



Launceston Christian School

2019 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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Staff Attendance & Retention

The average, daily rate of attendance for teaching staff at Launceston School in 2019 was 97.06%.

In 2019, fifty-seven teachers continued in active employment from 2018. At the end of 2019, a total of fifty-nine teachers were actively employed at Launceston Christian School. Of these, three teachers took maternity leave, and another left to take up an Assistant Principal position at an interstate school.

All teachers employed at Launceston Christian School in 2019 were registered with the Tasmanian Teachers Registration Board (TRB).

Teacher Qualifications

Qualifications for all teachers who taught at the School in 2019 are listed below:

Mr Adrian BOSKER	BEd (Hons)
Mrs Michelle FITZALLEN	BEd, TTCi
Mr Richard SANSOM	BA, BEd
Mrs Irene NIEBUUR	Dip Tch TTC, Grad Dip in Ed, Cert of Gifted Ed
Mr Robert MORGAN	BAppComp, Grad Dip Ed
Mrs Bonnie ARMSTRONG	BEd
Mr Joshua ARMSTRONG	BEd, Grad Dip Ed
Mr Darryl BAIN	BAppSci, BTeach
Mr James BALLARD	BEd
Mr David BARBER	BEd, BA
Mrs Lenora BEATTIE	BA (Linguistics), BA (History), Grad Dip Teach, Grad Dip Pub Health, MEd
Mr Ryan BOSKER	BHM (Hons)
Mrs Janette BOYLE	BAppSci (Food Technology), BTeach
Mrs Taryn BROWN	BA, BTeach M A, Dip Music
Mrs Cathy BURK	BEd
Mrs Marjorie CARDWELL	BA (Comm), BA (Hons) (Media+Comm), Grad Dip Ed, Grad Cert Ed (Tesol), MA, MEd, ALCM, Grad Cert Research
Miss Lisa CARINS	BA, Grad Dip Lib, Dip Ed
Mrs Lisa-Marie CHAMBERLIN	BEd (Hons)
Mr Len CLARK	BEd, Grad Dip Ed, M Music Technology
Mrs Lianne DYKMAN	BEd
Mr John FARROW	BEd, BA, Grad Dip ILS
Mrs Julie FERGUSON	BEd, TTC
Mrs Lauren FRY	BA, BTeach
Mrs Veronica GESKUS	BEd
Mrs Miranda GRACIE	BEd, TTC, TAE Cert 4
Mr Robert GRACIE	BEd
Mr Russell HENDRA	BHSc (Nutritional Medicine), Grad Dip Ed
Miss Sarah HEYS	BEd
Mrs Jayne HILL	BEd (Hons)
Mr Nathan HILL	BA, BTeach (Hons), PTC
Mr Carey JAMES	BTeach (Prim) Grad Dip Ed (Computer Ed), M Ed (IT Ed), Cert IV TAA
Mrs Lisa JAMES	Dip Hlth Science, BNursing, BTeach, Grad Dip Ed

Mr Brent JOSE	BSc, Dip Ed
Mrs Bronwyn JOHNS	BEd
Mrs Lois KIDMAS	BEd (Hons), BA (Business Admin & Mgt), Dip Children's Services
Mrs Aileen LAKE	BA (Hons) (Maths), Grad Dip Sc, Grad Dip Ed, Grad Cert Car Dev
Mr Terence LAKE	BA, LLB, Grad Dip Ed
Mr David LICHTENDONK	BEd
Mrs Rachel LICHTENDONK	BEd
Mr Kevin LUND	BA Art Ed
Mrs Ally MACQUEEN	BEd
Mr Thomas MACQUEEN	BEd (Hons), Cert IV Outdoor Rec
Mr Stephen MATTHEWS	BEd
Miss Sacha MARSHALL	BEd
Mr James MCGEACHY	BA, BTeach
Mr Bruce MCINTOSH	BEd, TTC MBTI (CFT)
Mrs Alison MORGAN	BA, BTeach
Mr Gerry NARKOWICZ	BEd
Mrs Natalie POLIS	BEd, TTQ
Mrs Michelle REID	BEd, TTC
Mrs Fancy Reyes IBARRA	BEd, MA (TESOL), Grad Cert Special Ed
Mrs Susan ROWLANDS	BEd, Grad Dip Counselling
Mrs Kerri-Anne RUSSELL	BEd (Hons)
Mr Matt SHAND	BEd
Mr Cameron SPAULDING	BEng (Hons), Grad Dip Ed
Mrs Jacoba SPAULDING	BEd
Mr Peter STEWART	B Mus Ed
Mr John TORLACH	BA, MEd
Miss Natalie VANDERVELDE	BEd
Miss Carmen VAN ZETTEN	BEd
Mrs Lyndle VAN ZETTEN	BEd, A Mus, A TTC, MMTA

Professional Learning Expenditure and Teacher Participation

In 2019 a significant focus for Professional Learning was the International Transforming Education Conference (ITEC). This three-day conference was held in Adelaide, with the theme being "Reimagining Practice". A significant majority of Staff, including many Board Members, attended the conference, with Keynote addresses from Dr David Smith, Jefferson Bethke, Stephen McAlpine and Dr Patricia Weerakoon. Given the School's focus on this conference, externally provided Professional Learning was limited in 2019.

Depending on previous training completed, all Staff completed either the "CPR refresher" course or the "Provide first aid" course, through St John's Ambulance at the start of the school year.

Key Learning Area Coordinators attended Network Meetings and Years 7-10 Moderation Workshops provided by the Tasmanian Catholic Education Office.

Years 11 and 12 teachers attended Course Moderation Meetings provided by the Department of Education as well as TASC Quality Assurance meetings, where required.

The Education Support Unit staff participated in three significant professional learning opportunities. The first of these was with Mrs Pam Johns on 'Behavioural Triggers and Supports for Students' the Junior School staff also attended this session. The second opportunity was run in-house by Mrs Natalie Polis and was a facilitated study day with teacher aide staff researching and presenting to each other on various disabilities. Yearly professional learning on work, health and safety and the induction to the technology workshop were also undertaken.

During 2019 Junior School staff focused on a regular schedule of moderation for English and Mathematics following refresher training in how to apply the Swing Protocol. Staff continued to develop a Junior School approach to pastoral care. They completed sessions on a biblical perspective of emotions and developed age-appropriate strategies for teaching emotional intelligence. Staff also worked in cluster groups as part of the Reflective Practice Program based on improving teaching practice.

The Middle and Senior Schools completed 'in house' professional learning in Classroom Management, the development and refinement of Scope and Sequence documents for Australian Curriculum and TASC Courses, and the National Consistent Collection of Data for students with disabilities.

Professional Learning involving external providers included:

Conferences

- ITEC Conference
- ASME State Music Conference
- BIOTA Conference
- Children's Booking Council of Australia Conference
- Australian Conference - Neurodevelopmental Disorders
- Converge: Chaplaincy/ Pastoral Counselling Conference
- UTAS Career Advisors Conference
- Tasmanian Association of Laboratory Managers

- ASIDE Surf Life Saving Certification
- Maths Pathways Training for Teachers
- NICE MEd Units
- CEN Teachers New to Christian Education
- CEN Authentic Christian Education Course
- Foundations of Directorship
- SchoolEdge Timetable Training Course
- Student Wellbeing Training
- DoE PLI – English as an Additional Language Training

Seminars

- Seven Steps Writing Success
- CEN School Leadership Forum
- TASC Quality Assurance Seminar

Workshops

A range of workshops including:

- NAPLAN Information Session
- NCCD Moderation
- Indonesian Workshop for Teachers
- Musical Futures
- TASC External Exam & Folio Marking
- DoE Northern Schools Moderation
- CET/IST Secondary Principals & Curriculum Leaders

Training

- Art Works: Visual Art Teacher Professional Learning
- TASC Moderation Leader Training
- NAPLAN Online Administration Training
- CPR & First Aid Training

Total Professional Learning Expenditure

The total expenditure on Professional Learning at Launceston Christian School in 2019 was \$91,482.

Student Attendance

The average daily rate of attendance for students in prep to year 10 in 2019 was 91.00% of the total number enrolled.

National Minimum Standards in Literacy and Numeracy

In 2019 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	% Participation Rate	% of students who achieved at or above the National Minimum Standard in 2019	% Change from 2018 to 2019
Reading	3	100	100	3
	5	98	93	-2
	7	99	100	0
	9	98	98	0
Persuasive Writing	3	100	100	0
	5	98	96	3
	7	97	97	3
	9	97	95	10
Spelling	3	100	100	0
	5	98	93	-5
	7	97	97	5
	9	97	98	1
Grammar & Punctuation	3	100	100	3
	5	98	93	5
	7	97	94	0
	9	97	96	1
Numeracy	3	100	100	0
	5	98	98	0
	7	96	99	-1
	9	97	100	0

A positive percentage in the right-hand column is indicative of improvement between 2018 and 2019. A negative rate indicates that the percentage in 2018 was higher than that in 2019.

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 be recognised 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/school/40031>. 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

Thirty-seven students were enrolled in year 12 at Launceston Christian School in 2019.

At the time of publishing this report, the Office of Tasmanian Assessment, Standards and Certification had not released the Senior Secondary Attainment Profile data for Tasmanian Schools. This information will be published on the Launceston Christian School Website when this becomes available.

Student Retention

The following information relates to the retention of students from 2018 into 2019. The percentage enrolment retained is a calculation based on the number of students enrolled in the year group from February 2019

	Number retained	Percentage of 2019 enrolment retained
2018 Year 9 students with continued enrolment in Year 10 at LCS in 2019	66	100%
2018 Year 10 students with continued enrolment in Year 11 at LCS in 2019	60	83%
2018 Year 11 students with continued enrolment in Year 12 at LCS in 2019	37	93%

Post School Destinations

Post-school destinations for students leaving Launceston Christian School having completed Years 10, 11 or 12 in 2019 were as follows:

Post Year 10 Destinations

Apprenticeship/Work	1
Other Schools or Colleges	14
Interstate	2
Unknown/other	0

Post Year 12 Destinations

Apprenticeship/Work	14
TAFE	3
University	11
Unknown/other	8

Post Year 11 Destinations

Apprenticeship/Work	1
Other Schools or Colleges	6
TAFE/ Skills Institute	1
Interstate	2
Unknown/other	1

School Performance and Forward Planning

Student Welfare

LCS hosted student workshops and community seminars titled *#NotEvenOnce - Changing the Narrative* which were coordinated and run by *Teen Challenge Tasmania*. The "Changing the Narrative" theme provided students, parents and community members with information on the current alcohol and drug culture, and the impacts of various common drugs on developing brains and bodies. It also presented some of the underlying reasons for individuals to begin using drugs and alcohol, as well as some of the markers that indicate use.

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.

Several policies were updated throughout 2019. Most notable among these were the Behaviour Management Policy and Drugs and Alcohol Policy.

Strategic Plan

The Leadership Team continued to work on the next Strategic Plan for the School with input from key stakeholders. The Plan reached the final draft stage at the end of 2019, ready to be printed in early 2020.



Mr Robert Morgan
Director of Studies

Financial Statement

Actual Operational Income and Expenditure for the year ended 31st December 2019

Income	Actual 2019	Actual 2018
School Fees	2,510,865	2,427,258
Government Recurrent Grants	0	0
Federal Funding	6,265,903	5,871,371
State Funding	1,870,397	1,870,971
Special Education Grants	0	0
Other Grants	62,226	267,600
Interest Receivable	20,428	12,442
Association Membership Fees	0	0
Uniform Shop	76,409	70,571
Sundry Income	42,908	65,264
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	10,849,136	10,585,477
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Expenditure		
Class materials, books & stationery	726,669	730,385
Depreciation	492,185	503,318
Employee benefits	8,033,822	7,670,249
Interest paid	661	3,887
Long Service Leave	141,837	206,229
Occupancy expenses	227,292	220,399
Other Operating Expenses	402,157	512,002
Remuneration of auditors	6,727	8,950
Uniform shop expenses	59,741	49,255
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	10,091,091	9,904,674
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Operational surplus/(Deficit)	758,045	680,803

Mr Graeme Smith
Business Manager