

 GRACE

**Christian College**

Equipping for every good work



Annual Report  
**2017**





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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 a 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. All 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

 GRACE  
Christian College



# Principal's report



In recent years, Grace Christian College has undergone many changes. The College opened the year with a change of name and over the subsequent months underwent rebranding which included new signage, repainting of buses and the introduction of a new College uniform. The College uniform proved to be quite a challenge as the Administration staff negotiated with uniform suppliers to achieve the best outcome.

This year also saw the completion of a plan that was first envisaged in late 2010 with the first Grace Christian College student completing the International Baccalaureate Diploma Exams. The introduction of the IB Diploma has allowed the College to extend its registration to Year 12 and has enabled a new period of growth for the College.

“We are appreciative of the community that supports the College's operations and thank staff, parents, students and associated service providers...”

These changes have assisted the College in its ongoing mission of educating students through a Christian Worldview with the goal of preparing them to be active and informed citizens who can participate fully and confidently in a pluralistic society while maintaining a strong Christian faith. The College actively promotes an understanding of Australia's Christian heritage and the impact that this has had on the nation's adherence to important democratic rights such as the rule of law, freedom of speech and freedom of religion.

Colleges are communities focused on guiding and educating children. We are appreciative of the community that supports the College's operations and thank staff, parents, students and associated service providers who assist the college in maintaining its day-to-day operations.



**Larry Gunn**

Principal of Grace Christian College  
and IB Diploma Coordinator





# 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 wellbeing 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 wellbeing
- › 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.
- › 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

### Re-branding

In 2017, the College was re-branded as Grace Christian College. This has enabled the College to review its logo, colours and uniform and to give them a more modern appearance. It has also enabled the college to gain new interest from the community through the promotion of the new name. The College has launched a new website look as well. Along with the introduction of Year 12 and the IBDP, these changes have assisted the college's enrolments to increase at a rate of around 10% over the past two years. This growth rate is predicted to continue for several years.

### Teaching and Learning

In 2017, the first Grace Christian College student completed the International Baccalaureate Diploma exams. The addition of the IBDP and registration to Year 12 have enabled a new period of enrolment growth in the secondary college.

### Staffing

In 2017, the College employed Mr Tim Adkins to teacher music classes from Year 3 to 10. Over many years, the College's Principal, Mr Gunn, has supported students with instrument lessons. The addition of Mr Adkins will bring a greater consistency to the College's instrumental music program and also support the development of a pathway to the IB Diploma music subject.

### Equipment

At the end of 2017, new laptop computers were purchased for staff. The current staff laptops were then re-tasked as student resources.

The College has been hiring a large trailer on an annual basis for many years to transport equipment to the ACE student convention. Toward the end of 2017, the college was offered the opportunity to purchase the large covered trailer it had been hiring. This was seen as a great opportunity to reduce costs over time and to give the college flexible access to a trailer for college excursions.

The College also purchase a defibrillator to add to its first aid resources.



# Our staff

## Teacher and staff professional development

The total expenditure for staff development and professional learning for 2017 was \$15,303.25. Staff attended a number of conferences, attended training for visual learning, teaching strategies, and the National Curriculum Symposium.

## Staff numbers and attendance

The staff completed the year 2017 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 numbers

**14** Teaching staff **1** 2016-2017 movement  
**14** Support staff **2** 2016-2017 movement

Total EFT 16.9 / 2016-2017 movement 0.04

### Staff gender distribution by EFT

**4.7** Teaching males **6.4** Teaching females  
**2.3** Non teaching males **4.8** Non teaching females

## Teacher qualifications

The staff of Grace Christian College hold the following qualifications:

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

# Our students

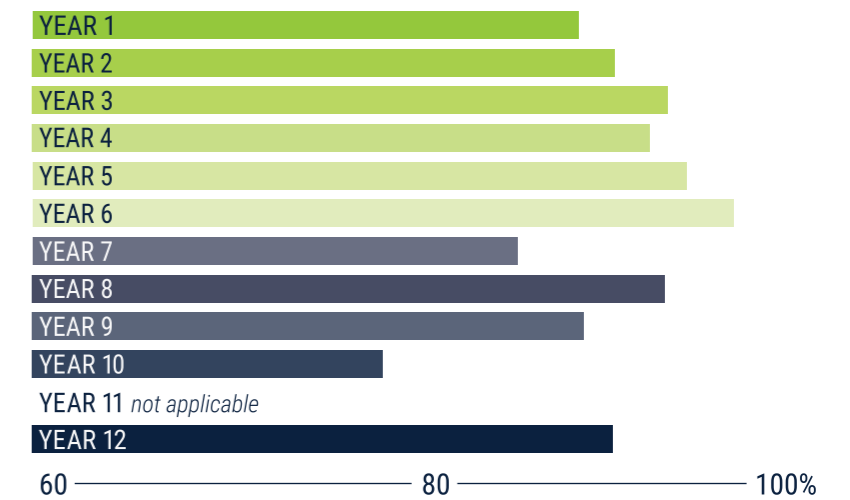
## Management of student attendance

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.

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.

### 2017 student attendance by percent (%)



### Student attendance comparison by percent (%)



## 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 is now better placed to determine student post college destinations.





# 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.

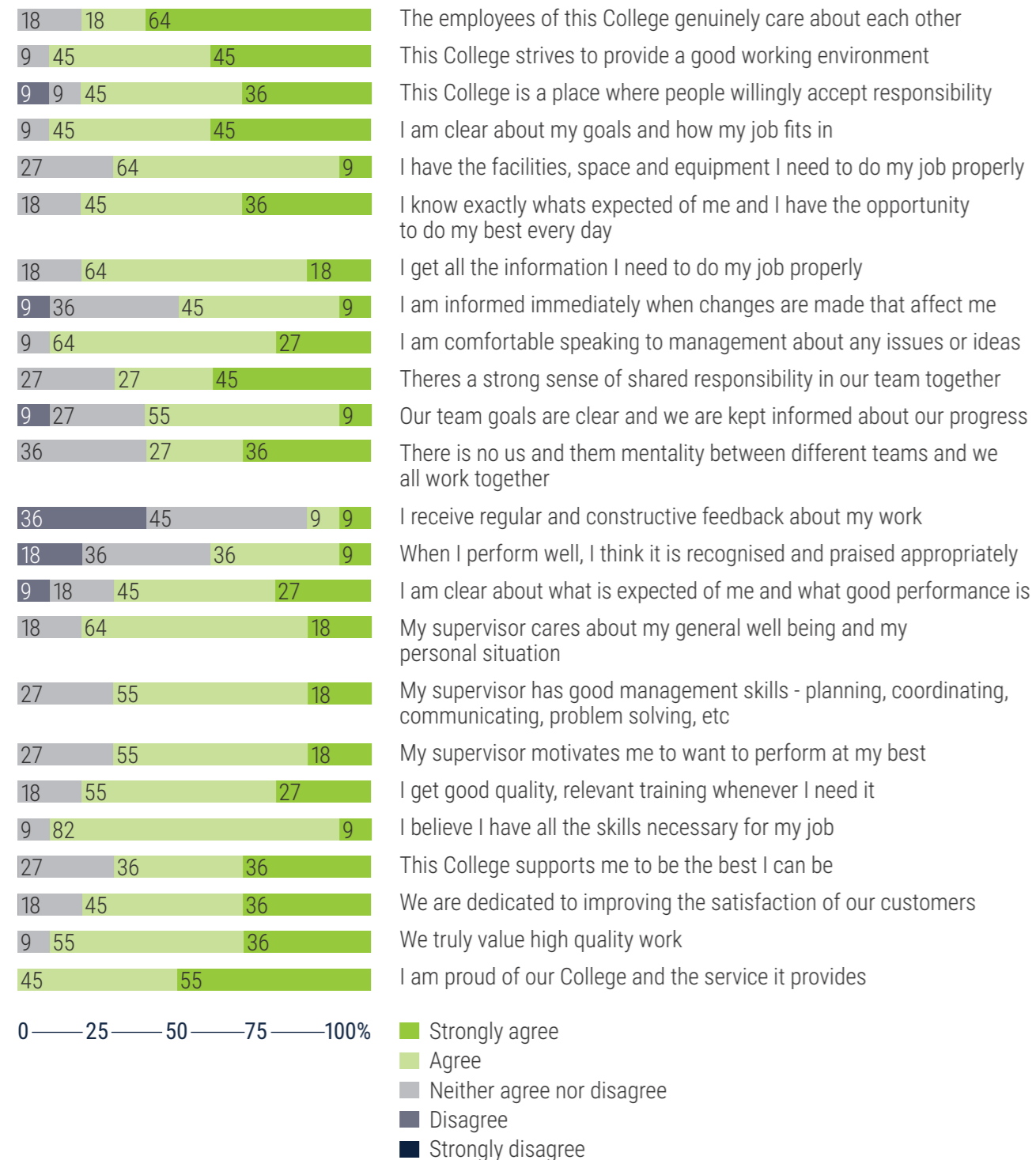
The second is that small cohort size also leads to a significant distortion of averages when compared to state and national data. The averaging of results for a group of ten students does not produce statistical information that has much relevance to the averaging of a national cohort. To therefore use 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.

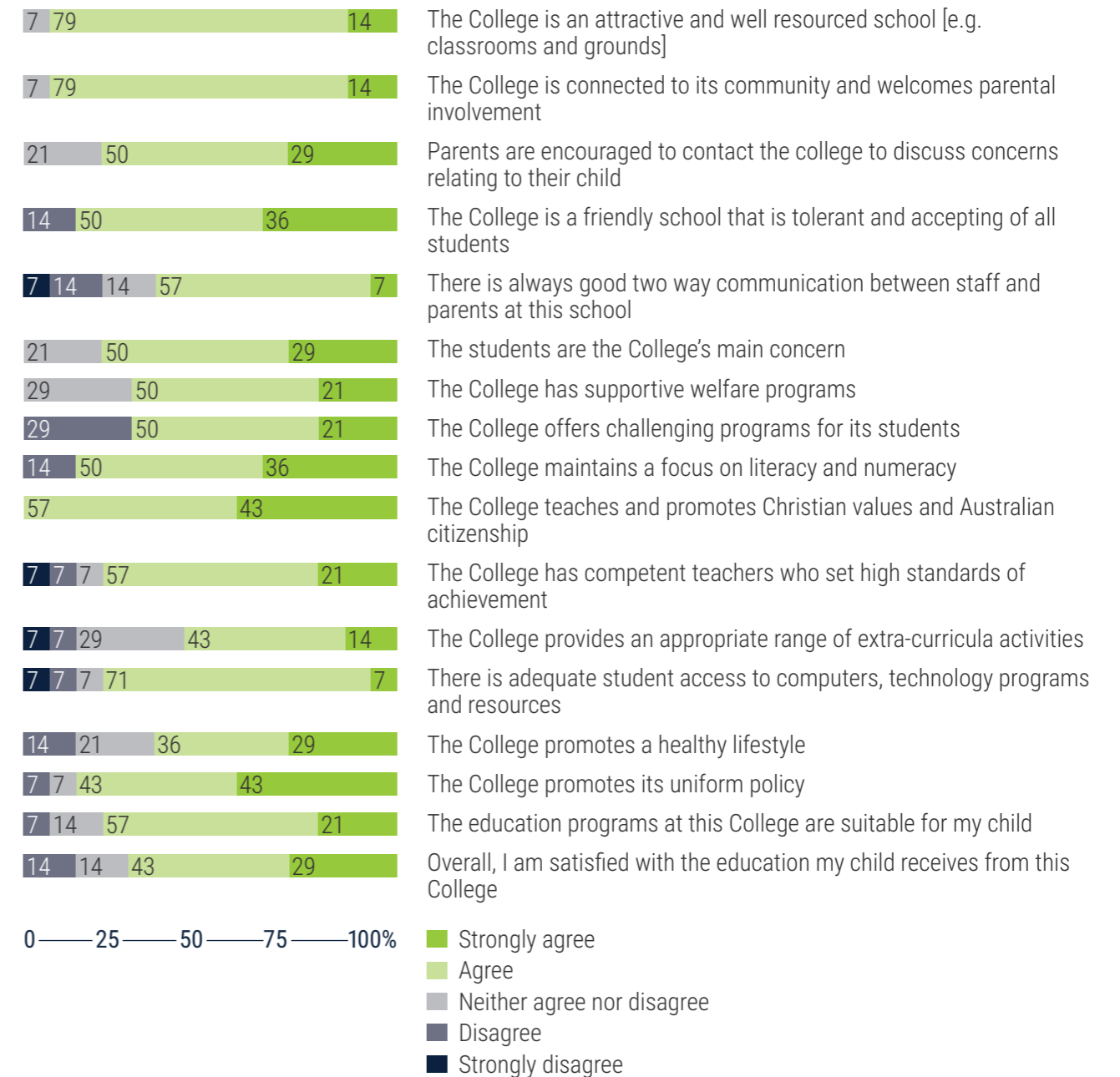
Our general observation from year-to-year is that Grace Christian College students generally perform well in the reading, writing, spelling and grammar and punctuation tests. Variation in scores is believed to be due to individual student capability.



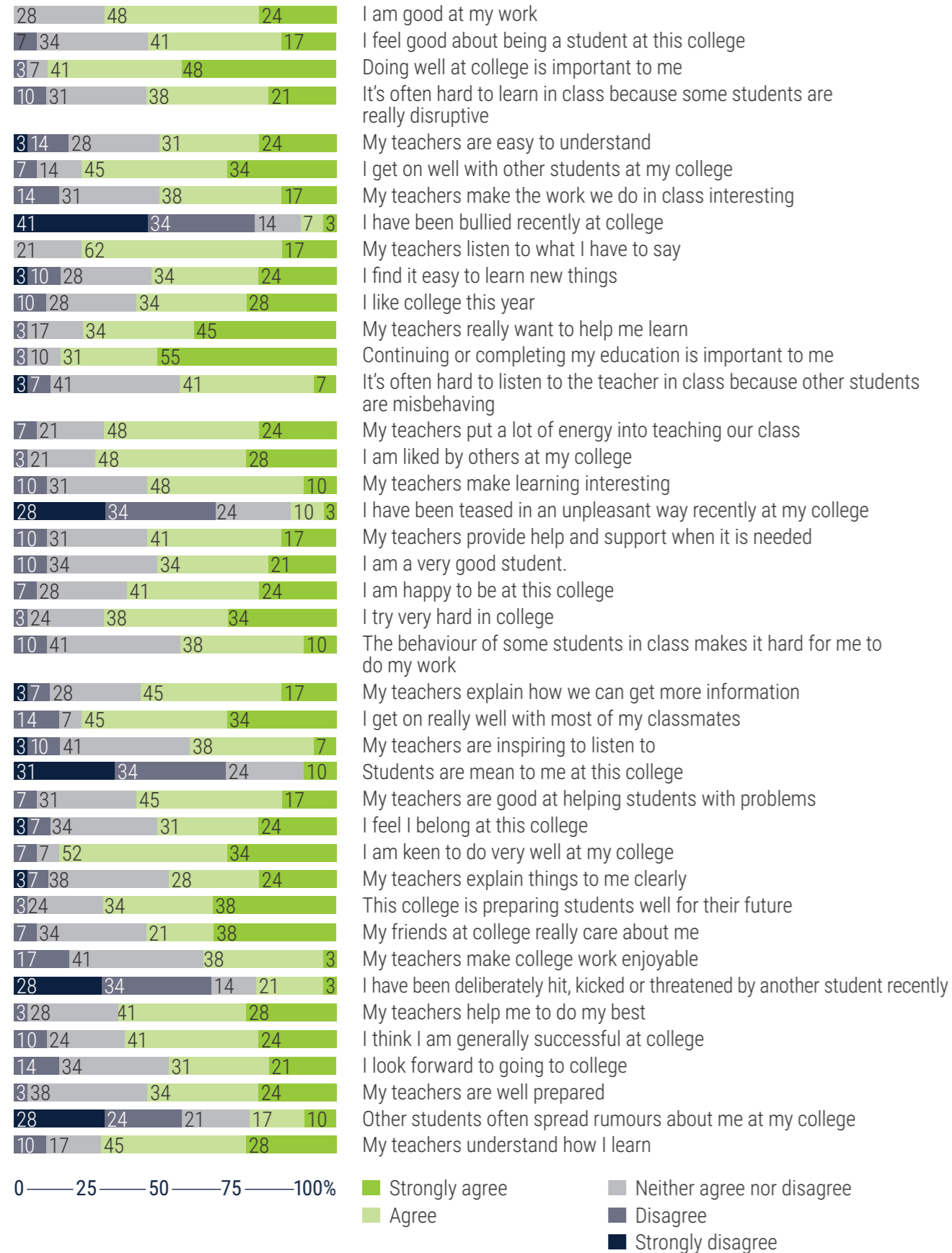
# Staff satisfaction survey



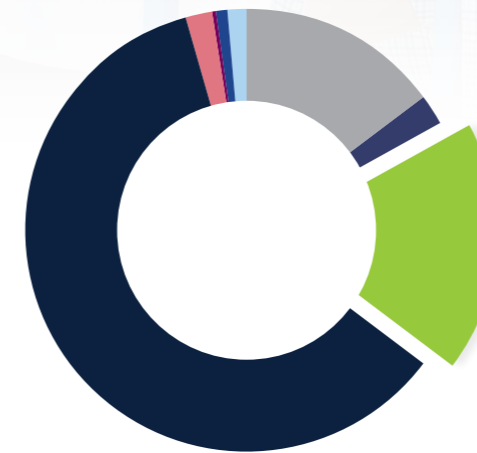
# Parent satisfaction survey



# Student satisfaction survey



## Financial activities

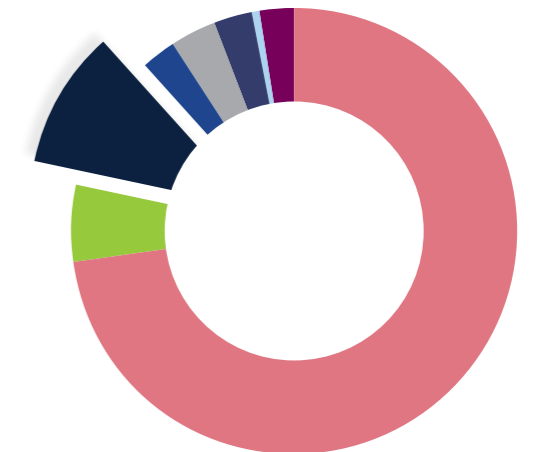


Income 2017

- Private income **\$254,709**
- Camps and convention **\$37,441**
- State recurrent grants **\$309,003**
- Commonwealth recurrent grants **\$1,030,470**
- Other grants **\$30,640**
- Other income **\$5,191**
- Capital income **\$0.00**
- Building fund **\$13,910**
- Bus income **\$21,551**

Expenses 2017

- Salaries and related expenses **\$1,142,659**
- Teaching resources **\$88,180**
- Administration costs **\$154,734**
- Excursions, camps and conventions **\$37,694**
- Supplies and services **\$53,611**
- Building and ground works **\$45,307**
- Capital works **\$0**
- Building fund **\$4,800**
- Bus expenses **\$38,864**



Value Added

A total of **\$31,208.47** was allocated to the purchase of Macbook laptops, iPads, a large caged trailer, defibrillator, library barcode scanner, chess time clocks, class room equipment and music equipment.



## Contact Us

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