council of Australia

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

Melbourne Institute of Applied Economic and Social Research for the Department of Family and Community Services

- The Household, Income and Labour Dynamics in Australia (HILDA)

Ministerial Council for Education, Employment, Training and Youth Affairs (MCEETYA)

- Civics Assessment project Phase 2
- Indigenous LLANS Longitudinal Literacy and Numeracy Survey (LLANS)
- Information and communication technology literacy assessment project
- Mapping pre-service teacher education in Australia
- National Primary Science Assessment Project (PSAP) Phase II

National Centre for Vocational Education Research

- Literacy in the New Millennium

National Childcare Accreditation Council

- Development of Measurement Tools

The Smith Family

- Investigating Post-school plans and aspirations

State/Territory

AUSTRALIAN CAPITAL TERRITORY

ACT Board of Senior Secondary Studies

- ACT Scaling Test – Writing 2002 (AST)

NEW SOUTH WALES

Department of Education and Training

- Secondary Numeracy Assessment Project (SNAP)
- Selective High Schools Test
- Test for Year 5 Opportunity Classes

QUEENSLAND

Assessment & New Basics Queensland

- Queensland Assessment Tasks (Science and Health and Physical Education)
- Queensland New Basics Research Test Project

Education Queensland

- Evaluation of New Basics Research Program
- Queensland years 3,5 and 7 Literacy and Numeracy testing

SOUTH AUSTRALIA

Department of Education

- IGNITE

Flinders University

- Evaluation of the Australian Science and Mathematics school

VICTORIA

Catholic Education Commission, Victoria (CECV)

- Literacy Advance Research Project (LARP)
- Literacy in the Middle Primary Years
- Professional Standards in Science

Department of Education and Training

- Effective Teaching and Learning Practices for Students with Learning Difficulties
- Evaluation of Middle Years reform program (sub-contracted to the Collaborative Institute for Research, Consulting and Learning in Evaluation, RMIT)

The Geography Teachers' Association of Victoria (GTAV)

- Global Education Victoria Evaluation Project

Office of the Victorian Auditor General

- Performance Audit of Literacy Standards in Schools

Office of the Victorian Privacy Commissioner

- Privacy: Children and Young People schools resources

Victorian Curriculum and Assessment Authority

- VCAA AIM test development
- Discussion paper on Open-Book Examinations at the Senior Secondary Level of Schooling
- General Achievement Test (GAT)
- Key Competencies – extended trial of methods of assessing and reporting
- Review of Assessment and Improvement Monitor (AIM) Development and Assessments
- Trial of assessment materials for the English and Mathematics Years 3, 5 and 7 Statewide testing component of the 2003 Achievement Improvement Monitor (AIM)

Victorian Institute of Teaching

- Evaluation of the Standards and Professional Learning Project

Victorian Qualifications Authority and Australian National Training Board

- Web Based Adult Literacy Initial Assessment Feasibility Study: Stage 2

WESTERN AUSTRALIA

Department of Education and Training

- Development of instruments and analysis for small-scale study of student performance in the social outcomes of schooling
- Evaluation of the Getting it Right Literacy and Numeracy Strategy
- Literature Review and Critique: Retention and participation in education and training
- Western Australian Monitoring Standards in Education (WAMSE) Arts – test development and psychometrics
- Western Australian Monitoring Standards in Education (WAMSE) English 2001
- Western Australian Monitoring Standards in Education (WAMSE) Languages Other Than English (LOTE) Psychometrics and reporting
- Western Australian Monitoring Standards in Education (WAMSE) Mathematics 2004
- Western Australian Monitoring Standards in Education (WAMSE) Social Outcomes 2003-2005 test development and psychometrics
- Western Australian Literacy and Numeracy Assessment (WALNA) cohort testing in years 3, 5 and 7

Staff Publications and professional activities

Books and reports

Ainley, J. & Corrigan, M. (2003) *Postgraduate Research Experience Questionnaire 2002*. Melbourne: Graduate Careers Council of Australia.

Ainley, J. & Fleming, M. (2003) *Five Years On: Literacy Advance in the primary years*. Melbourne: Catholic Education Commission of Victoria.

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Power, M. (2003) *A Quick Guide to Human Resource Testing*. Melbourne: Australian Council for Educational Research.

Rothman, S. & McMillan, J. (2003) *Influences on Achievement in Literacy and Numeracy*. ACER. LSAY Research Report No 36. Melbourne: Australian Council for Educational Research.

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de Lemos, M. (2004) Effective Strategies for the Teaching of Reading: What works, and why. In B.A. Knight and W. Scott (Eds.) *Learning Difficulties: Multiple Perspectives*. Pearson Education: Frenchs Forest.

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Meiers, M. (2004) Responding to students' achievements in English. In W. Sawyer and E. Gold *Reviewing English in the 21st Century* (2nd edition). Sydney: Phoenix Education.

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Schulz, W. and Lehmann, R. (2004) Reporting Student and Teacher Questionnaire Data. In: W. Schulz and H. Sibberns (eds.) *IEA Civic Education Study. Technical Report*. Amsterdam: IEA.

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Published work refereed

Brownlee, J., Purdie, N., & Boulton-Lewis, G. (2003) An investigation of teacher education students' knowledge about learning. *Higher Education*, 45, pp. 109-125.

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Elliott, A. (2003) ICT practices in pre-service teacher education programs. A model for success. In C. Crawford, N. Davis, J. Price, R. Webber & D. Willis (Eds.) *Proceedings of the 14th Annual Conference of the Society for Information Technology and Teacher Education*, pp. 3507-3513. ISBN 1-880094-47-9

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Purdie, N. (2003) Positive self-identity for Indigenous students. *Australian Aboriginal Studies Journal*.

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Rothman, S. (2004) Staying longer at school and absenteeism: evidence from Australian research and the Longitudinal Surveys of Australian Youth. *International Education Journal*, 5(1) 113-123 (online <http://iej.cjb.net>).

Rowe, K.S., Pollard, J., & Rowe, K.J. (2003) Auditory processing: Literacy, behaviour and classroom practice. *Speech Pathology Australia*, 5 (3), pp. 134-137.

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Elliott, A. (2004) IT in schools, *Information Age*, June, pp. 14-16.

Forster, M. & Valverde, G. (2003) *La Experiencia Internacional en Sistemas de Medicion: Estudio de Casos*. Comision para el Desarrollo y Uso del Sistema de Medicion de la Calidad de la Educacion. Santiago: Ministry of Education, Chile.

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Rowe, K.J. (2004). *Analysing and reporting performance indicator data: 'Caress' the data and user beware!* Background paper to invited address presented at the 2004 Public Sector Performance & Reporting Conference (under the auspices of the International Institute for Research – IIR), Sydney, 19-22 April 2004. Published in the Conference Proceedings, Sydney, NSW: IIR; and available on ACER's website in PDF format at:

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de Lemos, M. (2003) Jean Piaget: An Overview of Piaget's Contribution to Education, *Educare News*, 139, August.

Elliott, A. (2004) Exploiting ICT in schools. *Information Age*, April/May, pp. 51-54.

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Filipi, A. & Wales, R. (2003) Differential uses of *okay*, *right* and *alright* and their function in signalling perspective shift or maintenance in a map task. *Semiotica*, 147, pp. 429-455.

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Meiers, M. (February, 2004) Co-editor of joint edition of the journals *Literacy Learning: the Middle Years and English in Australia*, post-conference publication, Eighth Conference of the International Federation for the Teaching of English, Australian Literacy Educators' Association and Australian Association for the Teaching of English, Adelaide.

Meiers, M. (July, 2003) The International Federation for the Teaching of English: Melbourne, 2003. *Australian Language Matters*, 11 (2).

Mellor, S. (2003) Solving Some Civics and Citizenship Education Conundrums. *Expert Views*.
http://www.curriculum.edu.au/democracy/newsletter/current/dd_news.htm

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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 2004

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 2004.

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 |
| Jessie Borthwick DipArt & Design BA | | | 6 | 4 |
| Jennifer Bryce BA BEd DipArtsMusic MSocSci | | | 6 | 6 |
| Brian Caldwell BSc Bed MEd PhD | 3/9/03 | | 6 | 4 |
| Brian Croke BA DipED DPhil Fellow, Australian Humanities Academy | 1/1/04 | | 3 | 1 |
| Joy Cumming BA DipED BEdSt MEd PhD | | | 6 | 6 |
| David de Carvalho BA(Hons) DipEd BTheol | | 31/12/03 | 3 | 1 |
| Allyson Holbrook BEc DipEd PhD | | 31/12/03 | 3 | 3 |
| Jillian Maling AM BA DipEd BEd PhD FACE | | | 6 | 6 |
| Steve Marshall BEdDipT Grad Dip Ed Admin MEd Admin MBA | | | 6 | 2 |
| Geofferey Masters BSc MEd PhD FACE | | | 6 | 6 |
| Judith MacCullum Bsc (Hons) DipEd BEdSt MEd PhD | 1/1/04 | | 3 | 2 |
| Paige Porter BA MA PhD | | | 6 | 5 |

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 \$1 345 660.

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.

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

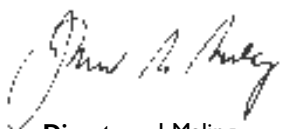
During the financial year the company paid a premium to insure each of the directors against liabilities for costs and expenses incurred by them in defending any legal proceedings arising out of their conduct while acting in the capacity of director of the company, other than conduct involving a wilful breach of duty in relation to the company. The total amount of the premium was \$7802.

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.

Signed in accordance with a resolution of the Directors.

For and on behalf of the Directors



Director: J Maling



Director: G Masters

Date: 3 September 2004

AUSTRALIAN COUNCIL FOR EDUCATIONAL RESEARCH LTD

ABN 19 004 398 145

STATEMENT OF FINANCIAL PERFORMANCE
FOR THE YEAR ENDED 30 JUNE 2004

| | Notes | 2004 \$ | 2003 \$ |
|---|-------|---------------------|---------------------|
| Revenue from ordinary activities | 2 | 30,783,692 | 27,552,994 |
| Changes in inventories of finished goods and work in progress | | 22,405 | (282,577) |
| Raw materials and consumables used | | (2,088,651) | (2,287,994) |
| Employee benefits expense | | (16,008,619) | (13,026,731) |
| Freight and cartage expenses | | (511,012) | (364,327) |
| Depreciation and amortisation expenses | 3 | (982,006) | (881,761) |
| Advertising | | (179,665) | (115,475) |
| Rent & Hire charges | | (222,279) | (530,045) |
| Consultancy fees | | (3,225,821) | (3,205,888) |
| Administration Expenses | | (497,741) | (476,941) |
| Travel Expenses | | (1,538,817) | (1,387,779) |
| Computer Expenses | | (327,500) | (318,178) |
| Printing and Stationery Expenses | | (1,366,516) | (1,164,850) |
| Royalty Expenses | | (551,160) | (894,130) |
| Repairs and Maintenance | | (206,899) | (146,417) |
| Other expenses from ordinary activities | | (1,522,406) | (1,083,662) |
| Borrowing costs expense | 3 | (235,362) | (47,457) |
| Total expenses | | (29,442,049) | (26,214,212) |
| Surplus from operating activities | | 1,341,643 | 1,338,782 |
| Income transferred to the Scientific Research Fund | | 4,017 | 3,641 |
| Costs underwritten by the Scientific Research Fund | | - | (3,787) |
| Surplus from ordinary activities | | 1,345,660 | 1,338,636 |
| Total changes in equity | 13 | 1,345,660 | 1,338,636 |

AUSTRALIAN COUNCIL FOR EDUCATIONAL RESEARCH LTD

ABN 19 004 398 145

STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2004

| | Notes | 2004 \$ | 2003 \$ |
|--------------------------------------|-------|-------------------|-------------------|
| CURRENT ASSETS | | | |
| Cash assets | 4 | 2,190,074 | 4,308,012 |
| Receivables | 5 | 6,919,858 | 5,139,267 |
| Inventories | 6 | 1,550,923 | 1,474,276 |
| Other | 7 | 192,332 | 133,610 |
| TOTAL CURRENT ASSETS | | 10,853,187 | 11,055,165 |
| NON-CURRENT ASSETS | | | |
| Property, plant and equipment | 8 | 12,376,696 | 7,263,686 |
| Intangible assets | 9 | 619,007 | 296,254 |
| TOTAL NON-CURRENT ASSETS | | 12,995,703 | 7,559,940 |
| TOTAL ASSETS | | 23,848,890 | 18,615,105 |
| CURRENT LIABILITIES | | | |
| Payables | 10 | 5,524,658 | 5,899,061 |
| Provisions | 12 | 2,274,184 | 2,129,194 |
| TOTAL CURRENT LIABILITIES | | 7,798,842 | 8,028,255 |
| NON-CURRENT LIABILITIES | | | |
| Interest-bearing liabilities | 11 | 4,000,000 | - |
| Provisions | 12 | 358,423 | 240,885 |
| TOTAL NON-CURRENT LIABILITIES | | 4,358,423 | 240,885 |
| TOTAL LIABILITIES | | 12,157,265 | 8,269,140 |
| NET ASSETS | | 11,691,625 | 10,345,965 |
| EQUITY | | | |
| Reserves | 14 | 1,099,610 | 1,095,593 |
| Retained surpluses | 15 | 10,592,015 | 9,250,372 |
| TOTAL EQUITY | 13 | 11,691,625 | 10,345,965 |

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 2004**

| | Notes | 2004 \$ | 2003 \$ |
|---|--------|--------------|--------------|
| CASH FLOW FROM OPERATING ACTIVITIES | | | |
| Receipts from customers | | 30,950,091 | 28,705,521 |
| Payments to suppliers and employees | | (30,497,918) | (26,356,925) |
| Interest received | | 83,021 | 202,025 |
| Borrowing costs | | (235,362) | (47,457) |
| Net cash provided by operating activities | 16 (b) | 299,832 | 2,503,164 |
| CASH FLOW FROM INVESTING ACTIVITIES | | | |
| Payment for property, plant and equipment | | (6,080,016) | (1,407,168) |
| Payment for purchase of Educare business | | (175,000) | - |
| Payment for development of the Global Achieve testing product | | (162,753) | (281,254) |
| Net cash used in investing activities | | (6,417,769) | (1,688,422) |
| CASH FLOW FROM FINANCING ACTIVITIES | | | |
| Proceeds from borrowings | | 4,000,000 | (1,425,989) |
| Net cash provided by/(used in) financing activities | | 4,000,000 | (1,425,989) |
| Net decrease in cash held | | (2,117,937) | (611,247) |
| Cash at beginning of financial year | | 4,308,011 | 4,919,258 |
| Cash at end of financial year | 16 (a) | 2,190,074 | 4,308,011 |

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2004**

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 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 1004: | Revenue |
| AASB 1018: | Statement of Financial Performance |
| AASB 1025: | Application of the Reporting Entity Concept and Other Amendments |
| AASB 1021: | Depreciation |
| AASB 1026: | Statement of Cash Flows |
| AASB 1031: | Materiality |
| AASB 1034: | Financial Report Presentation and Disclosures |
| AASB 1040: | Statement of Financial Position |
| AASB 1002: | Events Occurring After Reporting Date |
| AASB 1044: | Provisions, Contingent Liabilities and Contingent Assets |

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

Property, plant and equipment are carried at cost. All assets, excluding freehold land are depreciated over their useful lives.

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

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 |

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

d) Leases

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 is initially recorded at the amount by which the purchase price for a business 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 company does not hedge foreign currency commitments or future contracted amounts.

(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 and 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).

(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.

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

l) 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.

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

(m) Project Revenue Recognition

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.

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.

(n) 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.

(o) 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.

AUSTRALIAN COUNCIL FOR EDUCATIONAL RESEARCH LTD

ABN 19 004 398 145

| Notes | 2004 \$ | 2003 \$ |
|--|-------------------|-------------------|
| NOTE 2: REVENUE | | |
| Operating activities | | |
| - project income | 24,463,968 | 21,294,989 |
| - sale of goods | 6,182,832 | 5,859,116 |
| - royalties | 192,154 | 200,505 |
| - interest | 83,021 | 202,025 |
| | 30,921,975 | 27,556,635 |
| (a) Interest from: | | |
| - other persons | 83,021 | 202,025 |
| NOTE 3: SURPLUS FROM ORDINARY ACTIVITIES | | |
| Surplus (deficits) from ordinary activities has been determined after: | | |
| (a) Expenses: | | |
| Cost of sales | 2,066,246 | 2,570,571 |
| Borrowing costs | 235,362 | 47,457 |
| Depreciation of property, plant and equipment | 967,006 | 874,392 |
| Amortisation of trademarks | 15,000 | 7,369 |
| Movement in provision for stock obsolescence | - | 34,966 |
| Bad and doubtful debts | 40,182 | 34,966 |
| Write down of inventory | 300,697 | 25,128 |
| Remuneration of the auditors for: | | |
| - audit or review services | 24,000 | 21,000 |
| - other services | 5,351 | 1,065 |
| Foreign currency translation deficits (gains) | (49,548) | - |
| (b) Significant Revenues and Expenses: | | |
| - Royalty expenses relating to prior year | 359,892 | - |
| - Test items developed for the Global Achieve product | 533,890 | 153,648 |
| NOTE 4: CASH ASSETS | | |
| Cash on hand | 1,250 | 1,000 |
| Cash at bank | 2,188,824 | 4,307,012 |
| | 2,190,074 | 4,308,012 |
| NOTE 5: RECEIVABLES | | |
| CURRENT | | |
| Trade debtors | 4,862,782 | 3,285,162 |
| Less provision for doubtful debts | (50,000) | (10,000) |
| | 4,812,782 | 3,275,162 |
| Other debtors | 2,107,076 | 1,864,105 |
| | 6,919,858 | 5,139,267 |

| Notes | 2004 \$ | 2003 \$ |
|--|-------------------|------------------|
| NOTE 6: INVENTORIES | | |
| CURRENT | | |
| Work in progress at cost | 108,125 | 53,883 |
| Finished goods at cost | 2,002,531 | 1,980,126 |
| Less provision for obsolescence | (559,733) | (559,733) |
| | 1,550,923 | 1,474,276 |
| NOTE 7: OTHER ASSETS | | |
| CURRENT | | |
| Prepayments | 192,332 | 133,610 |
| NOTE 8: PROPERTY, PLANT AND EQUIPMENT | | |
| LAND | | |
| Freehold land: | | |
| At cost | 7,250,000 | 1,750,000 |
| BUILDINGS | | |
| At cost | 5,785,345 | 5,749,051 |
| Less accumulated depreciation | (1,412,328) | (1,132,913) |
| | 4,373,017 | 4,616,138 |
| LEASEHOLD IMPROVEMENTS | | |
| At cost | 337,667 | 319,980 |
| Less accumulated amortisation | (307,215) | (225,224) |
| | 30,452 | 94,756 |
| PLANT AND EQUIPMENT | | |
| (a) Plant and equipment | | |
| At cost | 980,104 | 1,030,298 |
| Less accumulated depreciation | (782,571) | (684,181) |
| | 197,533 | 346,117 |
| (b) Computer equipment | | |
| At cost | 1,452,730 | 1,709,401 |
| Less accumulated depreciation | (927,036) | (1,252,726) |
| | 525,694 | 456,675 |
| Total property, plant and equipment | 12,376,696 | 7,263,686 |

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 the 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.

AUSTRALIAN COUNCIL FOR EDUCATIONAL RESEARCH LTD

ABN 19 004 398 145

| Notes | 2004 \$ | 2003 \$ |
|--|------------------|------------------|
| NOTE 9: INTANGIBLE ASSETS | | |
| Goodwill at cost | 175,000 | 50,000 |
| Less accumulated amortisation | - | (35,000) |
| | 175,000 | 15,000 |
| Test development costs capitalised in relation to the Global Achieve project | 444,007 | 281,254 |
| | 619,007 | 296,254 |
| NOTE 10: PAYABLES | | |
| CURRENT | | |
| Unsecured liabilities | | |
| Trade creditors | 895,902 | 800,677 |
| Project income in advance | 2,953,598 | 3,461,805 |
| Sundry creditors and accruals | 1,673,627 | 1,636,579 |
| Sundry creditors and accruals | 5,524,658 | 5,899,061 |
| NOTE 11: INTEREST BEARING LIABILITIES | | |
| NON-CURRENT | | |
| Secured liabilities | | |
| Bills of exchange and promissory notes | 4,000,000 | - |
| The bank bills are secured by a registered first mortgage over the freehold land situated at Prospect Hill Road. | | |
| The carrying amounts of non-current assets pledged as security are: | | |
| Camberwell Property (Freehold land and buildings) | 5,662,272 | 5,766,138 |
| NOTE 12: PROVISIONS | | |
| CURRENT | | |
| Employee benefits | 12(a) 2,274,184 | 2,129,194 |
| NON-CURRENT | | |
| Employee benefits | 12(a) 358,423 | 240,885 |
| (a) Aggregate employee benefits provision | 2,632,607 | 2,370,079 |
| (b) Number of employees at year end | 191 | 176 |

AUSTRALIAN COUNCIL FOR EDUCATIONAL RESEARCH LTD

ABN 19 004 398 145

| | Notes | 2004 \$ | 2003 \$ |
|--|-------|-------------------|-------------------|
| NOTE 13: EQUITY | | | |
| Total equity at the beginning of the financial year | | 10,345,965 | 9,007,329 |
| Total changes in equity recognised in the statement of financial performance | | 1,345,660 | 1,338,636 |
| Total equity at the reporting date | | <u>11,691,625</u> | <u>10,345,965</u> |
| NOTE 14: RESERVES | | | |
| Scientific Research Fund Reserve | (a) | 69,864 | 65,847 |
| Strategic Initiatives Fund Reserve | (b) | 1,029,746 | 1,029,746 |
| | | <u>1,099,610</u> | <u>1,095,593</u> |
| (a) Scientific Research Fund Reserve | | | |
| Movements during the financial year: | | | |
| Opening balance | | 65,847 | 65,993 |
| Transfers to (from) Reserve | | 4,017 | (146) |
| Closing balance | | <u>69,864</u> | <u>65,847</u> |
| This reserve contains funds that directly relate to employees that wish to participate in educational research and development activities. | | | |
| (b) Strategic Initiatives Fund Reserve | | | |
| Movements during the financial year: | | | |
| Opening balance | | 1,029,746 | 1,029,746 |
| Closing balance | | <u>1,029,746</u> | <u>1,029,746</u> |
| This reserve is available to fund strategic initiatives that relate directly to the operations of the company. | | | |
| NOTE 15: RETAINED SURPLUSES | | | |
| Retained surpluses at the beginning of the financial year | | 9,250,372 | 7,911,590 |
| Net surplus (deficit) attributable to members of the entity | | 1,345,660 | 1,338,636 |
| Transfers to reserves | | (4,017) | 146 |
| Retained surpluses at the end of the financial year | | <u>10,592,015</u> | <u>9,250,372</u> |

| Notes | 2004 \$ | 2003 \$ |
|---|------------------|------------------|
| NOTE 16: CASH FLOW INFORMATION | | |
| (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 | 1,000 |
| Cash at bank | 2,188,824 | 4,307,012 |
| | 2,190,074 | 4,308,012 |
| (b) Reconciliation of cash flow from operations with surplus from ordinary activities | | |
| Surplus from ordinary activities | 1,345,660 | 1,338,636 |
| Non-cash flows in surplus from ordinary activities | | |
| Amortisation | 15,000 | 7,369 |
| Depreciation | 967,006 | 874,392 |
| Charges to provisions | 40,000 | - |
| Changes in assets and liabilities | | |
| Increase in receivables | (1,879,313) | (471,424) |
| (Increase)/decrease in inventories | (76,647) | 358,589 |
| Decrease in grants received in advance | (41,531) | (98,789) |
| increase/(decrease) in payables | (332,871) | 355,584 |
| Increase in provisions | 262,528 | 138,807 |
| Cash flows from operations | 299,832 | 2,503,164 |

NOTE 17: MEMBERS' GUARANTEE

The company is limited by guarantee. If the company is wound up, the Constitution states that each member is required to contribute a maximum of \$20 each towards meeting any outstanding obligations of the company. At 30 June 2004 the number of members was 10 (2003; 10).

**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 the Australian Council For Educational Research Ltd, for the year ended 30 June 2004.

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*.

20 Albert Street
Blackburn Victoria 3130
PO Box 256 Blackburn
Phone (03) 9894 2500
Fax (03) 9894 1622

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 2004 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



Peter Shields
Partner
3 September 2004
Blackburn

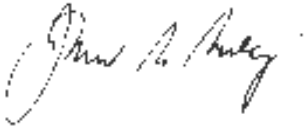
Directors' Declaration

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 1 to 15:
 - (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 2004 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: 3 September 2004

Members of ACER Council: 2003 – 2004

Chair

Maling, Jillian

Deputy Chair

Porter, Paige

Elected Members

Caldwell, Professor Brian, BSc, BEd *Melb*, MEd, PhD *Alberta*
Dean, Faculty of Education, University of Melbourne

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

Cumming, Professor Joy, BA, DipEd, BEdSt, MEd, PhD *Queensland*
Faculty of Education, Griffith University

de Carvalho, Mr David, BA(Hons), DipEd *Melb*, BTheol *MCD*
Chief Executive Officer, National Catholic Education
Commission

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

Members appointed by Standing Committee on Educational Research

Holbrook, Associate Professor Allyson* BEd, DipEd, PhD *La Trobe*
Director, The Centre for the Study of Research Training and
Impact (SORTI), Faculty of Education, The University of
Newcastle

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

Bryce, Ms Jennifer, BA, BEd *Melb*, PhD, DipArtsMusic *VCA*, MSocSci
RMIT
Research Fellow, Australian Council for Educational
Research

Executive Director

Masters, Professor Geoffrey, 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: 2003 – 2004

Chief Executive Officer

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

Personal Assistant to CEO

Meulenberg, Jackie, Dip Private Secretarial Practice *RMIT*

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*

Corporate Publicity and Communications Manager

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

Corporate Communications Officer

Robinson, Julia, BA(Journ.) *RMIT*, GradCert(Mgt) *Deakin* (on leave from July 2003)

Human Resources Manager

McSweeney, Fiona, BA(Hons) *Melb*, GradDip IR/HRM *RMIT*

Human Resources Officer

Matar, Sarah, BBus (IR/HRM) *RMIT*

Facilities and Services Coordinator

Marshall, Lexie (to March 2004)

Sheean, Anita (from June 2004)

Receptionists

Coyne, Meg

Feingold, Josie, BContempArts, Cert (Graphic Design) *Deakin* (to May 2004)

Mendelevich, Natalya (from May 2004)

Sheean, Anita (to June 2004)

Record Services Manager

Fraser, Simon

Record Services Officer

Bonning, Judy

Despatch Officer

Evans, David

Cleaning Services

Skiadopoulos, Marina

Financial Services

Chief Financial Officer

Dawes, Wayne, BBus *Monash*, FCPA ACIS

Corporate Accountant

Cameron, Andrew, BCom *Deakin*, CPA

Divisional Accountant

Nichol, Chris, BBus *Swin*, CPA

Payroll Officer

Thomas, Alison, BBus(Acc) *Bendigo*

Assistant Accountant

Guzowska, Anna, BEco, *Warsaw*

Trembath, Stewart, BBus *Swin* (from May 2004)

Accounts Officers

Car, Lyn

Evans, Dilsie

Feingold, Josie, BContempArts, Cert (Graphic Design) *Deakin* (to May 2004)

McLean, Sophie (from May 2004)

Trembath, Stewart, BBus *Swin* (to May 2004)

Information Technology

Manager

Guzowski, Andrew, MSc EEng *WUT*

Network and Support Manager

Nguyen, Daryl, BIS *Monash*

Software Engineering Manager

Liddelow, Tim, BAppSci Computer Science *MIT*
(from December 2003)

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 (from November 2003)

Hare, John

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

Network Administrator

Nguyen, Hoai, BCompSci *Monash*

Desktop Support Officer

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

Desktop Support Technician

Morling, Lucas

Online Services Coordinator

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

Project Services

Manager

Carrigan, Jim, MEI *Swin*

Permissions Officer

Anthony-Harvey-Beavis, Debra

Administrative Staff

Buckley, Carole

Cowhey, Pauline

Kent, Rachel, BBus(InfoSystems) *VUT*

Photocopying Services

Koglin, Dianne

Professional Resources

Head of Division

Morris, Deirdre, BA *ANU*

Deputy Head of Division

Jackson, Deirdre, MB *MIT*, BA, TPTC *Monash*, TTLC, *Melb*, Cert
Project Consulting *MIT*

ACER Press

Manager

Morris, Deirdre, BA *ANU*

Consultant Psychologist

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

Marketing Manager

Fyffe, Ros, BA *Swin*, GradDip Mktg *Monash*

Marketing Promotions Officer

Weller, Nadean, BComm (Journalism) Dip Prof Writing & Editing
(from August 2003)

Marketing Administrative Officer

Thomson, Virginia, BA *Monash*, CertBusStud (Advertising) *MIT*

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 (CareerCounselling) *MIT*

Valenti, Kerry (from August 2003 to Feb 2004)

Sales Consultant, HR/Psychology

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

Customer Service Manager

Higgins, Christine, GradCert(Mgt) *Deakin*

Customer Service Officers

Dicken, Donna (from April 2004)

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

Publishing Manager, Journals

Holden, Steven, BA(Hons) DipEd M.A PhD (from May 2004)

Project Officer, Advertising

Bourezikas, Vicki (from May 2004)

Manager, Teacher Magazine

Richardson, Lesley (from May 2004)

Senior Production Officer, Teacher Magazine

Schubele, Ralph, BA Emory University, Atlanta, AA Graphic Arts, Santa Monica Community College (from May 2004)

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

Publishing Consultant

Goldsworthy, Joanna, BA(Hons) Oxon.

Production Manager

Coates, Jillian

Production Assistant

Pinches, Sarah BCom Deakin (from July 2003)

Editorial Assistant

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

Project Publishing Coordinator

Blake, Caroline

Senior Desktop Publishing Officers

Jeffrey, Darren, DipArt (Graphic Art) RMIT (from November 2003)

McGregor, Wendy

Desktop Publishing Officer

Locock, Gloria

Assessment Services

General Manager

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Manager, Medical and Professional Programs

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Manager, Computer Based Assessments

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Education Consultant

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

Markers Coordinator

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

Research Officer

Ransfield, Daron (from June 2004)

Project Directors

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Nankervis, Susan, BEd Melb

Weeding, David, BEd Melb

Senior Project Officers

Douglass, Samantha, BA Visual Arts (from December 2003)

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

Haby, Kerry, BA Monash

Hubbard, Melissa, Cert (Travel & Tourism), Holmes Coll. (on leave from December 2003)

Jean-Krista, Catherine (to February 2004)

McLean, Penny, BEd, DipTeach (from March 2004)

Sadler, Alison, BA Dip Ed (from February 2004)

Project Officers

Brinson, Laura, AssocDipAppSocSci (Lib&InfSt) Swin.

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

Greaves, Sarah, BEd, Post Grad Dip in Comp Ed, Grad Dip Info Mgt (from February 2004)

Salinger, Brett

Administrative Officer

Skinner, Heather

Centre for Professional Learning

Coordinator

Hoad, Kerry-Anne, MEd *Melb*, BA *Deakin*, GradDip Special Ed *SCVB*, DipTeach *IECD*

Administrative Officer

Taylor, Margaret

Cunningham Library

Manager

Findlay, Margaret, BA *VicColl*, AALIA

Senior Librarian

Gifford, Anna, BA, GradDip Librarianship & Info Studies, GradDip Arts Management *Melb*

Librarians

Baker, Jill (to April 2004)

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

Psiliakos, Lula, BBus *RMIT*, AALIA

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

Stockfeld, Louise, BA Library & Information Science, *MRSA* (from April 2004)

Library Technicians

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Assessment and Reporting

Research Director

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Principal Research Fellow

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Senior Research Fellows

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McCurry, Doug, BA(Hons) *DipEd LaT*

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Stephanou, Andrew, Laurea in Physics *Rome*, *DipEd Melb* (from May 2004)

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Research Fellows

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Dale, Robyn BA(Hons) BSc, *Monash* (from February 2004)

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

Hughes, Melissa, BA(Hons) *Monash*, *Grad.Dip.Ed Monash*, *Grad Cert CALL Melbourne*. (from December 2003)

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

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

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

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

Moore, Jacqueline, BEd *Melb*. *GradDip TESOL and Literacy VUT*

Morrissey, Noni, BEd *Melbourne* BA *Monash* (from December 2003)

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

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

Pywell, Sean, BSc(Hons), *Dip Ed*, PhD (from October 2003)

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Research Officers

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Administrative Officer

Bates, Susan

Early Childhood Education

Research Director

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Learning Processes and Contexts

Research Director

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Principal Research Fellows

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Senior Research Fellow

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Research Fellow

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Research Officers

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Administrative Officer

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National and International Surveys

Research Director

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Senior Research Fellows

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Mellor, Suzanne, BA, DipEd *Melb*, BEd *LaT*, MEdSt *Monash*, MACE

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

Thomson, Sue, BAppSci *RMIT*, DipEd *Monash*, GradDipMathsEd *Deakin*, MEdSt, PhD *Monash*

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Research Fellows

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Koomen, Marten, BEd, GradDipTechEd *Melb*, MBA, MEd Studies *LaT* (to May 2004)

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

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

Murphy, Martin, BA, DipEd, MEdStds *Monash*, GradDipSocStat *Swin*

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

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

Research Officers

Handayani, Dewi, ST *ITB* (from February 2004)

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Senior Administrative Officer

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Software Engineer

Haldane, Samuel BCS *Melbourne* (from April 2004)

System and School Testing

Research Director

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Manager, Government Projects

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

Senior Research Fellow

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Research Fellows

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Reid, Greg, BEd/BA(Hons) DST (from January 2004)

Smith, Brooke BSc(Hons) Psych Wollongong

Project Director

Spurway, Caroline, BCom LLB Syd, DipEd Macquarie (from August 2003)

Administrative Officers

James, Kari, B Media Macquarie (from September 2003)

Spurway, Caroline, BCom LLB Syd, DipEd Macquarie (to August 2003)

Teaching and Learning

Research Director

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Principal Research Fellow

Beavis, Adrian, BA Chisholm, MEd and PhD Melb

Senior Research Fellow

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Research Fellows

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Semple, Anne, BSc DipEd Reading UK, MEd Monash, FSTAV FACE

Administrative Officer

Bastecky, Lucy, GradDipEd ACU, BA(Hon) LaT, BAComm NSWIT

Transitions and Economics of Education

Research Director

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Acting Research Director

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Principal Research Fellow

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

Senior Research Fellow

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

McMillan, Julie, BA(Hons), PhD UQ (from May 2004)

Research Fellows

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

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