



Launceston Christian School

2020 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 Twelve day-school with a total enrolment of 689 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 worldview. 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 Christian School in 2020 was 98.36%.

In 2020, fifty-three teachers continued in active employment from 2019. At the end of 2020, a total of sixty-five teachers were actively employed at Launceston Christian School. Of these, one teacher retired, two were temporary replacements for teachers on extended leave, and one took up employment interstate.

All teachers employed at Launceston Christian School in 2020 were registered with the Tasmanian Teachers Registration Board (TRB) and held a current Working With Vulnerable People (WWVP) card.

Teacher Qualifications

Qualifications for all teachers who taught at the School in 2020 are listed below:

Mr Adrian BOSKER	BEd (Hons)
Mrs Michelle FITZALLEN	BEd, TTCi
Mr Rohan KEW	BA, Grad Dip Ed, M Ed
Mrs Irene NIEBUUR	Dip Tch TTC, Grad Dip in Ed, Cert of Gifted Ed
Mr Robert MORGAN	B App Comp, Grad Dip Ed
Mrs Bonnie ARMSTRONG	BEd
Mr Joshua ARMSTRONG	BEd, Grad Dip Ed
Mr Darryl BAIN	B App Sci, B Teach
Mr James BALLARD	BEd
Mr David BARBER	BEd, BA
Mrs Lenora BEATTIE	BA (Linguistics), BA (History), Grad Dip Teach, Grad Dip Pub Health, MEd
Mrs Alison BLACKBERRY	BEd
Mr Ryan BOSKER	BHM (Hons)
Mrs Janette BOYLE	B App Sci (Food Technology), B Teach
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)
Mrs Kristy DADSON	BEd
Miss Ruth DAVIES	BEd
Mr John FARROW	BEd, BA, Grad Dip ILS
Mrs Julie FERGUSON	BEd, TTC
Mrs Lauren FRY	BA, B Teach
Mrs Veronica GESKUS	BEd
Mrs Miranda GRACIE	B Ed, TTC, TAE Cert 4
Mr Robert GRACIE	BEd
Mr Russell HENDRA	B HSc (Nutritional Medicine), Grad Dip Ed
Miss Sarah HEYS	BEd
Mrs Jayne HILL	BEd (Hons)
Mr Nathan HILL	BA, B Teach (Hons), PTC
Mr Carey JAMES	B Teach (Prim) Grad Dip Ed (Computer Ed), M Ed (IT Ed), Cert IV TAA
Mrs Lisa JAMES	Dip Hlth Science, B Nursing, B Teach, Grad Dip Ed

Mr Kim JANSEN	BEd
Mrs Bronwyn JOHNS	BEd
Mr Brent JOSE	BSc, Dip Ed
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
Mr Thomas MACQUEEN	BEd (Hons), Cert IV Outdoor Rec
Miss Sacha MARSHALL	B Ed
Mr Stephen MATTHEWS	B Ed
Mr James MCGEACHY	BA, B Teach
Mr Bruce MCINTOSH	B Ed, TTC MBTI (CFT)
Mrs Alison MORGAN	BA, B Teach
Mr Gerry NARKOWICZ	BEd
Mr Christopher POLIS	BEng, Grad Cert Des Sci, Grad Dip Management, PhD
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)
Mrs Stephanie SEBASTIAN	BEd
Mrs Nicole SERRET	B Gen Studies, B Teach
Mr Matt SHAND	BEd
Mrs Sandy SHAND	BEd
Mr Cameron SPAULDING	BEng (Hons), Grad Dip Ed
Mrs Jacoba SPAULDING	BEd
Mr Peter STEWART	B Mus Ed
Mr Andrew SWIFT	BEd
Mrs Rebecca THIELE	B Con Arts, B Teach
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 2020, The Middle and Senior Schools completed 'in house' professional learning in moderation of AC courses using the SWING protocol and the National Consistent Collection of Data for students with disabilities. In addition, in preparation for online learning during the COVID lockdown in April, all teachers (from K-12) spent time developing and/or implementing an online learning policy and practice. Teachers also spent significant time learning the software applications to use as a part of online teaching and learning. All teaching staff also worked in Year groups (K-6) or Learning Area groups (7-12) as part of the Educator Impact Program based on improving teaching practice.

The Education Support Unit staff participated in two significant professional learning opportunities. The first of these was with Mrs Robyn Thomas on "The Structured Teaching Approach for students on the Autism Spectrum". The second opportunity was a series run in-house by Mr Brad Robinson on the use of Microsoft Teams in preparation for remote learning. Yearly professional learning on work, health and safety and the induction to the technology workshop were also undertaken.

During 2020, Junior School staff began to implement a consistent approach to term planning using Transformation by Design to make biblical perspectives more explicit to the students. They focused on identifying big questions that linked key content and used them to shape each term's curriculum. Remote learning triggered the need to develop online teaching skills. The staff worked informally in peer and cluster groups to develop videoing and class page management skills on The Hub and other learning tools. The rapid uptake of skills was consolidated during the year and has continued to impact student learning positively. The Junior School continued a regular moderation schedule in various learning areas during Terms One and Three.

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.

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

Professional Learning involving external providers included:

Conferences

- UTAS Career Advisors Conference
- Tasmanian Association of Laboratory Managers Annual Conference
- ASLA Conference
- Softlink - Oliver and Clickview Conference
- Mental Health in Schools Conference
- Drama Tasmania Conference

Seminars

- Teachers new to teaching TASC Courses
- DoE Years 9 to 12 Project Regional Forums
- TCCI Workplace Safety and Risk Management
- ASLA CBCA Shortlist Webinar
- Early Life Foundations – Walker Learning Overview
- ANSTO Physics - Professional Development Day
- Compass – Working with Anxiety in Children and Teens

Training

- Enhancing Science Teaching & Learning with STILE
- TASC QA Meetings
- NAPLAN Online Administration Training
- CPR & First Aid Training
- ASIDE Surf Life Saving Certification
- Maths Pathways Training for Teachers

- NICE MEd Units
- CEN Teachers New to Christian Education
- CET WHS Training
- Friday Institute - Social and Emotional Learning for Educators using the CASEL framework.
- Lifeline - Recognise and Respond to Family Domestic Violence
- African Drum Teacher Course
- Barratts Music - Band Conducting Workshop

Workshops

- TASC Principals & TLO Regional Meeting
- TASC External Exam & Folio Marking
- DoE Northern Schools Moderation
- CET/IST Secondary Principals & Curriculum Leaders
- Australian Institute of Physics – Science PL Workshop
- IST Understanding children's behaviour at School - Executive Function and ADHD
- Behaviour Help Pty Ltd - Developing Emotional Regulation Skills in Individuals with Anxious, Oppositional and Aggressive Behaviours
- LawSense - Law for School Counsellors
- TASME - Professional Development Day for Primary Music Teachers
- Catholic Care - Family Separation - Child Focused Educational Program

Total Professional Learning Expenditure

The total expenditure on Professional Learning at Launceston Christian School in 2020 was \$54,275

Student Attendance

The average daily rate of attendance for students in prep to year 10 in 2020 was 91.23% of the total number enrolled.

Senior Secondary Outcomes

Forty-eight students were enrolled in year 12 at Launceston Christian School in 2020. Forty-four (92%) of these students achieved a Tasmanian Certificate of Education (TCE), and thirty-one (65%) qualified for an Australian Tertiary Admissions Rank (ATAR). The mean ATAR for this group was 81.5. Sixteen students (33%) completed Vocational Education and Training as a part of their senior schooling.

Student Retention

The following information relates to the retention of students from 2019 into 2020. The percentage enrolment retained is a calculation based on the number of students enrolled in the year group from February 2020.

	Number retained	Percentage of 2019 enrolment retained
2019 Year 9 students with continued enrolment in Year 10 at LCS in 2020	55	95%
2019 Year 10 students with continued enrolment in Year 11 at LCS in 2020	55	81%
2019 Year 11 students with continued enrolment in Year 12 at LCS in 2020	48	83%

Post School Destinations

Post-school destinations for students leaving Launceston Christian School having completed Years 10, 11 or 12 in 2020 were as follows:

Post Year 10 Destinations

Apprenticeship/Work	3
Other Schools or Colleges	7
Interstate	1
Unknown/other	2

Post Year 12 Destinations

Apprenticeship/Work	8
TAFE	2
University	20
Unknown/other	18

Post Year 11 Destinations

Apprenticeship/Work	5
Other Schools or Colleges	1
Interstate	1
Unknown/other	3

School Performance and Forward Planning

Student Welfare

2020 was a challenging year for LCS students who experienced schooling from home and the subsequent mental health issues resulting from isolation and return to classroom learning. The School Wellbeing Unit counselled students dealing with anxiety around both scenarios.

An evaluation tool for mental health wellbeing, PULSE, was introduced for students from years 5-12. Students rated their wellbeing on a weekly basis and the programme alerted teachers and Wellbeing Unit staff to students requiring special support.

Wellbeing staff attended training relating to Cybersafety and Bullying to further assist students in dealing with relationship issues.

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 2020. Most notable among these were the Child Protection Policy Suite, the Critical Incident Pandemic Policy, and the Infectious Diseases Policy.

Strategic Plan

Principal Adrian Bosker and the School Board officially launched the School's Strategic Plan in November 2020. The plan is divided into five key domains: Teaching and Learning; Student Wellbeing; Culture & Community; Governance & Leadership; and Infrastructure. In each domain, the strategic plan describes what Launceston Christian School ASPIRES to ACHIEVE and BECOME, and lists the types of activities, programs and planning that needs to take place to achieve these goals.

Mr Robert Morgan
Director of Studies

Financial Statement

Actual Operational Income and Expenditure for the year ended 31st December 2020

INCOME	Actual 2020	Actual 2019
School Fees	1,911,439	2,510,865
Government Recurrent Grants	0	0
Federal Funding	6,680,134	6,265,903
State Funding	1,929,340	1,870,397
Special Education Grants	0	0
Other Grants	73,420	62,226
Interest Receivable	26,297	20,428
Association Membership Fees	0	0
Uniform Shop	64,314	76,409
Sundry Income	143,714	42,320
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	10,828,657	10,848,548
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EXPENDITURE		
Class materials, books & stationery	739,996	726,669
Depreciation	501,219	492,185
Employee benefits	8,303,886	8,033,822
Interest paid	383	661
Long Service Leave	154,028	141,837
Occupancy expenses	203,236	226,704
Other Operating Expenses	306,886	402,157
Remuneration of auditors	6,470	6,727
Uniform shop expenses	41,690	59,741
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	10,257,794	10,090,502
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Operational surplus/(Deficit)	570,863	758,046

Mr Graeme Smith
Business Manager