

Empowering Middle Years Girls

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**BE
BOLD
BE
HEARD** **2025**

Acknowledgement of Country





Mentimeter link:

<https://www.menti.com/alm7bgvg1esn>



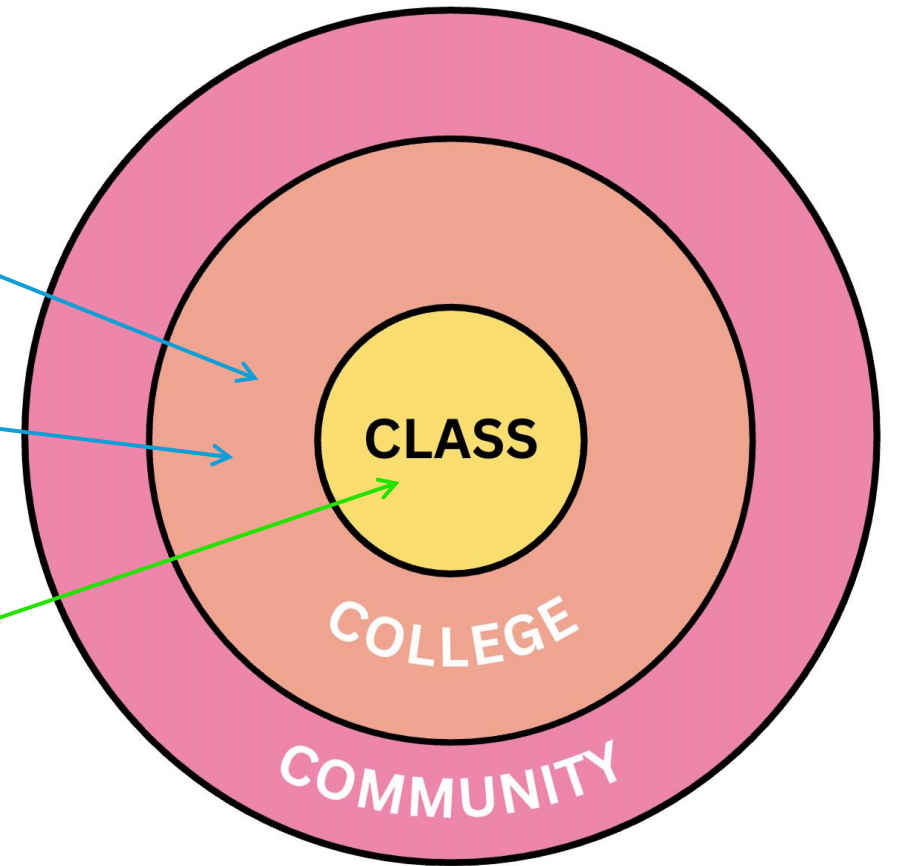
2018, setting up the CoP



North Geelong SC

Network

Community Of Practice



ATOSS 2019 NGSC

Summary Measures, FISO: Positive Climate for Learning

DOMAIN: SOCIAL ENGAGEMENT

Survey Factor	North Geelong Secondary College Results																				
	Overall Secondary	Year 7 - % Positive			Year 8 - % Positive			Year 9 - % Positive			Year 10 - % Positive			Year 11 - % Positive			Year 12 - % Positive			Female	Male
	% Positive (n=751)	Total (n=160)	Female (n=66)	Male (n=94)	Total (n=143)	Female (n=67)	Male (n=76)	Total (n=141)	Female (n=59)	Male (n=82)	Total (n=103)	Female (n=49)	Male (n=54)	Total (n=111)	Female (n=44)	Male (n=67)	Total (n=93)	Female (n=46)	Male (n=47)	% Positive (n=331)	% Positive (n=420)
School Connectedness (Sense of belonging)	62%	73%	71%	74%	64%	61%	66%	53%	54%	53%	55%	51%	57%	63%	64%	62%	59%	59%	59%	60%	63%
I feel proud about being a student at this school	60%	72%	71%	72%	65%	60%	70%	48%	44%	51%	54%	55%	54%	58%	59%	57%	58%	61%	55%	59%	61%
I like this school	71%	82%	79%	84%	75%	72%	78%	63%	66%	60%	62%	59%	65%	75%	75%	75%	67%	65%	68%	70%	73%
I am happy to be at this school	69%	81%	83%	80%	68%	67%	68%	62%	64%	60%	63%	61%	65%	74%	80%	70%	61%	59%	64%	69%	69%
I feel like I belong at this school	60%	68%	64%	70%	66%	61%	71%	51%	53%	51%	52%	51%	54%	62%	55%	67%	59%	57%	62%	57%	63%
I look forward to going to school	47%	61%	56%	64%	44%	46%	42%	41%	42%	41%	41%	31%	50%	45%	52%	40%	49%	52%	47%	47%	48%
Student voice and agency	48%	56%	53%	58%	46%	48%	45%	43%	40%	45%	44%	40%	49%	46%	46%	46%	51%	51%	51%	46%	49%
At this school, I help decide things like class activities or rules	38%	44%	45%	44%	36%	39%	33%	32%	27%	36%	-	-	-	-	-	-	-	-	-	38%	38%
I have the opportunity to participate in decision-making at this school	53%	61%	55%	65%	53%	52%	54%	51%	45%	55%	48%	47%	48%	48%	47%	49%	53%	52%	53%	50%	55%
I have a say in the things I learn	44%	57%	55%	59%	42%	48%	36%	40%	41%	39%	43%	35%	50%	39%	47%	34%	41%	48%	34%	46%	43%
I have the opportunity to influence class discussions by presenting my ideas or opinions	53%	-	-	-	-	-	-	-	-	-	49%	47%	50%	50%	49%	51%	62%	63%	62%	53%	54%
I feel that I have a voice at this school	40%	-	-	-	-	-	-	-	-	-	34%	20%	46%	43%	32%	51%	44%	39%	49%	30%	49%
My teachers incorporate student ideas in class activities	54%	62%	56%	66%	55%	52%	57%	48%	46%	50%	49%	49%	48%	50%	55%	46%	57%	54%	60%	52%	55%

Attitudes to School Survey by gender



Close the gap

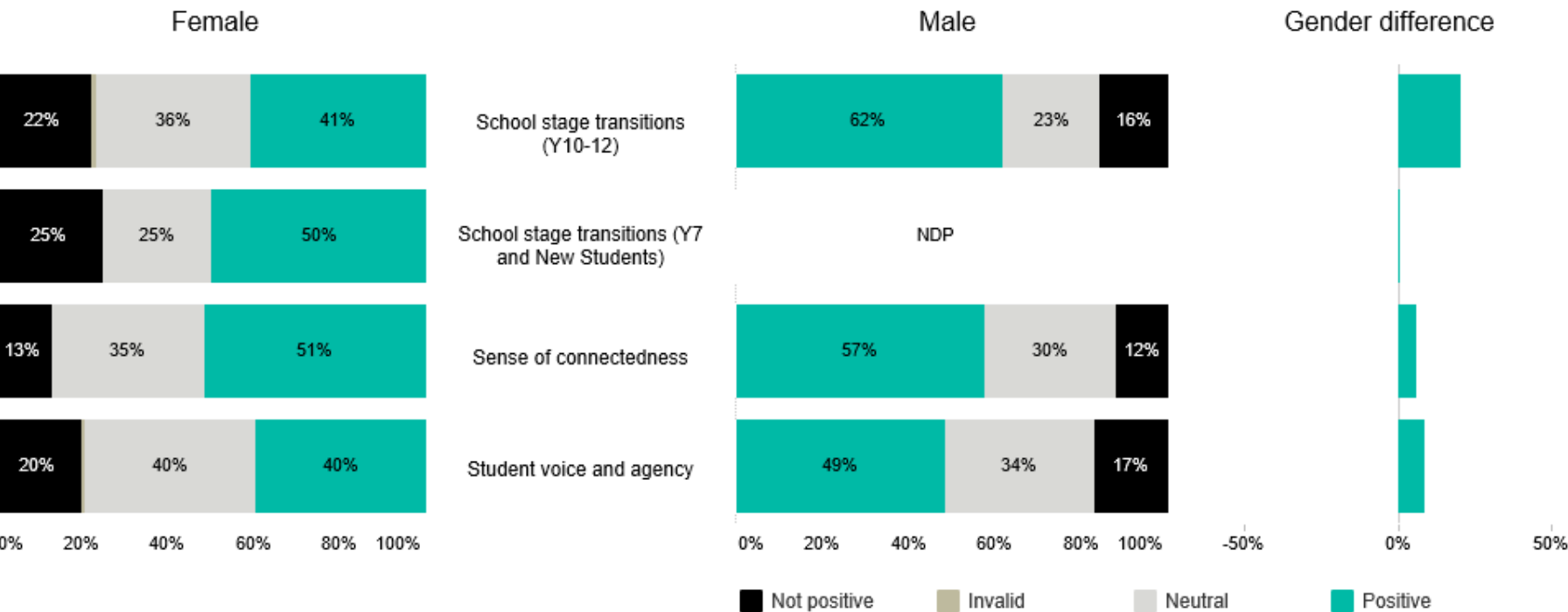
Percentage Endorsement in 2019 (%)


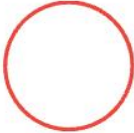



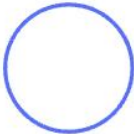










Student voice and agency for All students in Year 10



Percentage Endorsement in 2019 (%)

















Social engagement for All students in Year 10



Weber shapes

1. Dealer
2. Dealer silently reads rules in an envelope
 1. Do not share rules
3. Players guess through playing
4. All cards dealt
5. Players place card down in front of them
6. Dealer identifies winner and loser
7. Work out the rules of the game
8. Share thoughts with whole group at end

“EVERY STUDENT MATTERS”???



1.What did the winners feel?



2.Others' feelings?



3.Players, what are the rules of the game?



4.Dealers -what did you observe? What were the rules?

Learning Intentions



We will understand...

- the importance of celebrating student collaboration and action to spark a significant and broad spanning change
- that voice is valuable if it is properly heard
- that girls in the middle years CAN feel that **”Every Student Matters”**

BBBH Passion into action

Student centred

- Facilitated discussion
 - Staff
 - Students
 - Data

They felt...

- Ignored
- Unsafe
- Unheard
- Unvalued
- Undermined
- Uncomfortable

...but like school.



Student priorities

- Collaboration
- Connection
- Safe spaces
- Take (unlimited) action

Community of Practice

- Consistent perceptions
- Collaboration
- Connection
- Safe spaces
- Take (unlimited) action

Priorities

- Set up a forum
- Exercise the voice
- Team building activities
- Opportunities to interact & share
- Set individual school goals
- Action plan



“Let’s do it again!”

Vision

- ***Be Bold, Be Heard*** empowers teenage girls in Victorian schools to build agency, set goals, and lead change with the support of trusted champions. We create inclusive spaces where girls navigate challenges, amplify their voices, and shape the decisions that affect them; driving equity, confidence, and lasting impact in their schools and communities.





Annual program

Quarterly forums:

1. Bold Beginnings
2. Breaking Barriers
3. Leading the Change for a Balanced Future
4. Celebrating the impact

Leadership extension

- Student leaders' summit
- BBBH Champion staff PD



2025 program

Forum 1: Bold Beginnings - Turning Passion into Action

Forum 1: Bold Beginnings - Turning Passion into Action. This forum will inspire future leaders by offering incredible stories and experiences from women who have before them, encourage them to take action and amplify their voices to create change towards gender equality.

Speakers:
 Dr. Kaitiaki - Head of Strategic Partnerships & Special Projects, Leisure Networks
 Koorie Education Support Co-ordinator Barwon
 Dr. Kaitiaki - Director at the Office for Women in Victoria

Leadership Extension

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Forum 2: Breaking Barriers - Creating Equality in Every Space

Forum 2: Breaking Barriers - Creating Equality in Every Space. This forum will encourage a collaborative conversation around breaking down perpetuating gender inequality and provide actionable steps to ensure everyone's voice is heard and valued in the pursuit of equality.

Speakers:
 Dr. Kaitiaki - Executive Principal at The Hester Hornbrook Academy
 Dr. Kaitiaki - Nurse, BPNL Coach of the year 2024
 Dr. Kaitiaki - Director, Geelong Boxing Club, Youth Leadership and Wellbeing

Forum 3: Leading the Change - Creating Change for a Balanced Future

Forum 3: Leading the Change - Creating Change for a Balanced Future. This forum will explore how to implement bold policies, overcome setbacks, and that drive sustainable and long-lasting change from classroom to the community, supporting closing the gender gap and ensuring all voices are heard.

Speakers:
 Dr. Kaitiaki - President of Ocean Grove Surf Lifesaving Club
 Dr. Kaitiaki - Disability advocate
 Dr. Kaitiaki - Inclusion, Diversity & Equality Specialist

Measuring the Impact

Measuring the Impact. This forum will celebrate the achievements of all students. All schools present will be recognised and celebrate the impact of the program.



Connection

- Ice breakers
- Engaging activities

Collaboration

- Action planning
- Accountability

Inspire

- Voice activation
- Motivational guests

Reward

- Appetite
- Venue

Feedback

- Measures
- Purposeful

"Be Bold, Be Heard" inspires and empowers teen girls to effect meaningful change within their classrooms, colleges, and communities."



Turning Passion into Action

Turning passion into project. What drives someone to becoming a changemaker and turn their passion into tangible steps that bring about change? This forum will inspire future change makers by offering incredible stories and experiences from women who have journeyed before them, encourage them to take action and amplify their voices to create meaningful change towards gender equality.

Agenda

- 9:30 Arrival - student activity
- 9:45 Acknowledgement of country
- 10:00 MC introductions
Annabelle -GHS school captain
- 10:20 Activity
- 10:45 Morning tea
- 11:00 Introduction to program
- 12:30 Lunch
- 1:00 Guest Panel
Michelle Clark
Ilona Rose
Roxie Bennett
- 2:00 Share inspirations
- 2:30 Farewell

Bold Beginnings

GMHBA
STADIUM
Captain's Rooms
Friday 28th
March



Professional learning and leadership development



The Speakers

2024 speakers



- Alcy Meehan -Deakin Univeristy
- Allyson Brown -Everheal
- Michelle Gerdtz -General Manager Barwon AFL & Read the Play
- Lyndelle Zuccolin -Just Add Colour
- Justine Martin -Resilience coach
- Jade Hamilton - Homelessness programs
- Dr Sarah Mansfield -Greens MP
- Alison Marchant -Bellarine MP
- Mick O'Malley -Kokoda
- Ella George -Lara MP
- Renee Garing -ALFW & teacher
- Amy Rashid -VASSP, Harding Millar Foundation
- Sonja Roguljic -Leading Firefighter
- Yvonne Van Der Ploeg - Director Biolab
- Alcy Spencer -Immunity Scientist
- Jenny Robberson -Civil Engineer
- Nova Clough -The Geelong Project
- Ally Waight -President Queenscliff Football and Netball club

Student Actions

- Safer spaces during recess and lunch
- Improved female sports uniforms
- Structuring of female and male forums
- Introduced new sports spaces and sports subjects
- Student led presentations
 - Staff meetings
 - School council
- Self defence for students
- Professional Learning for staff
- Student led workshops for staff
 - Homophobia
 - Racism
 - Gender stereotypes
- Review of assessment and reporting

PRE 2024





100%



Matthew Flinders Girls
Secondary College



Geelong High School



North Geelong Secondary College

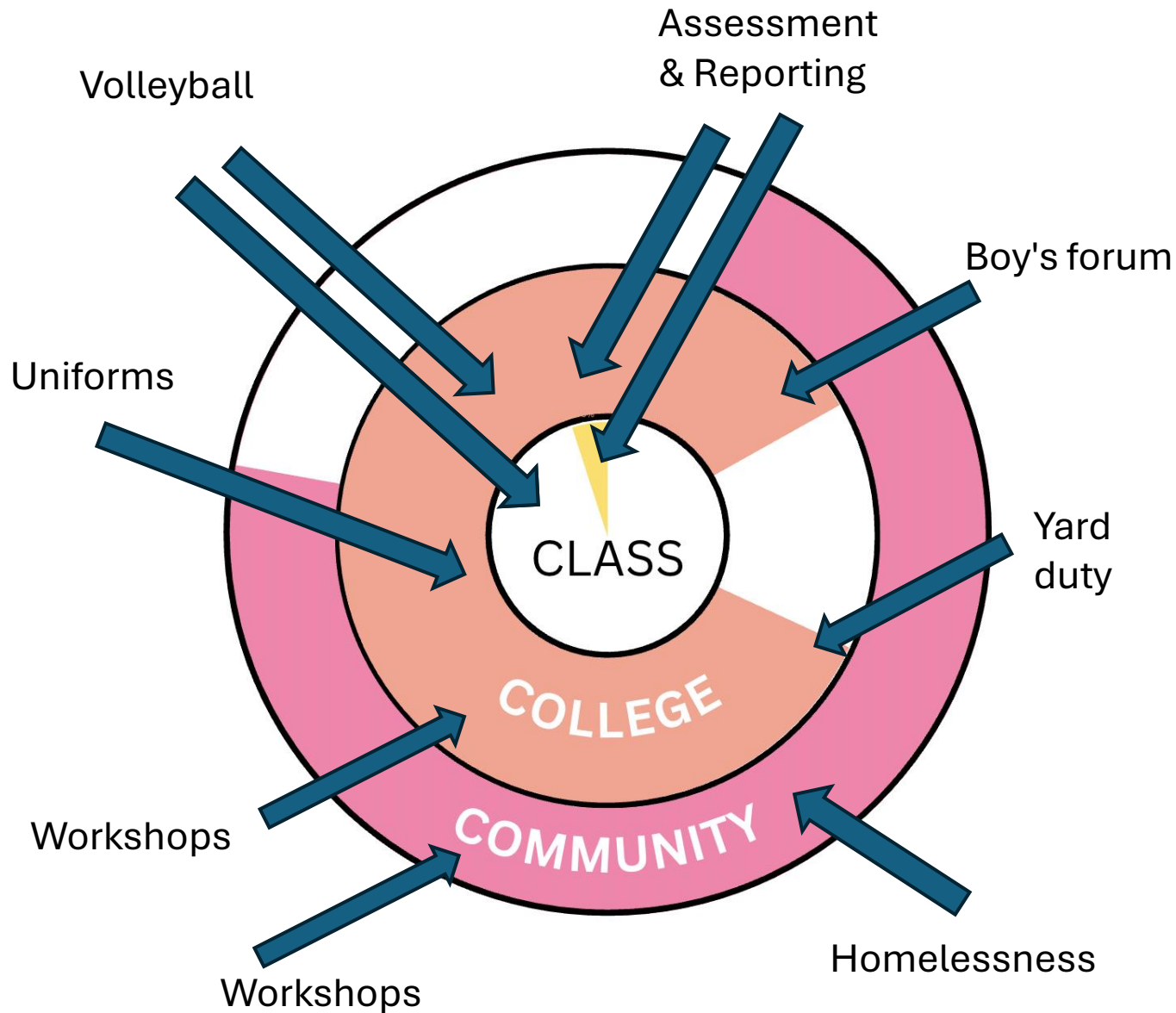
Student Actions



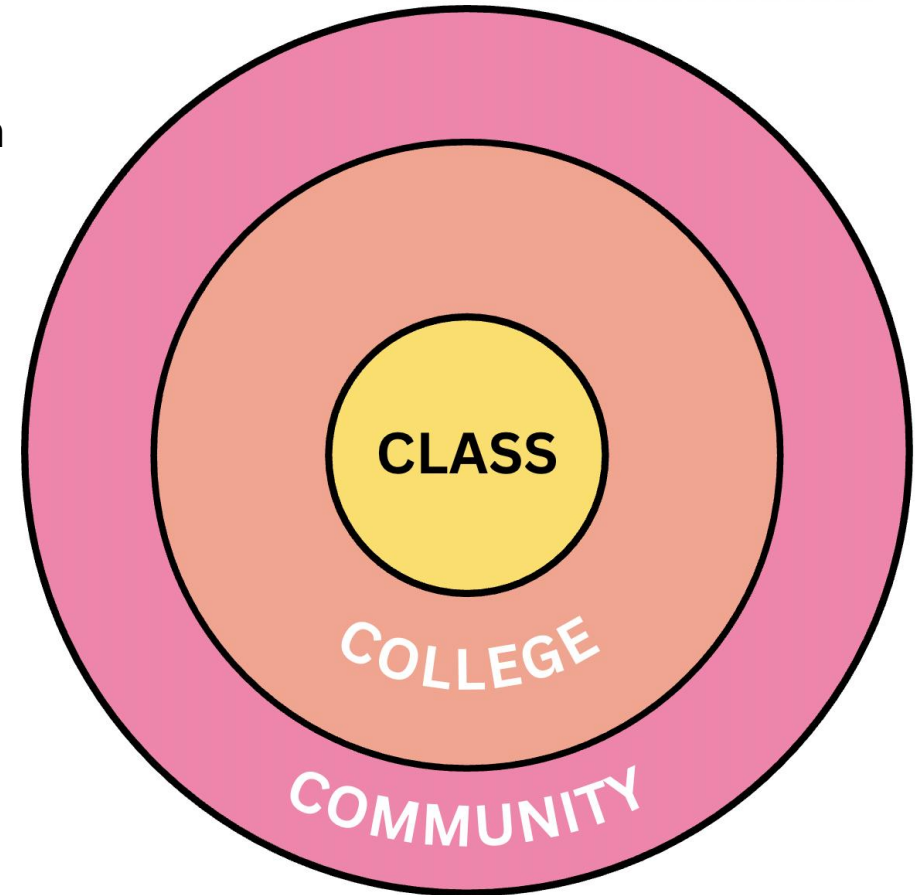
- Introduction of flourish program
- Community grant for community groups
- Built positive relationships between years 10 and 11 students
- Created 'Girl's Night In'
- Stronger community links - Help the homeless
- More inclusive shorts
- Build staff-student relationships
- Improved communication across school
- increase communication channels for students
- Student leaders implementing changes
- Introduction of daily bulletings
- Year 10 connection day
- Host BBBH forum
- Better inform boys on girl's development
- Increase safety in schools
- Wear it purple day
- Student mentor program
- Uniform policy changes
- Boys BBBH
- Improve respect for female students

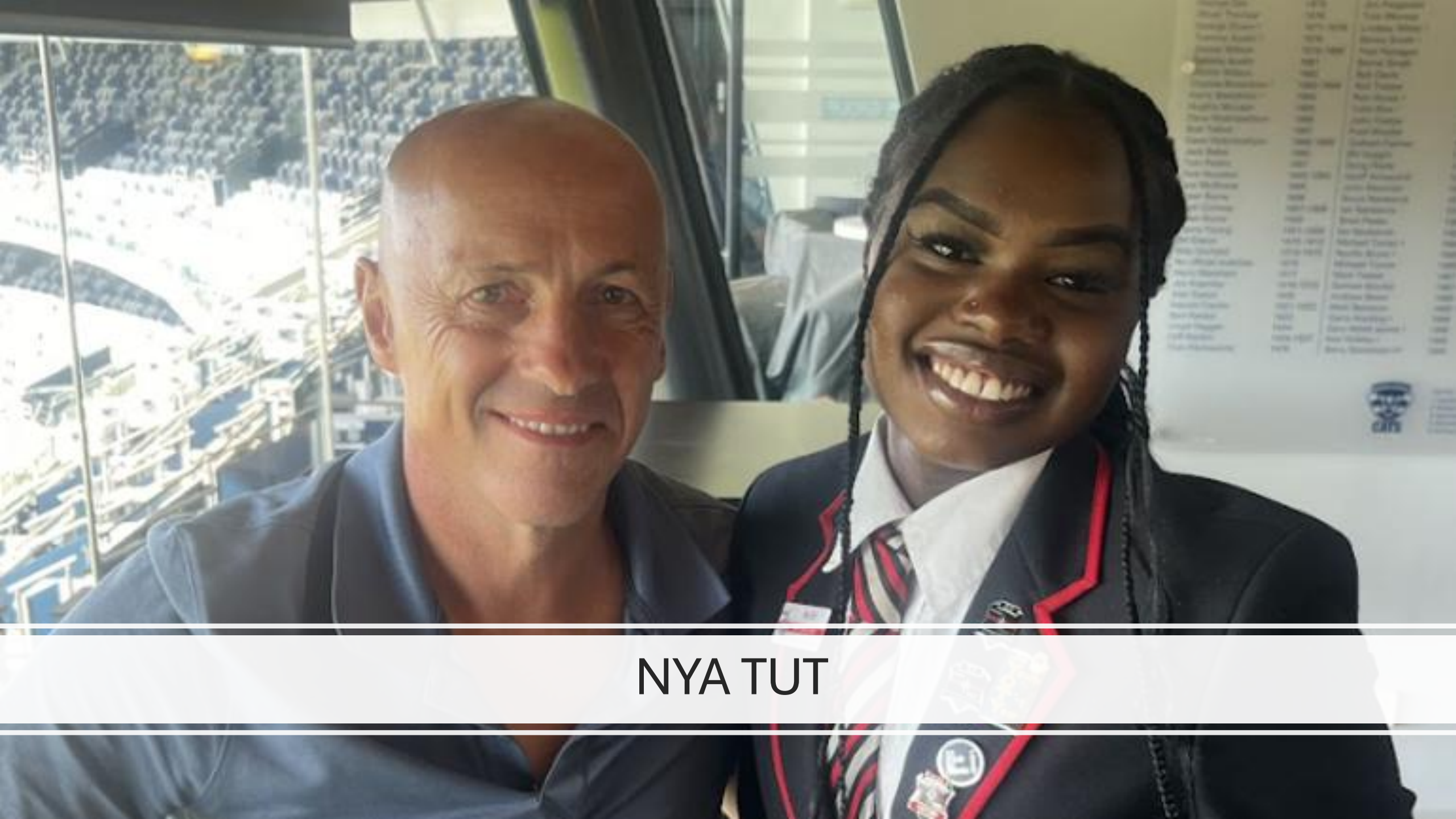
2024

Action layer



Impact levels





NYA TUT

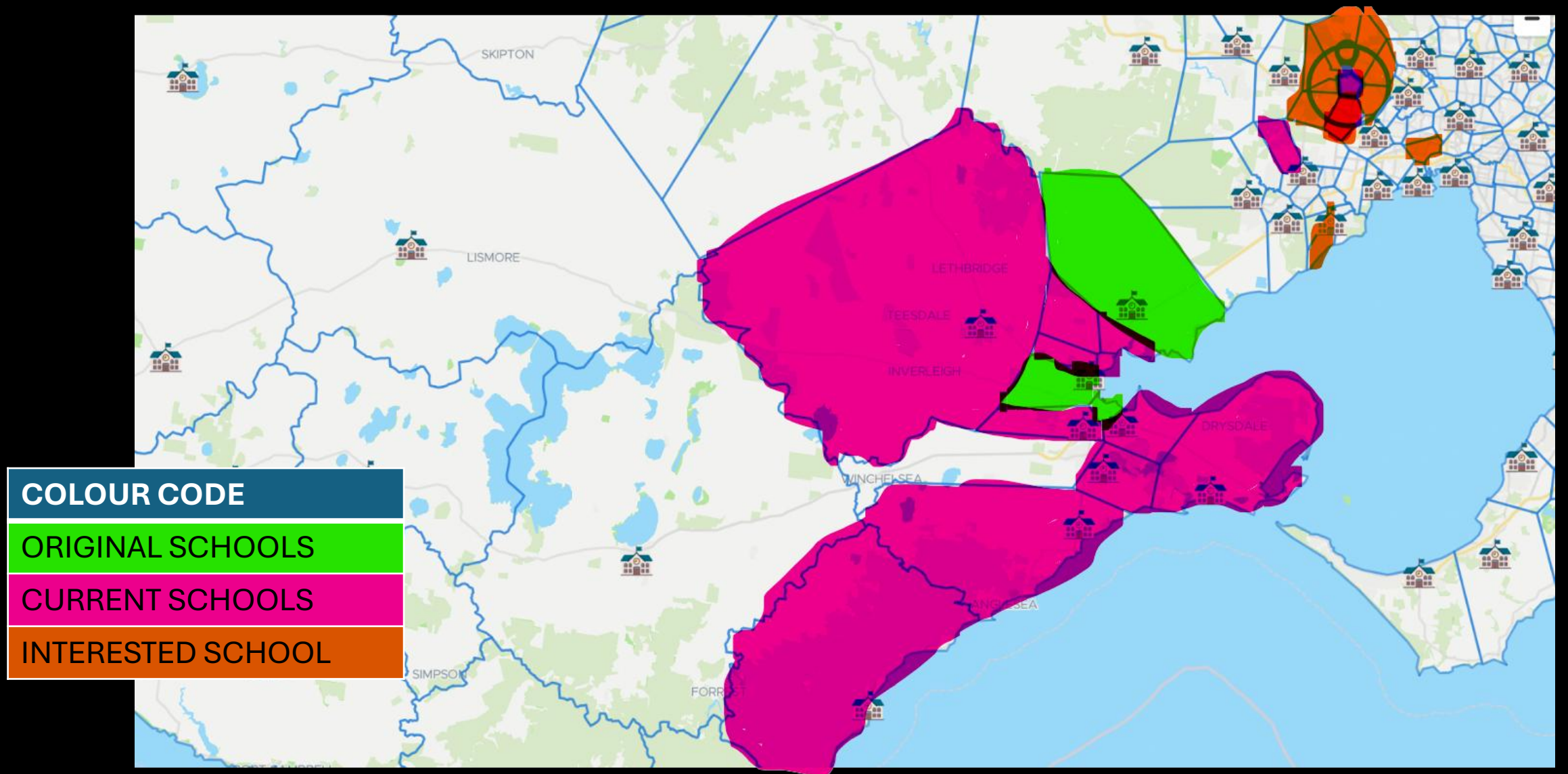
Measures of impact

2018-2025



**BE
BOLD
BE
HEARD**

**2
0
2
5**



BBBH spread

32. Be Bold Be Heard Coordinator

The Be Bold Be Heard (BBBH) coordinator is responsible for the organisation, development and promotion of female student voice in the College to prepare them for quarterly collaboration with other Geelong schools.

The BBBH team will consist of:

- Assistant Principal
- BBBH Coordinator
- Staff facilitators (voluntary)

Team Involvement:
The following teams will be avenues for communication of the initiatives, this does not mean the BBBH coordinator is a member of the following teams but they may contribute or engage with them:

- Curriculum Team/KLAs
- STRIVE Team/SEAL Team
- Sub-School Teams
- College Promotion Team (Pathways/Transitions LT and Events Coordinator)
- Learning Specialist Team
- Student Wellbeing Team
- School SRC
- School Captains
- Events Team
- PCOs

Specific Responsibilities

- Facilitate discussion about the student perspectives of voice and agency in the college.
- They will support the student analysis of the AToSS data.
- They will liaise with leadership and other key stakeholders to better inform the AIP goals and outcomes. The coordinator will arrange teacher volunteer mentors to guide the students to set goals for change.
- They will organise and facilitate regular meetings (fortnightly).
- The goals set will be embedded into an action plan formulated via the BBBH forums.
- Liaise with AP on the organisation and planning of four collaborative forums.
- Complete Compass documentation for each forum (Excursion communication and risk management).
- Engage the students in providing feedback on the forums.
- Organise students to complete the actions and subsequently present their successful achievements at the final forum.
- They will also encourage and promote student participation and/or leadership in other college-wide programs or initiatives.
- Team involvement:
- The BBBH coordinator will engage with various teams of the college as required to support the actions identified by the students.
- They will advocate and liaise with appropriate teams and stakeholders to enable students to speak up and garner further support.

School Strategic Planning

Success Indicators

- What data sources, evidence, or artefacts can be collected to measure the success of the outcomes? (approximately 5-6 success indicators per KIS)
- Ensure that you select some data sources that will allow you to track your progress towards your 12-month targets across the school year.

Continued strengthening of SRC/ Multicultural/Cultural/ Be Bold Be Heard etc in our school community and with other schools
KLA based exemplars for sharing student data and goal settingh
Curriculum documentation showing GRO model
KLA based growth data

Attitudes to School and Student Outcomes



ATSS	Year	Girls' positive perception	Gender gap
Network	2021 (Year 9)	28%	9%
Network	2024 (Year 12)	48%	3%

ATSS	Year	Girls' positive perception	Gender gap
NGSC	2021 (Year 9)	29%	16%
NGSC	2024 (Year 12)	56%	1%

NGSC	2017	2023
Mean English	23.9	28.1
Senior Completions	91.4%	100%

Case Study Analysis (2024 VCE cohort)

STUDENT		RGR	7 BAND		YEAR 9	YEAR 10	YEAR 11	VCE ENG	VCE SCORE	VCE
1	WRIT	HIGH	MIDDLE	ENG	BTM	37	65	22	23	S
	NUM	HIGH	MIDDLE	MATH	45	18	32			
2	WRIT	LOW	BOTTOM 2 BANDS	ENG	MTE	48	54	UNSCORED	UNSCORED	S
	NUM	HIGH	MIDDLE	MATH	53	72				
3	WRIT	MEDIUM	MIDDLE	ENG	MTE	BTM	57	31	29	S
	NUM	LOW	BOTTOM 2 BANDS	MATH	37	28	81			
4 (ENG LIT)	WRIT	MEDIUM	TOP 2 BANDS	ENG	74	85	80	32		S
	NUM	LOW	MIDDLE	MATH	74	59	89			
5	WRIT	MEDIUM	MIDDLE	ENG	MTE	MTE	76	UNSCORED	UNSCORED	S
	NUM	HIGH	MIDDLE	MATH	54	62	50			
6 (EAL-ENG)	WRIT	LOW	BOTTOM 2 BANDS	ENG	55	73	53	26	20	S
	NUM	LOW	BOTTOM 2 BANDS	MATH	51	66	67			
7	WRIT	MEDIUM	MIDDLE	ENG	MTE	70	69	27	28	S
	NUM	MEDIUM	MIDDLE	MATH	66	48	42			
8	WRIT	MEDIUM	MIDDLE	ENG	71	75	85	31	32	S
	NUM	HIGH	TOP 2 BANDS	MATH	90	93	97			

Participants say...



"This was my first time being involved in this program and I've really enjoyed seeing the confidence and success of my students increase throughout the year. It's a wonderful program and I wish there was something like this when I was a student. Well done!" (TEACHER)



"My daughter participates in this program and always comes home after a session speaking about the amazing stories the presenters share. Thanks for making time to share your journey." (PARENT)

Testimonials



"What a fabulous program. Thanks for inviting me along to speak! You have an awesome (and talented) group of young people to guide and I look forward to following their journey through the program." (GUEST)



"Being a part of Be Bold, Be Heard has helped me in so many ways. I was taught that if I wanted change, there has to be action. I was very satisfied, and still am with the changes we have done in this school. I would definitely continue being part of until I graduate." (STUDENT)

Testimonials

Broader connections



Confidence measures

- **BBBH imparts a strong belief in others**
- **Greater connection with their school**
- **Very good and excellent confidence to challenge their principal**
- **Very good/excellent public speaking confidence**



Beyond
Boys
Larger
Book
Podcasts

Q & A?



Thank you!