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Annual Report 2018 - 19

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Our Vision

For Christ to rule in the hearts and minds of our students so they are able to contribute as citizens to a peaceful and just society through a biblical understanding of family, community and human endeavour.

Our Mission

To realise our Vision, Grace Christian College, in cooperation with parents, staff and students will:

- > Provide a Christ honouring learning environment
- > Develop each student's Potential
- > Encourage a lifelong commitment to be enquiring seekers of knowledge and understanding
- > Inspire students to have compassion for the world as demonstrated by Jesus Christ

Our Board

- > Mr Stephen McIntosh is the Chairman of the Board as well as being a co-founder of the College
- > Mr Matthew Hogan is a Director of the Board. He is also a past student of the College and all of his children attend the College
- > Mr Bruce Hogan is a Director of the College as well as being a past Principal of the College
- Mrs Alison Gunn is a Director of the Board and is married to the current Principal, Mr Larry Gunn. Three of her children are past students of the College
- > Mr Chris Wolmarans is a Director of the Board and all of his children attend the College



Principal's report

Grace Christian College Wodonga is a community of staff, parents and students who are supported by a committed Board seeking to provide a college with a strong Christian education focus. We are very thankful for the volunteers who support the college throughout the year and assist in various college programs.

It is the commitment of the Board, staff, parents and students to be a welcoming community that has allowed it to maintain steady growth over the past few years. It is our hope that through honesty and transparent communication the school can assist all families to feel connected with the college and for each student to feel a sense of belonging.

"Grace Christian College Wodonga is a community of staff, parents and students who are supported by a committed Board seeking to provide a school with a strong Christian education focus..."

During this year, Grace Christian College worked to capitalize on the changes to the college's branding which had taken place over the past few years. The introduction of Year 12, change of name and revision of the college uniform have assisted the college to continue to experience enrolment growth during 2018. During the year, there were several enrolment interviews but in the later part of the year this accelerated to the point that the year finished with a projected enrolment of around 140 students for the following year. This was an exciting prospect given that enrolments had declined to 78 students in 2014.

We were also excited to have four Year 11 students start the International Baccalaureate Diploma Programme (IBDP). This group also represents the growth of the college as our previous cohort was one student! The whole college has worked together as a team to support the establishment of the IBDP as the colleges senior secondary certificate and it has been, and will continue to be, a significant focus for the college.

During 2018, it was agreed that the name of the college's owner would be changed to match the college's new name. Formerly known as Mount Carmel Christian School Co-operative Limited, the college's owner is now Grace Christian College Co-operative Limited.

We look forward to the ongoing development of the college's programs in 2019 as we work toward achieving the college's vision and mission in the service of Jesus Christ our Lord.

Larry Gunn Principal of Grace Christian College







Statement of commitment to child safety

Grace Christian College acknowledges that 'God has made from one man every nation of mankind to live on all the face of the earth' and 'all are one in Christ Jesus' and implements its safety programs on the basis of this commonality. Therefore, Grace Christian College is committed to the safety and best interest's of all its enrolled students. This commitment is grounded in the Biblical imperative to "care for one another."

The College recognises the value of family for the health, welfare, safety, development, learning and well-being of all students regardless of race, biological sex, language or ability. The College is committed to assisting and supporting all families and all students in this endeavour. The family is seen as the key stakeholder and contributor to the education and well-being of all students.

In support of its commitment to Child Safety, the College, within the context of the College's Christian culture and the parent's determination that College and family culture are complementary:

- > Is established to provide cultural safety for children of Christian families and all other commitments for child safety are made within that context
- > Will ensure that parents are informed of the College's Christian culture prior to enrolment so that they can make the best decision regarding the compatibility of College and family culture and whether their child will benefit from enrolment in the College
- > Has zero tolerance for child abuse
- > Actively works to listen to and empower children without undermining the primacy of family as key to their health, welfare, safety, development, learning and well-being
- > Has systems to protect children from abuse, and will take all allegations and concerns very seriously and responds to them consistently in line with the organisation's policies and procedures
- > Is committed to providing cultural safety for children from culturally and/or linguistically diverse backgrounds including Aboriginal and Torres Strait Islander children.

There were several small projects undertaken during the year that have assisted the school's running. A storeroom was converted into an office for the IB Coordinator and other staff. This room was re-lined and two large windows added which has transformed what was previously a dark, dusty area into a space full of light and intellect!

> In what could be described as a game of musical rooms, the instrumental music room was moved to the playgroup storeroom in the Hall and the instrumental music rooms were transformed into the Uniform Shop. This was an important development as our local uniform shop had ceased supplying our uniform. This has meant that all uniform items can be purchased from the school's Uniform Shop.

> > During the year we repaired the shade sails over the school playground. Student safety was enhanced with a fence being installed at the bus pick up. Fencing in the student pickup area was also improved.

> Will aim to meet the expectations of families with enrolled students that the College will:

- Provide a high quality and culturally sensitive level of education
- Be a community that maintains a culturally safe environment for all students
- Provide a safe space where personal challenges are met and explored with respect
- Act with justice and equity in all circumstances to all students
- Be a community that seeks to be safe and free from violence, racism and discrimination
- Provide the opportunity for all children to achieve their full potential in life
- Has a Child Safe policy that demonstrate the College's commitment to safety and diversity.

Value added

IB Office

Uniform Shop

Student Safety and Playground

Music

The mixing desk in the Hall was upgraded to support the ongoing development of the music program and the school's contemporary band program. Secondary school students lead their fellow students with contemporary worship music on a weekly basis at the Monday morning school assembly and on a regular basis during school Chapel. The new mixing desk offers expanded functions including wireless mixing to assist with smoother rehearsal and performance events.

Our staff

Teacher and staff professional development

The total expenditure for staff development and professional learning for 2018 was \$7,983.73. Staff attended a number of conferences including training for diverse learning strategies, writing and first aid and CPR courses.

Staff numbers and attendance

The staff completed the year 2018 with an attendance rate better than 98% which is similar to the previous year. This reflects the continued high level of commitment amongst the staff. The College currently does not employ any Indigenous staff.

Staff gender distribution by EFT

Non teaching males

58 Teaching males

Staff numbers 2018



Total Staff 33 / Movement 5

Teacher qualifications

The staff of Grace Christian College hold the following qualifications:

Bachelor of Art [B.A.] Bachelor of Business [Human Resource] Development, B.Bus [HRD] Bachelor of Education [B.Ed] Bachelor of Ministry, Honours [B.Min Hon] Bachelor of Ministry [B.Min] Bachelor of Science [B.Sc] Bachelor of Theology [B.Theology] Graduate Diploma of Education [Sec] [Grad.Dip.Ed] Graduate Diploma of Child and Adolescent Welfare [Grad.Dip Welfare] Graduate Diploma in Technology Education [Grad.Dip.Tech.Ed] Advanced Diploma in Theology [Adv. Dip. Theology] Bachelor of Health Science [B.HSc.Nut. & Diet] Master of Teaching [P-12] Bachelor of Science [B.Sci.Nutrition & Diet] Diploma of Teaching [Dip.T]

Our students

Management of student attendance

The College has a Student Attendance Policy which clearly states that students are expected to maintain a satisfactory commitment to full attendance and punctuality for all timetabled classes, assemblies, camps and excursions and any other compulsory activity.

90.8 YEAR 1

94.3 YEAR 2

91.6 YEAR 3

90.7 YEAR 4

92.4 YEAR 5

88.3 YFAR 6

92.2 YEAR 7

79.7 YEAR 8

92.2 YEAR 9

91.18 2016

89.20 2017

91.47 2018

The procedures that proceed from this policy include:

- > Attendance recording twice daily
- > Monitoring of daily attendance and the identification of absences from class or the College
- > The follow up of unexplained absences using an Absence Follow Up Note
- > The notification of parents of unsatisfactory student attendance via Absentee Notices. 1 and 2.
- > Compulsory College attendance reminders to parents via Newsletter, etc
- > The recording of unsatisfactory attendance on student files.
- > Referral of all unresolved absences to the Principal.

Student post College destinations

In the past, most students from Grace Christian College would transfer to another school in the area that offers Years 11-12. This was because the College was registered to Year 10. Reports from those students are positive with most expressing the view that they have as good or higher academic standards than their fellow pupils. Past students have gone on to enter the workplace, some have gone on to tertiary study and fulfilled their desire in their chosen career.

The introduction of Year 12 and the International Baccalaureate in 2016 means our students will remain enrolled at the school until the completion of Year 12. The College will be better placed to determine student post college destinations in the future.

Teaching

females

Non teaching

95.5 FOUNDATION 94.1 YEAR 10 96.0 YEAR 11 YEAR 12 not applicable Student attendance comparison by percent (%)

2018 student attendance by percent (%)

NAPLAN analysis statement

The College has traditionally presented limited NAPLAN analysis in its public documents for two main reasons. The first is the right to privacy of students which is exposed to violation through the small cohort size of year levels. If it happens that a cohort has only three students and registers a low NAPLAN result in any area those students are quite easily identified. It is significant that the Federal Government website, My College, provides our NAPLAN data to the public but does not provide data for cohorts less than 10 students.

The second is that small cohort size also leads to a significant distortion of averages when compared to state and national data. The averaging of results for a group of ten students does not produce statistical information that has much relevance to the averaging of a national cohort. To therefore use these averages to make a comparison on learning growth and thus determine some indication of College performance could lead to erroneous conclusions.

The College makes extensive use of the NAPLAN data internally. Inferences or predictions in relation to individual students are made and the impact of teaching and learning at a College level is analysed. NAPLAN data is imported into the College's Student Profile Database and is used in developing individual learning plans for struggling students as well as diagnosing particular areas of development or identifying gifted students. Parents are issued with the NAPLAN test report but can also obtain further NAPLAN information from their class teacher.

Our general observation from year-to-year is that Grace Christian College students generally perform well in the reading, writing, spelling and grammar and punctuation tests. Variation in scores is believed to be due to individual student capability.



Staff satisfaction survey

8	38					54					
46						54					
8	85									8	
								01	1		
		54									
15		62							23		
15		54						31			
15		15		54						15	
31				23			46				
		62									
23			62							15	
8	38					54					
77									23		
46						38				15	
15		38					38			8	
										15	
8	46						46				
15		69								15	
31				54						15	
15		77								8	
8	8	54						31			
								31			
15		23			38				23		
15		54						31			
8	46						46				

The employees of this College genuinely care about each other This College strives to provide a good working environment This College is a place where people willingly accept responsibility I am clear about my goals and how my job fits in I have the facilities, space and equipment I need to do my job properly I know exactly whats expected of me and I have the opportunity to do my best every day I get all the information I need to do my job properly I am informed immediately when changes are made that affect me I am comfortable speaking to management about any issues or ideas Theres a strong sense of shared responsibility in our team together Our team goals are clear and we are kept informed about our progress There is no us and them mentality between different teams and we all work together I receive regular and constructive feedback about my work When I perform well, I think it is recognised and praised appropriately I am clear about what is expected of me and what good performance is My supervisor cares about my general well being and my personal situation My supervisor has good management skills - planning, coordinating, communicating, problem solving, etc My supervisor motivates me to want to perform at my best I get good quality, relevant training whenever I need it I believe I have all the skills necessary for my job This College supports me to be the best I can be We are dedicated to improving the satisfaction of our customers We truly value high quality work I am proud of our College and the service it provides

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

Parent satisfaction survey

7 67		27	The College is a classrooms and
3 13 47	37		The College is involvement
3 3 53	40		Parents are end relating to their
3 13 40	43		The College is a students
3 17 53		27	There is always parents at this
3 10 53	33	}	The students a
3 7 27	43	20	The College ha
3 3 7 63		23	The College off
3 3 60	33	}	The College ma
47	53		The College tea citizenship
3 13 47	37		The College ha achievement
37 363		23	The College pro
3 3 20 53		20	There is adequation and resources
3 17 53		27	The College pro
3 50	47		The College pro
7 7 57		30	The education
3 10 47	40		Overall, I am sa College
025	5075-	100%	Strongly age Agree

- aree
- Disagree
- Strongly disagree

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0-25-50-75-100%

- College is an attractive and well resourced school [e.g. srooms and grounds)
- College is connected to its community and welcomes parental
- ents are encouraged to contact the college to discuss concerns ing to their child
- College is a friendly school that is tolerant and accepting of all
- re is always good two way communication between staff and nts at this school
- students are the College's main concern
- College has supportive welfare programs
- College offers challenging programs for its students
- College maintains a focus on literacy and numeracy
- College teaches and promotes Christian values and Australian
- College has competent teachers who set high standards of
- College provides an appropriate range of extra-curricula activities re is adequate student access to computers, technology programs
- College promotes a healthy lifestyle
- College promotes its uniform policy
- education programs at this College are suitable for my child
- rall, I am satisfied with the education my child receives from this

Strongly agree

- Neither agree nor disagree

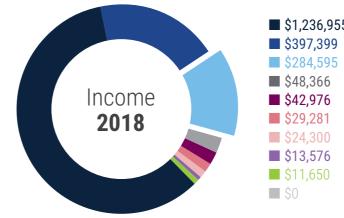
Student satisfaction survey

2 5 26		57			10
10 5	16	36		33	
27 10	36		46		
5 15	23	36)		21
383	8		43		8
2311	48			36	
7 13	34		31		15
41		25		11	13 10
5 10	21	52			11
5 15	26	4	14		10
11 8		34		1	26
3 5 18				36	
2 5 13			4		
8 20			25		22
0 20		20	20		20
382	3	36		30)
3 3 1 0	62				21
5 11			30		15
34		28		15	16 7
-	13	46			25
		44			20
		23		36	20
37 16				31	
5 18			34		11
0 10	01		04		11
7 3 21		43			26
2211				31	
7 18			3	1	
36		26		25	
3 3 28		38	2	.0	
	28	00	06	2	
7 5 1			20	30	
37 26		48		50	
				01	2+
10 10		2	23	31	
328			49		45
7 15	33		31		15
57			25		5 10
2 5 23		44			26
582		46			16
16		33	2	20	20
	16	41		2	
00		30		13	13
39					
39 8 <mark>7</mark>	30	3	8		18

I am good at my work

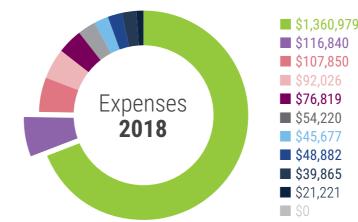
- I feel good about being a student at this college Doing well at college is important to me It's often hard to learn in class because some students are really disruptive My teachers are easy to understand
- I get on well with other students at my college
- My teachers make the work we do in class interesting
- I have been bullied recently at college
- My teachers listen to what I have to say
- I find it easy to learn new things
- I like college this year
- My teachers really want to help me learn
- Continuing or completing my education is important to me
- It's often hard to listen to the teacher in class because other students are misbehaving
- My teachers put a lot of energy into teaching our class
- I am liked by others at my college
- My teachers make learning interesting I have been teased in an unpleasant way recently at my college
- My teachers provide help and support when it is needed
- I am a very good student.
- I am happy to be at this college
- I try very hard in college
- The behaviour of some students in class makes it hard for me to do my work
- My teachers explain how we can get more information
- I get on really well with most of my classmates
- My teachers are inspiring to listen to
- Students are mean to me at this college
- My teachers are good at helping students with problems I feel I belong at this college
- I am keen to do very well at my college
- My teachers explain things to me clearly
- This college is preparing students well for their future
- My friends at college really care about me
- My teachers make college work enjoyable
- I have been deliberately hit, kicked or threatened by another student recently My teachers help me to do my best
- I think I am generally successful at college
- I look forward to going to college
- My teachers are well prepared
- Other students often spread rumours about me at my college My teachers understand how I learn
- Strongly agree Agree
- Neither agree nor disagree Disagree Strongly disagree





Value Added

A total of \$38,785 was allocated to the purchase of projectors, projector screens, apple tv's, iPad, music mixer, outdoor shade sail, student carpark fencing, storage cupboards, IB office fit out, uniform shop fit out, classroom doors with viewing panel, and library books.





- \$1,236,955 Commonwealth recurrent grants **\$397,399** State recurrent grants \$284,595 Private income Camps and convention Other grants Bus income Trading activities Other income Building fund
 - Capital income

- \$1,360,979 Salaries and related expenses Administration costs Depreciation Supplies and services Teaching resources Excursions, camps and conventions Building and ground works Bus expenses
 - Trading activities
 - Building fund
 - Capital works

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