<table>
<thead>
<tr>
<th>Contents</th>
<th></th>
</tr>
</thead>
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<td>2</td>
</tr>
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<td>5</td>
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</tr>
<tr>
<td>Members of ACER Council</td>
<td>26</td>
</tr>
<tr>
<td>Members of Staff</td>
<td>27</td>
</tr>
</tbody>
</table>
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

**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
Books and reports


Published work refereed


Chapters in books


**Published work non-refereed**


**Journal articles**


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:

<table>
<thead>
<tr>
<th>Directors</th>
<th>Start date</th>
<th>Finish date</th>
<th>Eligible to attend</th>
<th>Number attended</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jessie Borthwick DipArt &amp; Design BA</td>
<td></td>
<td></td>
<td>6</td>
<td>4</td>
</tr>
<tr>
<td>Jennifer Bryce BEd DipArtsMusic MSocSci</td>
<td></td>
<td></td>
<td>6</td>
<td>6</td>
</tr>
<tr>
<td>Brian Caldwell BSc Bed MEd PhD</td>
<td>3/9/03</td>
<td></td>
<td>6</td>
<td>4</td>
</tr>
<tr>
<td>Brian Croke BA DipED DPhil Fellow,</td>
<td>1/1/04</td>
<td></td>
<td>3</td>
<td>1</td>
</tr>
<tr>
<td>Australian Humanities Academy</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Joy Cumming BA DipED BEdSt MEd PhD</td>
<td></td>
<td></td>
<td>6</td>
<td>6</td>
</tr>
<tr>
<td>David de Carvalho BA(Hons) DipEd BTheol</td>
<td>31/12/03</td>
<td></td>
<td>3</td>
<td>1</td>
</tr>
<tr>
<td>Allyson Holbrook BEc DipEd PhD</td>
<td>31/12/03</td>
<td></td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>Jillian Maling AM BA DipEd BEd PhD FACE</td>
<td></td>
<td></td>
<td>6</td>
<td>6</td>
</tr>
<tr>
<td>Steve Marshall BEdDipT Grad Dip Ed Admin</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>MEd Admin MBA</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Geoffrey Masters BSc MEd PhD FACE</td>
<td></td>
<td></td>
<td>6</td>
<td>6</td>
</tr>
<tr>
<td>Judith MacCullum Bsc (Hons) DipEd BEdSt</td>
<td>1/1/04</td>
<td></td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>MEd PhD</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Paige Porter BA MA PhD</td>
<td></td>
<td></td>
<td>6</td>
<td>5</td>
</tr>
</tbody>
</table>

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

[Signatures]

Director: J Maling

Director: G Masters

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

The accompanying notes form part of these financial statements.
### Statement of Financial Position

**As at 30 June 2004**

<table>
<thead>
<tr>
<th>Notes</th>
<th>2004 $</th>
<th>2003 $</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>CURRENT ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash assets</td>
<td>4</td>
<td>2,190,074</td>
</tr>
<tr>
<td>Receivables</td>
<td>5</td>
<td>6,919,858</td>
</tr>
<tr>
<td>Inventories</td>
<td>6</td>
<td>1,550,923</td>
</tr>
<tr>
<td>Other</td>
<td>7</td>
<td>192,332</td>
</tr>
<tr>
<td><strong>TOTAL CURRENT ASSETS</strong></td>
<td></td>
<td>10,853,187</td>
</tr>
<tr>
<td><strong>NON-CURRENT ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Property, plant and equipment</td>
<td>8</td>
<td>12,376,696</td>
</tr>
<tr>
<td>Intangible assets</td>
<td>9</td>
<td>619,007</td>
</tr>
<tr>
<td><strong>TOTAL NON-CURRENT ASSETS</strong></td>
<td></td>
<td>12,995,703</td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td></td>
<td>23,848,890</td>
</tr>
<tr>
<td><strong>CURRENT LIABILITIES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Payables</td>
<td>10</td>
<td>5,524,658</td>
</tr>
<tr>
<td>Provisions</td>
<td>12</td>
<td>2,274,184</td>
</tr>
<tr>
<td><strong>TOTAL CURRENT LIABILITIES</strong></td>
<td></td>
<td>7,798,842</td>
</tr>
<tr>
<td><strong>NON-CURRENT LIABILITIES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Interest-bearing liabilities</td>
<td>11</td>
<td>4,000,000</td>
</tr>
<tr>
<td>Provisions</td>
<td>12</td>
<td>358,423</td>
</tr>
<tr>
<td><strong>TOTAL NON-CURRENT LIABILITIES</strong></td>
<td></td>
<td>4,358,423</td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES</strong></td>
<td></td>
<td>12,157,265</td>
</tr>
<tr>
<td><strong>NET ASSETS</strong></td>
<td></td>
<td>11,691,625</td>
</tr>
<tr>
<td><strong>EQUITY</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reserves</td>
<td>14</td>
<td>1,099,610</td>
</tr>
<tr>
<td>Retained surpluses</td>
<td>15</td>
<td>10,592,015</td>
</tr>
<tr>
<td><strong>TOTAL EQUITY</strong></td>
<td>13</td>
<td>11,691,625</td>
</tr>
</tbody>
</table>

The accompanying notes form part of these financial statements.
### Statement of Cash Flows

#### For the Year Ended 30 June 2004

<table>
<thead>
<tr>
<th>Notes</th>
<th>2004 $</th>
<th>2003 $</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>CASH FLOW FROM OPERATING ACTIVITIES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Receipts from customers</td>
<td>30,950,091</td>
<td>28,705,521</td>
</tr>
<tr>
<td>Payments to suppliers and employees</td>
<td>(30,497,918)</td>
<td>(26,356,925)</td>
</tr>
<tr>
<td>Interest received</td>
<td>83,021</td>
<td>202,025</td>
</tr>
<tr>
<td>Borrowing costs</td>
<td>(235,362)</td>
<td>(47,457)</td>
</tr>
<tr>
<td><strong>Net cash provided by operating activities</strong></td>
<td>16 (b)</td>
<td>299,832</td>
</tr>
</tbody>
</table>

| **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** | 2,190,074 | 4,308,011 |

The accompanying notes form part of these financial statements.
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:

<table>
<thead>
<tr>
<th>Class of fixed asset</th>
<th>Depreciation rates</th>
<th>Depreciation basis</th>
</tr>
</thead>
<tbody>
<tr>
<td>Buildings</td>
<td>2.5-10 %</td>
<td>Straight Line</td>
</tr>
<tr>
<td>Motor Vehicles</td>
<td>25 %</td>
<td>Straight Line</td>
</tr>
<tr>
<td>Furniture Fixtures and Fittings</td>
<td>25 %</td>
<td>Straight Line</td>
</tr>
<tr>
<td>Computer Equipment</td>
<td>33 %</td>
<td>Straight Line</td>
</tr>
</tbody>
</table>
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 income 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.
### 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 2(a) 83,021 202,025

<table>
<thead>
<tr>
<th></th>
<th>2004</th>
<th>2003</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>Total revenue</td>
<td>30,921,975</td>
<td>27,556,635</td>
</tr>
</tbody>
</table>

(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

<table>
<thead>
<tr>
<th></th>
<th>2004</th>
<th>2003</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>Cash on hand</td>
<td>1,250</td>
<td>1,000</td>
</tr>
<tr>
<td>Cash at bank</td>
<td>2,188,824</td>
<td>4,307,012</td>
</tr>
<tr>
<td>Total cash</td>
<td>2,190,074</td>
<td>4,308,012</td>
</tr>
</tbody>
</table>

### NOTE 5: RECEIVABLES

**CURRENT**
- Trade debtors 4,862,782 3,285,162
- Less provision for doubtful debts (50,000) (10,000)

<table>
<thead>
<tr>
<th></th>
<th>2004</th>
<th>2003</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>Total receivables</td>
<td>4,812,782</td>
<td>3,275,162</td>
</tr>
</tbody>
</table>
- Other debtors 2,107,076 1,864,105

<table>
<thead>
<tr>
<th></th>
<th>2004</th>
<th>2003</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>Total receivables</td>
<td>6,919,858</td>
<td>5,139,267</td>
</tr>
</tbody>
</table>
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.
### NOTE 9: INTANGIBLE ASSETS

<table>
<thead>
<tr>
<th>Description</th>
<th>2004</th>
<th>2003</th>
</tr>
</thead>
<tbody>
<tr>
<td>Goodwill at cost</td>
<td>175,000</td>
<td>50,000</td>
</tr>
<tr>
<td>Less accumulated amortisation</td>
<td>-</td>
<td>(35,000)</td>
</tr>
<tr>
<td>Test development costs capitalised in relation to the Global Achieve project</td>
<td>175,000</td>
<td>15,000</td>
</tr>
<tr>
<td>Test development costs capitalised in relation to the Global Achieve project</td>
<td>444,007</td>
<td>281,254</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>619,007</td>
<td>296,254</td>
</tr>
</tbody>
</table>

### NOTE 10: PAYABLES

#### CURRENT

<table>
<thead>
<tr>
<th>Description</th>
<th>2004</th>
<th>2003</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unsecured liabilities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Trade creditors</td>
<td>895,902</td>
<td>800,677</td>
</tr>
<tr>
<td>Project income in advance</td>
<td>2,953,598</td>
<td>3,461,805</td>
</tr>
<tr>
<td>Sundry creditors and accruals</td>
<td>1,673,627</td>
<td>1,636,579</td>
</tr>
<tr>
<td>Sundry creditors and accruals</td>
<td>5,524,658</td>
<td>5,899,061</td>
</tr>
</tbody>
</table>

### NOTE 11: INTEREST BEARING LIABILITIES

#### NON-CURRENT

<table>
<thead>
<tr>
<th>Description</th>
<th>2004</th>
<th>2003</th>
</tr>
</thead>
<tbody>
<tr>
<td>Secured liabilities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bills of exchange and promissory notes</td>
<td>4,000,000</td>
<td>-</td>
</tr>
<tr>
<td>The bank bills are secured by a registered first mortgage over the freehold land situated at Prospect Hill Road.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>The carrying amounts of non-current assets pledged as security are:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Camberwell Property (Freehold land and buildings)</td>
<td>5,662,272</td>
<td>5,766,138</td>
</tr>
</tbody>
</table>

### NOTE 12: PROVISIONS

#### CURRENT

<table>
<thead>
<tr>
<th>Description</th>
<th>2004</th>
<th>2003</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee benefits 12(a)</td>
<td>2,274,184</td>
<td>2,129,194</td>
</tr>
</tbody>
</table>

#### NON-CURRENT

<table>
<thead>
<tr>
<th>Description</th>
<th>2004</th>
<th>2003</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee benefits 12(a)</td>
<td>358,423</td>
<td>240,885</td>
</tr>
</tbody>
</table>

(a) Aggregate employee benefits provision         | 2,632,607   | 2,370,079   |
(b) Number of employees at year end               | 191         | 176         |
### NOTE 13: EQUITY

<table>
<thead>
<tr>
<th>Description</th>
<th>2004 $</th>
<th>2003 $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total equity at the beginning of the financial year</td>
<td>10,345,965</td>
<td>9,007,329</td>
</tr>
<tr>
<td>Total changes in equity recognised in the statement of financial performance</td>
<td>1,345,660</td>
<td>1,338,636</td>
</tr>
<tr>
<td>Total equity at the reporting date</td>
<td>11,691,625</td>
<td>10,345,965</td>
</tr>
</tbody>
</table>

### NOTE 14: RESERVES

<table>
<thead>
<tr>
<th>Reserve</th>
<th>2004 $</th>
<th>2003 $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Scientific Research Fund Reserve</td>
<td>69,864</td>
<td>65,847</td>
</tr>
<tr>
<td>Strategic Initiatives Fund Reserve</td>
<td>1,029,746</td>
<td>1,029,746</td>
</tr>
<tr>
<td></td>
<td><strong>1,099,610</strong></td>
<td><strong>1,095,593</strong></td>
</tr>
</tbody>
</table>

(a) Scientific Research Fund Reserve

<table>
<thead>
<tr>
<th>Description</th>
<th>2004 $</th>
<th>2003 $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Opening balance</td>
<td>65,847</td>
<td>65,993</td>
</tr>
<tr>
<td>Transfers to (from) Reserve</td>
<td>4,017</td>
<td>(146)</td>
</tr>
<tr>
<td>Closing balance</td>
<td>69,864</td>
<td>65,847</td>
</tr>
</tbody>
</table>

This reserve contains funds that directly relate to employees that wish to participate in educational research and development activities.

(b) Strategic Initiatives Fund Reserve

<table>
<thead>
<tr>
<th>Description</th>
<th>2004 $</th>
<th>2003 $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Opening balance</td>
<td>1,029,746</td>
<td>1,029,746</td>
</tr>
<tr>
<td>Closing balance</td>
<td>1,029,746</td>
<td>1,029,746</td>
</tr>
</tbody>
</table>

This reserve is available to fund strategic initiatives that relate directly to the operations of the company.

### NOTE 15: RETAINED SURPLUSES

<table>
<thead>
<tr>
<th>Description</th>
<th>2004 $</th>
<th>2003 $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retained surpluses at the beginning of the financial year</td>
<td>9,250,372</td>
<td>7,911,590</td>
</tr>
<tr>
<td>Net surplus (deficit) attributable to members of the entity</td>
<td>1,345,660</td>
<td>1,338,636</td>
</tr>
<tr>
<td>Transfers to reserves</td>
<td>(4,017)</td>
<td>146</td>
</tr>
<tr>
<td>Retained surpluses at the end of the financial year</td>
<td><strong>10,592,015</strong></td>
<td><strong>9,250,372</strong></td>
</tr>
</tbody>
</table>
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:

<table>
<thead>
<tr>
<th></th>
<th>2004 $</th>
<th>2003 $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash on hand</td>
<td>1,250</td>
<td>1,000</td>
</tr>
<tr>
<td>Cash at bank</td>
<td>2,188,824</td>
<td>4,307,012</td>
</tr>
<tr>
<td></td>
<td>2,190,074</td>
<td>4,308,012</td>
</tr>
</tbody>
</table>

(b) Reconciliation of cash flow from operations with surplus from
ordinary activities

<table>
<thead>
<tr>
<th></th>
<th>2004</th>
<th>2003</th>
</tr>
</thead>
<tbody>
<tr>
<td>Surplus from ordinary activities</td>
<td>1,345,660</td>
<td>1,338,636</td>
</tr>
<tr>
<td>Non-cash flows in surplus from ordinary activities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Amortisation</td>
<td>15,000</td>
<td>7,369</td>
</tr>
<tr>
<td>Depreciation</td>
<td>967,006</td>
<td>874,392</td>
</tr>
<tr>
<td>Charges to provisions</td>
<td>40,000</td>
<td></td>
</tr>
<tr>
<td>Changes in assets and liabilities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Increase in receivables</td>
<td>(1,879,313)</td>
<td>(471,424)</td>
</tr>
<tr>
<td>(Increase)/decrease in inventories</td>
<td>(76,647)</td>
<td>358,589</td>
</tr>
<tr>
<td>Decrease in grants received in advance</td>
<td>(41,531)</td>
<td>(98,789)</td>
</tr>
<tr>
<td>increase/(decrease) in payables</td>
<td>(332,871)</td>
<td>355,584</td>
</tr>
<tr>
<td>Increase in provisions</td>
<td>262,528</td>
<td>138,807</td>
</tr>
<tr>
<td>Cash flows from operations</td>
<td>299,832</td>
<td>2,503,164</td>
</tr>
</tbody>
</table>

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 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 apart 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 in here 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:  
\[ \begin{align*} \text{examining, on a test basis, information to provide evidence supporting the amounts and disclosures in the financial report, and} \\
\text{assessing the appropriateness of the accounting policies and disclosures used and the reasonableness of significant accounting estimates made by the directors.} \end{align*} \]

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 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
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 Geoffrey 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, 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, Stanford
FACE
Educational Consultant, South Australia

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

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

Borthwick, Ms Jessie, BA (Asian Studies) ANU, Dip Art & Design
PhD, 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

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,
GradDipCurnDev SA, GradDipEd Admin SA, Cert Human
Achievement Skills SA, BEd, DipT SA
Chief Executive, Department of Education & Childrens’ Services SA

* 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 RMIT
(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 RMIT, BA, TPTC, Monash, TTLC, Melb, Cert Project Consulting RMIT

ACER Press

Manager

Morris, Deirdre, BA ANU

Consultant Psychologist

Power, Marian, BA(Hons), GradDip Career Educ RMIT, 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) RMIT

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) RMIT
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 MA 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 Meb, BEd LaT, MTEFLA Monash, CTFLA 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
Lockett, Gloria

Assessment Services

General Manager
Jackson, Deidre, Mbus RMIT, BA, TPTC Monash, TTLC, Melb, Cert Project Consulting RMIT

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

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

Markers Coordinator
Dick, Wendy, BA, MA Melb, TPTC Frankston/Manash

Research Officer
Ransfield, Daron (from June 2004)

Project Directors
Dodds, Robyn, BA, RMIT, GradDipSoc LaT
Filipi, Anna, BA, MA, Melb, DipEd PhD Monash
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 NMITAE
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 SCV, DipTeach IECD

Administrative Officer
Taylor, Margaret

Cunningham Library
Manager
Findlay, Margaret, BA VicCol, 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
Grimston, Tine, BEd Librarianship Melb State Coll, AALIA
MacKeen, Joel, BA(English) Calgary, MA (Lib&InfSt) Alberta AALIA
McDowell, Katie, GradDip(Info Services) RMIT, BA Melb.
Stockfeld, Louise, BA Library & Information Science, MRSA (from April 2004)

Library Technicians
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
Hambur, Sam, BSc(Hons) Monash, DipEd HIE (from November 2003)
McCurry, Doug, BA(Hons) DipEd LaT
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 (from May 2004)
Wu, Margaret, BSc(Hons) GDip Computer Studies, DipEd, MeD, PhD (from March 2004)

Research Fellows
Anderson, Prue, BA Monash, DipEd LaT, MEd Studies Monash
Bibby, Yan, BEng Shanghai, MEng Auck, CertIT Newcastle, GradDipAppFininv SIA
Bryce, Jennifer, BA, BEd Melb, DipArts VicColl, MSocSci RMIT, PhD RMIT
Chiavaroli, Neville, BAppSci LaT, BA(Hons) Melb, MPhil Camb
Dale, Robyn BA(Hons) BSc, Monash (from February 2004)
Farkota, Rhonda, DipTeach, BEd Melb, MEdSt Monash, EdD Monash
Fraillon, Julian, BA GradDip Melb, PostGradDip (Maths) Melb
Hambur, Sam, BSc(Hons) Monash, DipEd HIE (to November 2003)
Harding, John, DipEds Rudden State Col. DipArts Bendigo Col. BSc BEd Monash
Hughes, Melissa, BA(Hons) Monash, GradDip Ed Monash, Grad Cert CALL Melbourne. (from December 2003)
Hunt, Malcolm, BSc(Hons), DipEd, PhD Melb
Kreibich, Robyn BSc (Hons), Dip Ed, Monash Cert Software Applications Swinburne (from March 2004)
Lindsay, 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 Melbourne, Grad. Dip Ed, Melbourne. (from May 2004)
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)
Raivars, Andrew, BA(Hons), DipEd, BLitt(Hons) Monash, GradDipMathSc MCAE
Rollo, Greta, BEd Sydney MTeachEd (SpecialEd) UTS
Simpson, Brian, BSc, DipEd Melb
Stephanou, Andrew, Laurea in Physics Rome, DipEd Melb (to May 2004)

Research Officers
Michaels, Esther, Cert SmallBusMgt BEd (MathsSc) Melb
Urbach, Daniel, Bcom(Hons) Monash (from November 2003)
Administrative Officer
Bates, Susan

Early Childhood Education
Research Director
Elliot, Alison  BEd, BEd St, MEd St, PhD (from November 2003)

Learning Processes and Contexts
Research Director
Rowe, Ken, BA (Hons) PhD Melb, MSc London, DipGenStuds Swin, TPTC FACEL

Principal Research Fellows
Purdie, Nola  PhD, MEd, BEd, DipPhysEd UWA TC Claremont (from September 2003)
Khoo, Siek Toon, BSc Canterbury NZ, DipEd Singapore, GradDipCompSc LaTrobe, MEdSt Monash, PhD UCLA, (from June 2004)

Senior Research Fellow
Withers, Graeme, BA Melb

Research Fellow
Ellis, Louise, BPsych(Hons) Macquarie, PhD(Psych) UWS, Psych Reg Board NSW, Assoc MAPS, (from June 2004)
Friso, Tracey, BBSc LaT, DipEd Bendigo, GradDipAdol&Child Psych Melb (on leave from May 2004)

Research Officers
Fleming, Nicole, BBSc LoT, PGradDipPsych Melb, Assoc MAPS
Nolan, Kathy, BEd, DipTeach ACU, GradCertEdStudies (TESOL)

Administrative Officer
Firth, Patricia

National and International Surveys
Research Director
Ainley, John, BSc, MEd, PhD Melb, FACE

Senior Research Fellows
Cresswell, John, BSc, BEd UWA, MEd UTas, PhD Curtin
Koomen, Marten, BEd, GradDipTechEd Melb, MBA, MEd Studies LoT (from May 2004)
Mellor, Suzanne, BA, DipEd Melb, BEd LoT, MEdSt Monash, MACE

Research Fellows
Schulz, Wolfram, Dipl-Pol Berlin, PhD (EcoSocSci) Rostock
Thomson, Sue, BAppSci RMIT, DipEd Monash, GradDipMathsEd Deakin, MEdSt, PhD Monash

Turner, Ross, MSc, DipEd Melb, DipEdPsych Monash
Walker, Maurice, BA(Hons) VUW

Research Fellows
Berezner, Alla, BSc, MSc Moscow
Gebhardt, Elinore, MA Psych UWA
De Bortoli (Greenwood), Lisa, BAppSci Deakin, GradDipCoursesPsych RMIT, Assoc MAPS
Koomen, Marten, BEd, GradDipTechEd Melb, MBA, MEd Studies LoT (to May 2004)
Le, Luc, BSc Hue, MEd RMIT
Macaskill, Greg, BSc(Hons) Adelaide, GradDipComStudies RMIT
Murphy, Martin, BA, DipEd, MEdSts 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)
Lay, Dulce, BEc LaT
Searle, Dara, BAV BSc(Hons) Psych Melbourne (from January 2004)
Underwood, Catherine, BA, GradCert (Soc Statistics), Swin

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

Software Engineer
Haldane, Samuel BCS Melbourne (from April 2004)

System and School Testing
Research Director
Tognolini, Jim, BAppSci(Physics), WAIT, BEd, UWA, MEd, PhD, Murdoch, MACE

Manager, Government Projects
Freeman, Chris, MA, Macq, BComm UniQld, Dip Teaching ASOPA

Senior Research Fellow
Davidson, Michelle, MEd Syd, BEd UNSW, DipEd SCAE

Research Fellows
Blackwood, Mary B Agric Sci Melb GradDipEd UTS
Butler, Jayne, BA Macquarie, MA Sydney, DipEd UNE, MA TESOL UTS (to April 2004)
Eveleigh, Frances  DipEd SCAE, BEd UNSW
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
Ingvarson, Lawrence, BSc DipEd UWA, MA London, PhD Monash

Principal Research Fellow
Beavis, Adrian, BA Chisholm, MEd and PhD Melb

Senior Research Fellow
Meiers, Marion, BA, DipEd Melb, BEd, MEd Monash, MACE

Research Fellows
Kleinhenz, Elizabeth, BA, BEd Melb, EdD MEd Monash TPTC
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
McKenzie, Phillip, BEc(Hons), DipEd, MEd, PhD Monash, FACE (on leave from December 2001)

Acting Research Director
Ainley, John, BSc, MEd, PhD Melb, FACE

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