



LAUNCESTON CHRISTIAN SCHOOL
in Christ wisdom and knowledge

2017 Annual Report

This report has been prepared to comply with Australian Government requirements.

The School

Launceston Christian School is a Christian school community in the Tamar Valley in Northern Tasmania. We are a registered Kindergarten to Year 12 day school with a total enrolment of 656 students. The school is owned and operated by an Association - Launceston Christian School (Inc.). The School exists to enter and maintain strong partnerships with parents who desire their children to be taught from and equipped with a biblical world view. Situated on about 10 hectares, LCS is in the Launceston suburb of Riverside, on the western bank of the Tamar River. The School's Vision Statement is: 'To glorify and honour God through Christ-centred education'. Our Core Values are: To live in obedience to God, To act with humility, integrity and fairness, To work with creativity and diligence, To encourage participation and teamwork and To be trustworthy and accountable to one another. Our School Motto is: In Christ Wisdom and Knowledge.

The average, daily rate of attendance for teaching staff at Launceston School in 2017 was 95.25%

Staff attendance

Staff retention

Fifty-eight teachers were actively employed at Launceston Christian School at the end of 2017. Fifty-three of these continued in active employment at LCS at the commencement of 2018. Two teachers retired, one took up a teaching post at another school and two completed their short-term contracts.

All teachers employed at Launceston Christian School in 2017 were registered with the Tasmanian Teachers Registration Board (TRB).

Teacher

qualifications

Qualifications for all teachers who taught at the School in 2017 are listed below:

Mr A Bosker	B Ed (Hons)
Mrs M Cardwell	BA (Comm), BA (Hons) (Media & Comm), Grad Dip Ed, Grad Cert Ed (TESOL), MA, MEd, ALCM
Mrs M Fitzallen	B Ed, TTC
Mr R Sansom	BA, B Ed
Mr K Todd	Dip Tch, B Ed, TTC
Mrs I Niebuur	Dip. Tch, T.T.C. Grad Dip in Educ. Cert of Gifted Education.
Mr J Armstrong	B Ed, Grad Dip Ed
Mrs B Armstrong	B Ed
Mr D Bain	B App Sci, B Teach
Mr J Ballard	B Ed
Mr D Barber	B Ed, BA
Mr R Bosker	BHM (Hons)
Mrs J Boyle	B App Sci (Food Technology), B Tch
Mrs C Burk	B Ed
Miss L Carins	B A, Grad Dip Lib, Dip Ed
Miss T Conroy	B A, B Teach, MA
Mrs K Dadson	B Ed
Mrs L Dykman	B Ed
Mrs B Eagling	B Ed
Mr N Eagling	B Ed
Mr J Farrow	B Ed., B Arts, Grad Dip ILS
Mrs J Ferguson	B Ed TTC
Mrs L. Fry	B Tch, B Arts
Mrs V Geskus	B Ed
Mrs M Gracie	B Ed, TTC, TAE Cert IV
Mr R Gracie	B Ed
Mr R Hendra	B H Sc (Nutritional Medicine), Grad Dip Ed
Miss S Heys	B Ed
Mrs J Hill	B Ed (Hons)
Mr Nathan Hill	BA, B Teach (Hons), PTC
Mr Nicholas Hill	B Fine Arts, B Teach
Mrs L James	Dip Hlth Science, BNursing, BTeach
Mr B Jose	B Sc, Dip Ed
Dr M Kuipers	B Aqua (Hons), Ph D, Grad Dip Ed
Mrs A Lake	BA (Hons), Grad Dip Sc, Grad Dip Ed, Grad Dip Car Dev
Mr T Lake	BA, LLB, Grad Dip Ed
Mr D Lichtendonk	B Ed
Mr K Lund	B A – Art Educ
Miss S Marshall	B Ed
Mr S Matthews	B Ed
Mr J. McGeachy	B A, B Tch
Mr B McIntosh	B Ed, TTC, MBTI (CFT)
Mrs A Morgan	BA, B Tch
Mr R Morgan	B App Comp, Grad Dip Ed
Mr G Narkowicz	B Ed
Mrs R Parry	B Ed
Mrs K Pugh	B Ed
Mrs N Polis	B Ed TTC
Mrs F Reyes Ibarra	B Ed, MA (TESOL) Grad Cert Special Ed

Mrs M Reid	B Ed TTC
Mrs S Rowlands	B Ed, Grad Dip Counselling
Mrs K Russell	B Ed (Hons)
Mr C Spaulding	B Eng (Hons), Grad Dip Ed
Mrs J Spaulding	B Ed
Mr P Stewart	B Mus Ed
Mrs N Vandervelde	B Ed
Miss C van Zetten	B.Ed
Mrs L van Zetten	B Ed, AMusA, TTC

Expenditure and teacher participation in professional learning.

In July LCS teachers attended the CEN State conference in Hobart on the theme of Learning and Teaching. All Staff successfully completed the 'Apply First Aid' Certificate Training at the start of the school year.

Teachers engaged in professional learning in specific curriculum areas through attendance at conferences conducted by professional organisations and other providers. In addition, Secondary teachers have completed 'in house' professional learning in AITSL Goal Setting, Effective Feedback, Continuous Reporting, Biblical Worldview, and National Consistent Collection of Data for students with disabilities. **Junior School staff focused on reviewing and writing curriculum documentation for the Arts, moderating writing and evaluating spelling programs. Staff also worked in cluster groups as part of the Reflective Practice Program based on improving teaching practice. Teacher Aides participated in professional development sessions that covered a broad range of topics including personal and professional expectations, gratitude, NAPLAN and a review of the UK Education Endowment Fund's report and recommendations into the function and use of Teacher Aides in schools.**

Professional Learning involving external providers included:

Conferences

- History Teachers Association of Victoria Middle Years Conference
- Tasmanian Association of Laboratory Managers Annual Conference
- The Justice Conference
- Schoolbox Conference
- BIOTA Conference
- IST Special Needs Network Meeting
- Bible Conference on Romans – Reformed Theological College
- English Teaching National Conference – AATE/ALEA
- CONSTAT Conference for Science Educators

Seminars

- Tasmanian Association of Laboratory Managers Seminar and AGM
- NCCD seminar
- Developing Visual Literacy and Geometrical Thinking – Karen McDaid
- The Reframing Mathematical Futures Project – RMIT
- Targeting Evidence for Learning – Unpacking the Teaching and Learning Toolkit
- Understanding Autism Spectrum – Richard Wassom

Training

- TASC marking training
- TASC Subject Professional Development
- Body Esteem Educator Training – Butterfly Foundation
- NICE M.Ed Units
- Mental Health First Aid – Friends School
- WHS Officer Training – Michael Shorter
- Camembert in the Classroom training – Tasmanian Dairy Industry
- Education and Performance: NAPLAN online readiness training – IST
- Safe From the Start – Salvation Army
- Musical Futures
- One Note PD – Scotch Oakburn College

Workshops

A range of workshops including:

- Career and Life Planning – DOE
- Switch on your Brain – Dr Caroline Leaf
- Early Writers and Literacy – Mem Fox
- ASME Music Workshop
- Effective Research - UTAS
- Northern Independent Schools Moderation Meetings
- VET Experience with Career Advisors - AMC
- Taking Fitness to Another Level – Connected PE
- Workplace Relationships – Ken Warren
- Hazardous Chemicals – Use and Disposal Workshop - ASME

The total expenditure on Professional Learning at Launceston Christian School in 2017 was \$20,476.

Student Attendance

The average daily rate of attendance for students in prep to year 10 in 2017 was 90.8% of the total number enrolled.

Proportion of Year 3, 5 and 7 students meeting national reading, writing, spelling and numeracy minimum standards

In 2017 Launceston Christian School students in Years 3, 5, 7 and 9 participated in the National Assessment Program in Literacy and Numeracy - NAPLAN. The following table shows the percentage of Launceston Christian School students achieving above National Minimum Standards.

	Year Level	% of students who achieved above National Minimum Standard in 2017	Changes from 2016 to 2017
Reading	3	95	-2
	5	100	+2
	7	96	-4
	9	99	+1
Persuasive Writing	3	100	+5
	5	98	0
	7	98	+1
Spelling	9	86	-6
	3	98	+3
	5	93	-1
Grammar & Punctuation	7	100	0
	3	95	-2
	5	100	0
Numeracy	7	96	-2
	9	96	+4
	3	100	0
	5	100	+7
	7	98	-2
	9	100	0

A positive percentage in the right hand column is indicative of improvement between 2016 and 2017. A negative percentage indicates that the percentage in 2016 was higher than that in 2017.

The number of students in each Year group at Launceston Christian School is relatively small and the figures do not compare results for the same group of students. It should also be noted that, at various levels in the school, new students are enrolled between one year and the next. We have noted that this can have a disproportionate impact on the proportion of students testing as below the benchmark.

The School remains committed to improving literacy and numeracy standards for all students, including its commitment to the 'performance target' of having all students performing above the National Minimum Standard.

More information regarding our School's performance on NAPLAN testing, including comparisons with other schools can be at <http://www.myschool.edu.au/>. Information on the myschool website regarding percentages of students with relative gain are a better indication of school improvement or otherwise.

Senior Secondary outcomes

Forty one students were enrolled in year 12 at Launceston Christian School in 2017. Indicators of achievement for Launceston Christian School year 12 students were as follows:

	No. of Students	Percentage
Number of students qualifying for the Tasmanian Certificate of Education	32	91
Number of students achieving an Australian Tertiary Admission Rank (ATAR).	18	51
Number students completing some Vocational Education and Training (VET)	15	43

This is based on achieving at least 120 'credit points' in Year 11 and 12 study. This is a measure that was introduced in 2009 to determine eligibility for the new Tasmanian Certificate of Education.

Proportion of Year 9 students retained to Year 12

The following information relates to retention of students from 2016 into 2017. The percentage enrolment retained is a calculation based on the number of students enrolled in the year group from February 2017.

	Number retained	Percentage of 2017 enrolment retained
2016 Year 9 students with continued enrolment in Year 10 at LCS in 2017	52	100%
2016 Year 10 students with continued enrolment in Year 11 at LCS in 2017	58	75%
2016 Year 11 students with continued enrolment in Year 12 at LCS in 2017	44	88%

Post school destinations

Post school destinations for students leaving Launceston Christian School having completed Years 10, 11 or 12 in 2017 were as follows:

Post Year 10 destinations (2017 leavers)

Apprenticeship/Work	0
Other Schools or Colleges	10
Interstate	1
Unknown/other	0

Post Year 11 destinations (2017 leavers)

Apprenticeship/Work	4
Other Schools or Colleges	3
TAFE/ Skills Institute	1
Interstate	0
Unknown/other	1

Post Year 12 destinations (2017 leavers)

Apprenticeship/Work	16
TAFE	3
University	12
Unknown/ other	3

School Performance and forward planning.

Bullying Prevention

In 2017, Launceston Christian School engaged external consultants to strengthen the bullying prevention and intervention strategies and practices across the whole school.

Community Welfare

LCS engaged in community welfare by hosting public events with Melinda Tankard Reist (Too Much Too Young: the sexualisation of our young people and what we can do about it); and Susan McLean (Cybersafety Solutions).

Workplace Health and Safety

There was a shift in Workplace Health and Safety practice with the design of a more robust architecture for the reporting and management of incidents.

Policy Management

LCS adopted a new policy management system, Complispace, which involved a major review of key policies.

**Marjorie Cardwell
Director of Studies**

/Financial Statement next page.

Financial Statement
- Budgeted against
Actual Operational
Expenditure and
Income
for the year ended
-
31 December 2017

INCOME

	Actual 2017	Budget 2017
School Fees	2,296,239	2,222,060
Government Recurrent Grants	0	0
Federal Funding	5,508,097	5,415,950
State Funding	1,700,407	1,589,660
Special Education Grants	0	0
Other Grants	39,800	30,650
Interest Receivable	11,565	4,000
Association Membership Fees	0	2,500
Uniform Shop	66,922	60,000
Sundry Income	11,499	23,200
	<u>9,634,529</u>	<u>9,348,020</u>

EXPENDITURE

Class materials, books & stationery	751,739	778,660
Depreciation	450,503	450,000
Employee benefits	6,971,542	7,083,450
Interest paid	1,070	21,500
Long Service Leave	190,809	73,000
Occupancy expenses	205,392	207,750
Other Operating Expenses	369,736	272,700
Remuneration of auditors	6,000	6,500
Uniform shop expenses	52,948	55,810
	<u>8,999,738</u>	<u>8,949,370</u>

Operational surplus/(Deficit)

634,791	398,650
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Graeme Smith
Business Manager