

# Annual Report

# 2023

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**Please note: due to a loss of data, the 2023 satisfaction surveys are not published in this report.**

# 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

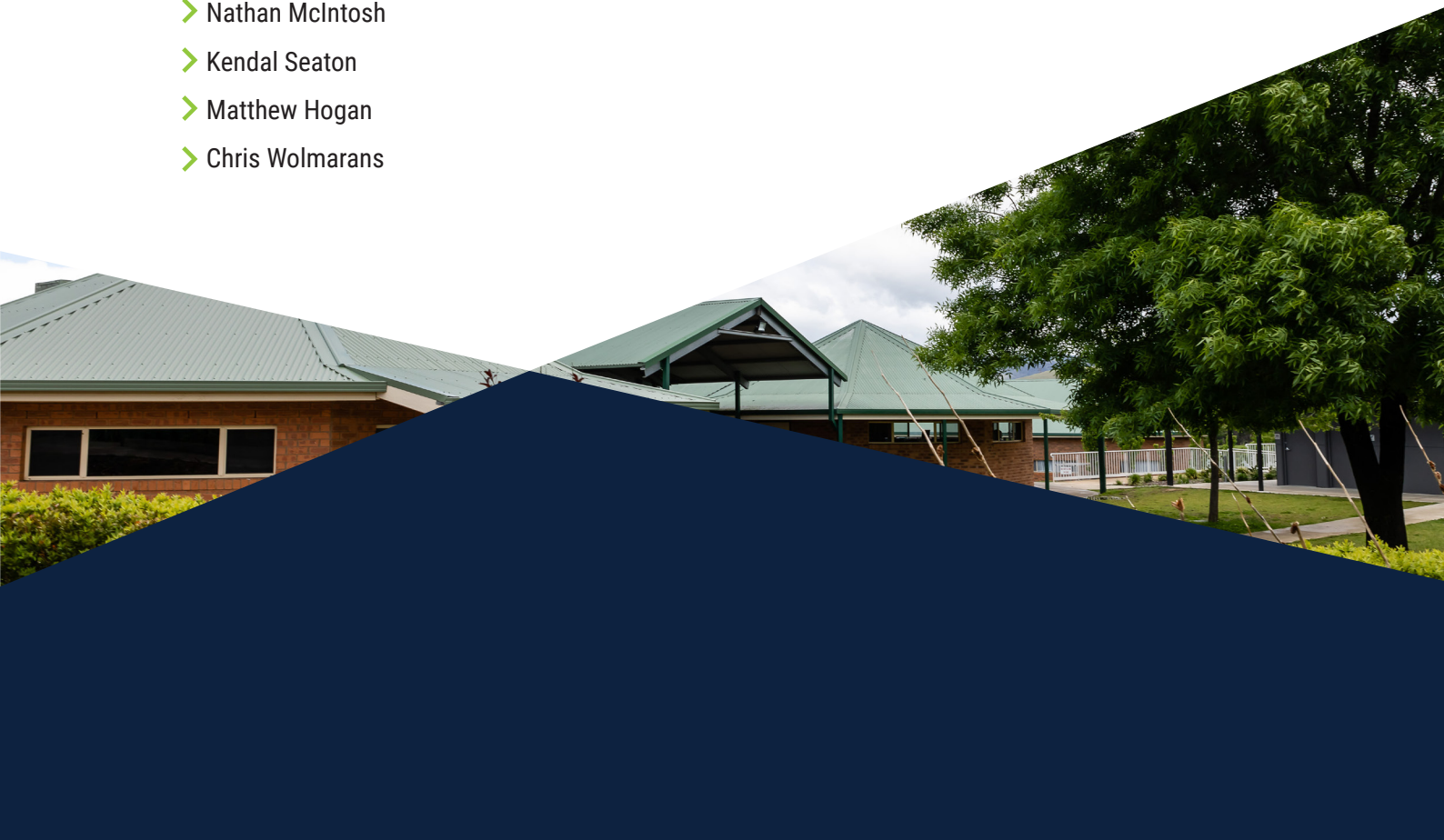
# Our Board

## Chairman

- Matthew Hood

## Directors:

- Matthew Hood
- Nathan McIntosh
- Kendal Seaton
- Matthew Hogan
- Chris Wolmarans





# Principal's Report



As we emerge even further from the fog of the COVID pandemic, Grace Christian College is going from strength to strength and we are thankful for the many blessings that God has bestowed upon the school. Grace Christian College has continued to grow in enrolments, and this has provided the school with greater capacity to invest financially in the school. 2023 saw the school investing, or planning to invest, unprecedented amounts of money into infrastructure. Some of this investment flowed into 2024 but among the facilities items in 2023 were the verandah over the Junior Primary play area, renovation of the Junior Primary storeroom, concreting under the shade sail installed in 2022 and outside the school Hall which included removal of the paved paths which were very uneven. The school also committed to the installation of new playground equipment at a cost of around \$100,000.

During the year, a funding application was submitted to the Block Grant Authority to build a new Administration building in front of the current building. The new Administration building will meet some pressing needs while also preparing for future growth in Administration staff. The new building will create new offices for the Principal and Business Manager and will also provide for the first time an office for the Assistant Principal. There will also be an office for the school counsellor and a room that can be used for meetings and visiting professionals. The new building will also house a Uniform Shop as the current storerooms are overloaded with stock which has grown along with enrolments. The new Administration building will also have a much larger Reception/Office area and includes an archive room and will allow for increased numbers of Admin staff to work alongside each other. Along with re-vamping of the carpark and the creation of an indented bus park at the front of the school, this building will be an exciting addition to the school's facilities! We appreciate the Federal Government's funding of this building by providing \$2,100,000 towards the cost.

Beyond the physical, the school committed to improving its general school management and communications by adopting Compass as its school software as well as adding Canvas as its new Learning Management System along with Time Tabling Solutions for timetable/daily organisation management. 2023 saw the initial setup and training in the software with a view to implementation in 2024. The new software systems will improve communications, reporting, learning engagement and many school processes.



In the area of student learning and well-being, a female counsellor joined our staff, and the Learning Support Co-ordinator position was expanded to be a full-time position with elements of both mentoring students and working with staff in completing and implementing learning plans and managing records of additional assistance for funding requirements. The expansion of the school's curriculum offering is ongoing. During 2023, the school was required to implement the new VCE Vocational Major curriculum which replaced the VCAL. Staff also did research and planning into making School Based Apprenticeships available to Grace students.

In recent years, there has been some uncertainty around religious freedom in Australia and this has the potential to impact on Christian schools. This has led to the Grace Christian College Co-operative updating its constitution to more clearly state the Christian beliefs and ethos of the organisation which flows onto the school. This was a process throughout 2023 in consultation with the Human Rights Law Association with the final approval for the new constitution being approved in 2024.

For further information regarding projects and value added to the school please refer to the Value-added section of the Annual Report.

Grace Christian College Co-operative Limited continues to be dedicated to maintaining a Christian school with a strong Christian ethos that adheres to a Christian Worldview with clear application of Biblical principles. We give thanks to our Lord and Saviour who has called us out of the dark and into the light. Through the endeavours of the whole school staff and parents, we pray that our students will continue to be led by the Holy Spirit to choose Jesus and seek to live whole-heartedly for him and make a positive difference in the world.

**Larry Gunn**

Principal Grace Christian College

**“Grace Christian College Co-operative Limited continues to be dedicated to maintaining a Christian school with a strong Christian ethos that adheres to a Christian Worldview with clear application of Biblical principles.”**



# 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.
- 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 demonstrates the College's commitment to safety and diversity.

# Value Added

## Equipment Improvements

Each year, the school acquires numerous new equipment and resources. In this period, the school invested \$47,352 in iPads and laptops for student and staff use. New playground equipment was also ordered, with a deposit of \$50,378 paid, and the remaining balance to be settled in 2024. For more details on Capital Expenditure, please refer to the Financial Activities page.

## Facilities

An application was approved during 2023 for federal government funding to build a new Administration building (see Principal's report for more information). The amount approved is 2,100,000 and represents 80% of the estimated cost. The building will be built in 2024.

## Junior Primary Outdoor Area

In 2023 a verandah was installed over the Junior Primary outdoor area.

## Shade Sail

Outdoor seating was added to the Shade Sail area which would allow a class to work outside. Students can also use this area for eating food at recess and lunchtime.

## Security

The school added a further 10 cameras to its existing CCTV system.

## Solar Power

The installation of the solar panels on the Gymnasium roof in 2022/2023 has resulted in a reduction of power usage from the energy grid which has led to a reduction in ongoing electricity costs.

## Learning Support Coordinator

The school expanded the Learning Support Coordinator position to be a full-time position.

## School Management Systems

The school began the initial work of setup and training staff to use a new school management system (Compass), a new Learning Management System (Canvas) and Time Tabling software (Time Tabling Solutions). These three systems will improve communications and management across all areas of the school and all members of the school community.



# Our Staff

## Teacher and Staff Professional Development

The total expenditure for staff development and professional learning in 2023 was \$11,521. Staff attended training in first aid, CPR, youth mental health, dyslexia, autism, managing student disability, behaviour management, sport, timetabling software, International Baccalaurete, Vocational Major, and other conferences.

## Staff Numbers and Attendance

The staff completed the year 2023 with an attendance rate of 94.52% which is similar to the previous year. Some staff took extended leave due to illness. There is a high level of commitment amongst the staff. The College currently does not employ any indigenous staff.

### Staff Numbers 2023

**20** Teaching staff **1** 2022-2023 movement

**20** Support staff **-1** 2022-2023 movement

### Staff Gender Distribution by FTE

**7.0** Teaching males **8.7** Teaching Females

**2.2** Non Teaching Males **9.6** Non Teaching Females

Total Staff 40/ Movement 0

## Teacher Qualifications

Some of the qualifications the teachers at Grace Christian College hold are:

- Associate Diploma of Arts
- Bachelor of Business Management
- Bachelor of Agricultural Science
- Bachelor of Arts
- Bachelor of Education
- Bachelor of Engineering
- Bachelor of Health Science
- Bachelor of Ministry (Honours)
- Bachelor of Science
- Bachelor of Teaching
- Certificate III in Christian Ministry and Theology
- Certificate IV in Training and Assessment
- Diploma of Design Dressmaking
- Diploma of Digital Film
- Diploma of Digital Photography
- Diploma of Photography
- Diploma of Teaching
- Diploma of Theology
- Diploma of Theology in Education
- Graduate Certificate of Adult Education
- Graduate Degree in Health Science
- Graduate Diploma of Child and Adolescent Welfare
- Graduate Diploma of Education
- Graduate Diploma in Teaching
- Graduate Diploma in Technology Education
- Graduate Diploma in TESOL
- Graduate Diploma of IT
- Graduate Diploma of Secondary Education
- Graduate Diploma of Theology
- Master of Arts in Teaching Health Education
- Master of Business Systems
- Master of Christian Apologetics
- Master of Education
- Master of Teacher





# Our Students

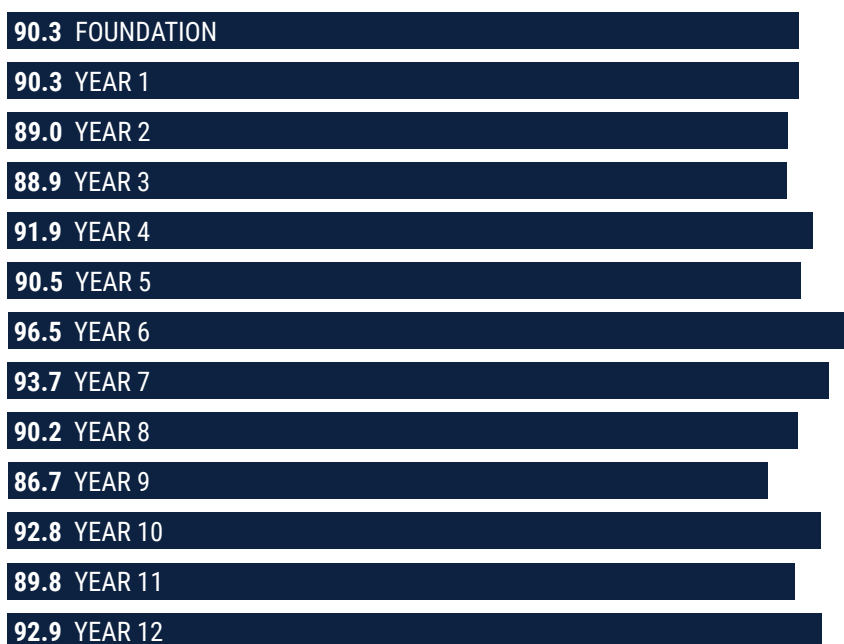
## Management of Student Attendance

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 timetables classes, assemblies, camps and excursions, and other compulsory activity.

The procedures that proceed from this policy include:

- Attendance recorded twice daily
- Monitoring of daily attendance and the identification of absences from class or 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

## 2023 Student Attendance by Percent (%)



## Student Attendance Comparison by Percent (%)



# NAPLAN analysis statement

For many years, the school has refrained from including NAPLAN data in the Annual Report as the school had low cohort sizes and this may have allowed individual students to be identified. With increased enrolments the school has begun to include data on minimum standard achievement. More comprehensive data is available on the My School website developed by the Australian Curriculum, Assessment and Reporting Authority (ACARA). Grace Christian College uses NAPLAN data to inform the teaching and learning program, to improve our curriculum provision and to develop targeted support for students.

Please note that 2023 saw a reset in the NAPLAN scale. This means that 2023 NAPLAN results cannot be compared to earlier years.

	READING					WRITING					SPELLING					GRAMMAR & PUNCTUATION					NUMERACY					GCC VIC
	EXE	NAS	DEV	STR	EXC	EXE	NAS	DEV	STR	EXC	EXE	NAS	DEV	STR	EXC	EXE	NAS	DEV	STR	EXC	EXE	NAS	DEV	STR	EXC	
lv. 3	16.7*	0.0	0.0	66.7	16.7	16.7*	0.0	16.7	66.7	0.0	16.7*	0.0	50.0	33.3	0.0	16.7*	16.7	33.3	33.3	0.0	16.7*	0.0	33.3	50.0	0.0	GCC VIC
	2.4	6.3	20.0	50.0	21.2	2.3	3.9	13.7	70.6	9.5	2.4	9.0	26.0	44.9	17.7	2.4	10.4	29.7	47.8	9.7	2.3	7.1	21.2	54.6	14.7	
lv. 5	0.0	14.3	7.1	42.9	35.7	0.0	14.3	0.0	57.1	28.6	0.0	14.3	14.3	57.1	14.3	0.0	14.3	7.1	57.1	21.4	0.0	0.0	21.4	71.4	7.1	GCC VIC
	2.2	4.3	14.6	54.5	24.4	2.2	5.1	18.3	60.4	14.0	2.2	6.9	20.0	49.2	21.7	2.2	7.1	23.4	54.2	13.0	2.2	7.1	20.4	57.1	13.2	
lv. 7	0.0	14.3	21.4	35.7	28.6	0.0	23.1	38.5	38.5	0.0	0.0	14.3	28.6	50.0	7.1	0.0	14.3	28.6	50.0	7.1	0.0	21.4	28.6	35.7	14.3	GCC VIC
	1.8	6.3	19.6	51.1	21.2	1.8	6.5	21.1	51.4	17.2	1.8	6.6	18.5	51.2	21.8	1.8	8.1	24.0	32.5	13.7	1.8	7.3	21.5	55.8	13.6	
lv. 9	0.0	21.4	21.4	42.9	14.3	0.0	7.1	35.7	35.7	21.4	0.0	0.0	35.7	35.7	28.6	0.0	14.3	42.9	14.3	28.6	0.0	14.3	35.7	42.9	7.1	GCC VIC
	2.1	7.8	23.8	47.9	18.3	2.1	8.1	25.9	44.5	19.3	2.1	6.9	19.2	53.2	18.5	2.1	9.9	29.6	44.3	14.1	2.1	7.9	23.3	56.0	10.6	

Data indicates percentage of students at GCC who are Exempt (EXE), Need Additional Support (NAS), Developing (DEV), Strong (STR), and Exceeding (EXC) compared to the Victorian average.

\* Indicates one (1) student

## Senior Secondary Outcomes

The 2023 cohort of IBDP students sitting exams received university offers. All students completing the Victorian Certificate of Applied Learning were awarded certificates. The College keeps records of student post-secondary destinations but refrains from publishing this data in the Annual Report to protect the privacy of individual students who could be identified in data representing a cohort of less than 10 students. In 2023, there were three Year 12 students who graduated.







# Financial Activities

## Capital Expenditure

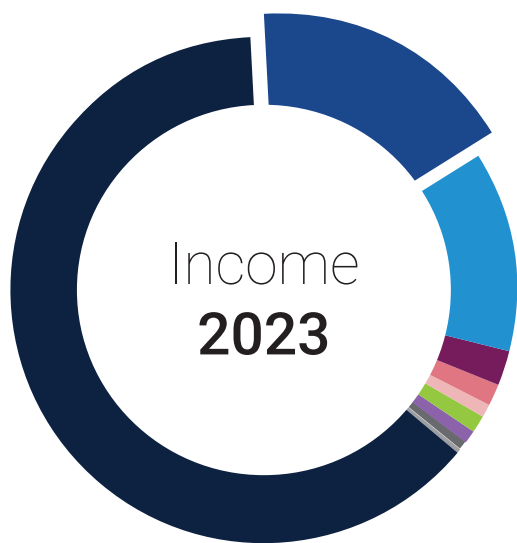
A total of \$407,244 was allocated for building improvements, new construction projects, and the acquisition of new equipment. Building improvements included installing new carpet in the Junior Secondary and Middle Secondary building, renovating the Junior Primary storeroom to include an office with custom built-in shelving, installing an alfresco area for the Junior Primary, and creating an outdoor learning space with access to the Junior Primary building. This involved building a retaining wall, concreting, landscaping, and adding a double sliding door to the back of the building.

The College also invested in design and consulting fees as part of its successful application for the Commonwealth Capital Grant to construct a new Administration building. This construction will begin in 2024 and will include staff offices, well-being offices, a new sick bay, and a uniform shop.

In 2023, the school purchased various equipment including a shipping container for gymnasium equipment, headworn microphones for drama productions, science equipment, computers, IT equipment, student lockers, CCTV security cameras, outdoor tables, staff room furniture, solar panels, and a deposit for the new playground equipment.



## Income and Expenses



■ \$2,200,964	Commonwealth Recurrent Grants
■ \$597,174	State Recurrent Grants
■ \$446,118	Private Income
■ \$75,608	Other Grants
■ \$44,245	Trading Accounts
■ \$35,482	Other Income
■ \$34,472	Camps & Excursions
■ \$24,398	Bus Income
■ \$15,000	Capital Grants
■ \$13,900	Building Fund



■ \$2,372,522	Salaries & Related Expenses
■ \$213,862	Depreciation
■ \$142,868	Supplies & Services
■ \$133,273	Building & Ground Works
■ \$113,476	Teaching Resources
■ \$88,619	Administration Costs
■ \$46,866	Trading Accounts
■ \$38,299	Bus Expenses
■ \$25,677	Excursions, Camps & Conventions
■ \$10,213	Building Fund

# Annual Report

## 2023



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