



# Launceston Christian School

## 2018 Annual Report

### The School

#### Context

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 673 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 12 hectares, LCS is in the Launceston suburb of Riverside, on the western bank of the Tamar River.

#### Vision Statement, Core Values and School Motto

Our 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*
- *To be trustworthy and accountable to one another*

Our School Motto is: *In Christ Wisdom and Knowledge.*

#### School Contact Details

Launceston Christian School  
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Riverside, TAS, 7250  
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## Staff Attendance & Retention

The average, daily rate of attendance for teaching staff at Launceston School in 2018 was 97.56%.

In 2018 there were fifty-three teachers who continued in active employment from 2017. At the end of 2018, a total of fifty-nine teachers were actively employed at Launceston Christian School. Of these, one teacher took maternity leave and another left to take up a position at another school at the end of the year.

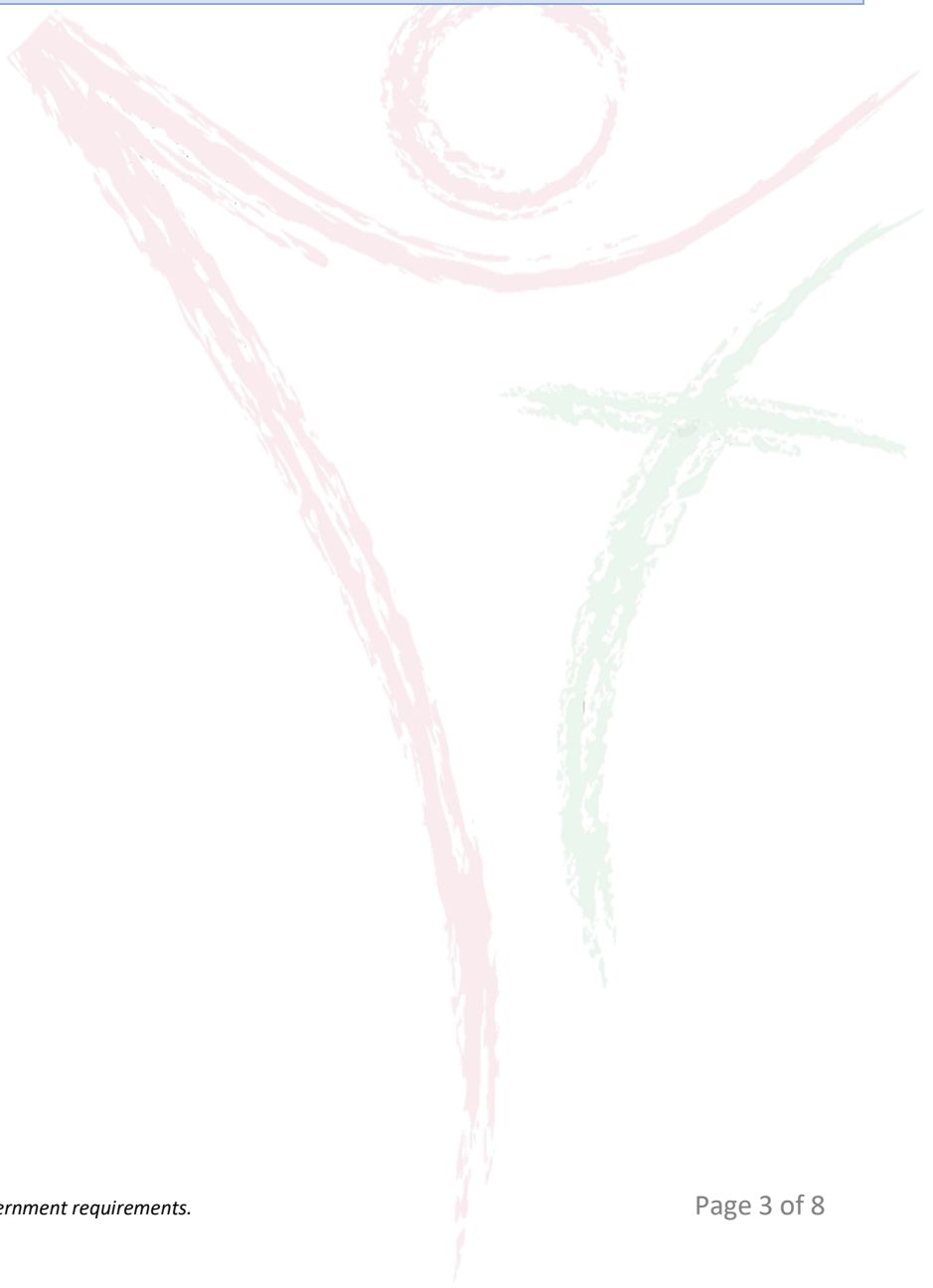
All teachers employed at Launceston Christian School in 2018 were registered with the Tasmanian Teachers Registration Board (TRB).

## Teacher Qualifications

Qualifications for all teachers who taught at the School in 2018 are listed below:

Mr Adrian BOSKER	B Ed (Hons)
Mrs Marjorie CARDWELL	BA (Comm), BA (Hons)(Media & Comm), Grad Dip Ed, Grad Cert Ed (Tesol), MA, MEd, ALCM, Grad Cert Research
Mrs Michelle FITZALLEN	B Ed, TTC
Mr Richard SANSOM	BA, B Ed
Mrs Irene NIEBUUR	Dip Tch, TTC, Grad Dip in Ed, Cert of Gifted Ed
Mrs Bonnie ARMSTRONG	B Ed
Mr Joshua ARMSTRONG	B Ed, Grad Dip Ed
Mr Darryl BAIN	B App Sci, B Teach
Mr James BALLARD	B Ed
Mr David BARBER	B Ed, BA
Mrs Lenora BEATTIE	BA Linguistics, BA History, Grad Dip Teach, Grad Dip Pub Health, MEd
Mr Ryan BOSKER	BHM (Hons)
Mrs Janette BOYLE	B App Sci (Food Technology), BTch
Mrs Taryn BROWN	B A, B Teach, MA, Dip Music
Mrs Cathy BURK	B Ed
Miss Lisa CARINS	B A, Grad Dip Lib, Dip Ed
Mrs Lisa-Marie CHAMBERLIN	B Ed (Hons)
Mrs Lianne DYKMAN	B Ed
Mr John FARROW	B Ed, B A, Grad Dip ILS
Mrs Julie FERGUSON	B Ed, TTC
Mrs Lauren FRY	B Teach, BA
Mrs Veronica GESKUS	B Ed
Mrs Miranda GRACIE	B Ed, TTC, TAE Cert 4
Mr Robert GRACIE	B Ed
Mr Russell HENDRA	B HSc (Nutritional Medicine), Grad Dip Ed
Miss Sarah HEYS	B Ed
Mrs Jayne HILL	B Ed (Hons)
Mr Nathan HILL	BA, B Teach, (Hons) PTC
Mr Carey JAMES	B Ed
Mrs Lisa JAMES	Dip Hlth Science, BNursing, BTeach
Mr Brent JOSE	B Sc, Dip Ed
Dr Matt KUIPERS	B Aqua (Hons), PhD, Grad Dip Ed
Mrs Aileen LAKE	BA Hon(Maths), Grad Dip Sc, Grad Dip Ed, Grad Cert Car Dev
Mr Terence LAKE	BA, LLB, Grad Dip Ed
Mr David LICHTENDONK	B Ed
Mrs Rachel LICHTENDONK	B Ed
Mr Kevin LUND	BA Art Ed
Mrs Ally MACQUEEN	B Ed
Mr Stephen MATTHEWS	B Ed

<b>Miss Sacha MARSHALL</b>	B Ed
<b>Mr James MCGEACHY</b>	BA, B Teach
<b>Mr Bruce MCINTOSH</b>	B Ed, TTC MBTI (CFT)
<b>Mrs Alison MORGAN</b>	BA, BTeach
<b>Mr Robert MORGAN</b>	B App Comp, Grad Dip Ed
<b>Mr Gerry NARKOWICZ</b>	B Ed
<b>Mrs Rachael PARRY</b>	B Ed
<b>Mrs Katrina PUGH</b>	B Ed
<b>Mrs Natalie POLIS</b>	B Ed, TTC
<b>Mrs Michelle REID</b>	B Ed, TTC
<b>Mrs Fancy REYES IBARRA</b>	B Ed, MA (TESOL), Grad Cert Special Ed
<b>Mrs Susan ROWLANDS</b>	B Ed, Grad Dip Counselling
<b>Mrs Kerri-Anne RUSSELL</b>	B Ed (Hons)
<b>Mr Matt SHAND</b>	B Ed
<b>Mr Cameron SPAULDING</b>	B Eng (Hons), Grad. Dip Ed
<b>Mrs Jacoba SPAULDING</b>	B Ed
<b>Mr Peter STEWART</b>	B Mus Ed
<b>Mr John TORLACH</b>	BA, M Ed
<b>Miss Natalie VANDERVELDE</b>	B Ed
<b>Miss Carmen VAN ZETTEN</b>	B Ed
<b>Mrs Lyndle VAN ZETTEN</b>	B Ed, A Mus, A TTC, MMTA



## Professional Learning Expenditure and Teacher Participation

In July LCS teachers attended the CEN State conference in Smithton on the theme of “Resilient Kids” with speaker Sharon Witt. All Staff successfully completed the ‘Apply First Aid’ Certificate Training through Morton Group 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 Gratitude, AITSL Goal Setting, Learning Intentions and Formative Assessment, Biblical Worldview, and National Consistent Collection of Data for students with disabilities.

Junior School staff focused on writing assessment documentation for the work habits as part of the process of transitioning reports to The Hub, redeveloping the approach to end of the year celebrations using the *What if Learning* framework of David I. Smith and beginning to develop a documented approach to pastoral care. Staff also worked in cluster groups as part of the Reflective Practice Program based on improving teaching practice.

In 2018 the ESU made a change to how PL was presented to Teacher Aides by including a regular 20 minute session in their monthly staff meetings. Topic covered included: Expectation and professional conduct; Behaviour management strategies; Management of reading groups with strategies to support comprehension; NAPLAN; Dyslexia; Sensory Processing Disorder; and the Nationally Consistent Collection of Data. Aides we also invited to attend the NICE course ‘Deeper Learning’ and followed this with a debrief session the following week to discuss the ideas and concepts further.

### Professional Learning involving external providers included:

#### Conferences

- ASME State Music Conference
- BIOTA Conference
- National Career Development Association of Australia
- Children’s Booking Council of Australia (Victorian Branch) State Conference
- CEN Teaching & Learning Conference
- CEN Developing Leaders Conference
- World Federation of Associations for Teacher Education Conference
- Mathematics Association of Tasmania Annual Conference
- Tasmanian Association of Laboratory Managers Annual Conference
- History Teachers Association of Victoria Middle Years Conference
- Science Teachers Association of Tasmania Annual Conference

#### Seminars

- Understanding Attention Deficit/Hyperactivity Disorder – Richard Wassom
- Developing Emotional Regulation Skills in Individuals – Dolly Bhargava
- NCCD seminar
- The Importance of Reasoning and Problem Solving in Mathematics – Peter Sullivan
- Communication and Special Learning Needs – IST
- Conflict Resolution in the Workplace Seminar

#### Training

- CEN Growing Leaders Subject Professional Development
- Tasmanian Principals Association Development Course for School Leaders
- TASC Moderation Leader Training
- NAPLAN Online Administration Training
- ASIDE Surf Life Saving Certification
- Maths Pathways Training for Teachers
- NICE M.Ed. Units
- WHS Officer Training – Michael Shorter

#### Workshops

A range of workshops including:

- Implementing Speech Strategies in the Classroom – Sue Brown
- ACA Digital Technologies Workshop
- Musical Futures
- Inquiry Learning Workshop – Kathy Murdoch
- Lifeline Training Workshop
- TOSA Statewide Primary Music Teachers Workshop – Susan Curbishley
- CELF-5 Screener Workshop – IST
- TASC Exam Marking
- Middle Years Learning Certificate Workshop
- Positive People Solutions Workshop
- Northern Schools Moderation Meetings

## Total Professional Learning Expenditure

The total expenditure on Professional Learning at Launceston Christian School in 2018 was \$133,105.

## Student Attendance

The average daily rate of attendance for students in prep to year 10 in 2018 was 93.00% of the total number enrolled.

## National Minimum Standards in Literacy and Numeracy

In 2018 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 at or above the National Minimum Standard in 2018	Changes from 2017 to 2018
<b>Reading</b>	3	97	2
	5	95	-5
	7	100	4
	9	98	-1
<b>Persuasive Writing</b>	3	100	0
	5	93	-5
	7	94	-4
	9	85	-1
<b>Spelling</b>	3	100	5
	5	98	0
	7	92	-8
	9	97	4
<b>Grammar &amp; Punctuation</b>	3	97	2
	5	88	-12
	7	94	-2
	9	95	-1
<b>Numeracy</b>	3	100	0
	5	98	-2
	7	100	2
	9	100	3

A positive percentage in the right hand column is indicative of improvement between 2017 and 2018. A negative percentage indicates that the percentage in 2017 was higher than that in 2018.

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 a relative gain is a better indication of school improvement or otherwise.

## Senior Secondary Outcomes

Forty-nine students were enrolled in year 12 at Launceston Christian School in 2018. 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	42	86
Number of students achieving an Australian Tertiary Admission Rank (ATAR)	33	67
Number students completing some Vocational Education and Training (VET)	16	33

## Student Retention

The following information relates to the retention of students from 2017 into 2018. The percentage enrolment retained is a calculation based on the number of students enrolled in the year group from February 2018

	Number retained	Percentage of 2018 enrolment retained
2017 Year 9 students with continued enrolment in Year 10 at LCS in 2018	72	99%
2017 Year 10 students with continued enrolment in Year 11 at LCS in 2018	40	77%
2017 Year 11 students with continued enrolment in Year 12 at LCS in 2018	50	86%

## Post School Destinations

Post school destinations for students leaving Launceston Christian School having completed Years 10, 11 or 12 in 2018 were as follows:

### Post Year 10 Destinations

Apprenticeship/Work	1
Other Schools or Colleges	16
Interstate	1
Unknown/other	0

### Post Year 12 Destinations

Apprenticeship/Work	17
TAFE	2
University	20
Unknown/ other	11

### Post Year 11 Destinations

Apprenticeship/Work	3
Other Schools or Colleges	2
TAFE/ Skills Institute	0
Interstate	1
Unknown/other	0

## School Performance and Forward Planning

### School Satisfaction Surveys

Surveys were conducted through *Survey My School* with responses collected from Staff, Students and Parents. The results indicated a high level of satisfaction with Launceston Christian School amongst each of these groups.

### Community Welfare

LCS engaged in community welfare by hosting a Seeking Solutions public seminar with Brad Huddleston entitled *Raising Kids in the Digital Age*.

### Workplace Health and Safety

The School's Workplace Health and Safety Committee meet once every term to review incidents, potential hazards, risk assessments and incursion/excursion debriefs. The Committee reports to the Board on their deliberations, including any resolutions and recommendations arising.

### Policy Management

The School continues to use the *Complispace* policy management tool for all its policies. The Board of Directors and the Leadership Team of LCS regularly review the school's policies and update or adjust where appropriate.

### TASC Quality Assurance Audit

The Office of Tasmanian Assessment, Standards and Certification (TASC) Quality Assurance team visited LCS in late June to audit the planning and delivery of a number of our Level 1 and 2 TASC Courses (Year 11/12). The QA team made a number of affirmations as well as some recommendations and requirements.

The School was commended for the richness and clarity of the scope and sequence provided by its Design and Production teachers and was affirmed for its work on implementing online learning and assessment through The Hub.

The TASC team recommend that the school be clearer regarding terminology and processes included in some school policies. They also recommended the refinement of assessment matrices, final assessment rubrics and scope and sequence documents in some courses.

The TASC team's requirements included the articulation and implementation of policies and procedures regarding the archiving of necessary student work and expectations regarding the articulation of final assessment rubrics. They also requested that the school ensure that all course scope and sequence documents explicitly mapped to their corresponding TASC course document and that all courses include explicit, criterion based assessment methodologies and record-keeping.

During September the School implemented the necessary changes to meet the requirements and recommendations set by the TASC QA team.

### Strategic Plan

The Board of Directors and Leadership Team met with David Bartlett from *Resolve Consulting* to begin work on the next Strategic Plan for the School. They examined the key areas of Infrastructure; Student Wellbeing; Culture and Community; Governance and; Leadership. These were further articulated with Goal Statements developed for each. Work on this plan is continuing with input from key stakeholders.

Mr Robert Morgan  
**Director of Studies**

# Financial Statement

Actual Operational Income and Expenditure for the year ended 31<sup>st</sup> December 2018

<b>INCOME</b>	<b>Actual 2018</b>	<b>Actual 2017</b>
School Fees	2,427,258	2,296,239
Government Recurrent Grants	0	0
Federal Funding	5,871,371	5,508,097
State Funding	1,870,971	1,700,407
Special Education Grants	0	0
Other Grants	36,600	39,800
Interest Receivable	12,442	11,565
Association Membership Fees	0	0
Uniform Shop	70,571	66,922
Sundry Income	296,845	23,053
	<b>10,586,059</b>	<b>9,646,083</b>
<b>EXPENDITURE</b>		
Class materials, books & stationery	730,385	751,739
Depreciation	503,318	450,503
Employee benefits	7,670,249	6,971,542
Interest paid	3,887	1,070
Long Service Leave	206,229	190,809
Occupancy expenses	220,981	205,392
Other Operating Expenses	512,002	381,290
Remuneration of auditors	8,950	6,000
Uniform shop expenses	49,255	52,948
	<b>9,905,256</b>	<b>9,011,293</b>
<b>Operational surplus/(Deficit)</b>	<b>680,803</b>	<b>634,790</b>

Mr Graeme Smith  
Business Manager