



Launceston Christian School

2023 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 716 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

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Staff Attendance & Retention

The average, daily rate of attendance for teaching staff at Launceston School in 2023 was 95.8%.

In 2023 there were fifty-eight teachers who continued in active employment from 2022. At the end of 2023, a total of seventy-one teachers were actively employed at Launceston Christian School.

All teachers employed at Launceston Christian School in 2023 were registered with the Tasmanian Teachers Registration Board (TRB).

Teacher Qualifications

Qualifications for all teachers who taught at the School in 2023 are listed below:

| | |
|--------------------|--|
| Stuart Kent | MA, MA, BA DipEd |
| Bonnie Armstrong | B Ed |
| Joshua Armstrong | B Ed, Grad Dip Ed |
| Darryl Bain | B App Sci, B Teach |
| James Ballard | B Ed |
| David Barber | B Ed, BA |
| Lenora Beattie | BA (Linguistics), BA (History), Grad Dip Teach, Grad Dip Pub Health, MEd |
| Scott Black | B Ed |
| Alison Blackberry | B Ed |
| Ryan Bosker | BHM (Hons) |
| Tamieke Bosker | BCA, B Teach |
| Taryn Brown | BA, B Teach, MA, Dip Mus |
| Lisa Carins | BA, Grad Dip Lib, DipEd |
| Fiona Cerecke | B Ed |
| Bec Coles | B Ed |
| Kristy Dadson | B Ed |
| Susan Davies | BA (English), M Teach |
| Glenn Deas | B Comp, Grad Dip Ed |
| John Farrow | B Ed, BA, Grad Dip ILS |
| Julie Ferguson | B Ed, Grad Cert Bus, TTC |
| Michelle Fitzallen | B Ed, TTC |
| Lauren Fry | BA, B Teach |
| Deanne Gannon | BA, B Ed |
| Veronica Geskus | B Ed |
| Jacqueline Goelst | B Ed, Assoc Degree (Ed Support) |
| Robert Gracie | B Ed |
| Katherine Gunn | BA Contemporary Art, GradCert Art, Community Counselling (M), BTeach |
| Nathan Guy | B Ed |
| Elizabeth Hanna | BA, Grad Dip Ed |
| Jayne Hill | B Ed (Hons) |
| Nathan Hill | BA, B Teach (Hons), PTC (Hons) |
| Lisa James | Dip Hlth Science, B Nursing, B Teach, Grad Dip Ed |
| Amy Jansen | BA, B Teach (Hons) |
| Kim Jansen | BA (Hons), B Teach |
| Bronwyn Johns | B Ed |

| | |
|--------------------|---|
| Brent Jose | BSc, DipEd |
| Aileen Lake | BA (Maths) (Hons) , Grad Dip Sc, Grad Dip Ed, Grad Cert Car Dev |
| Terence Lake | BA, LLB, Grad Dip Ed |
| David Lichtendonk | B Ed |
| Rachel Lichtendonk | B Ed |
| Kevin Lund | BA (Art Ed) |
| Kelsey Lundie | B Ed |
| Katie Mackenzie | B Ed |
| Allyson Macqueen | B Ed |
| Thomas Macqueen | B Ed (Hons), Cert IV Outdoor Rec |
| Sacha Marshall | B Ed |
| Jed Matthews | B Ed |
| Stephen Matthews | B Ed |
| James McGeachy | BA, B Teach, Grad Cert Ed |
| Bruce Mcintosh | B Ed, TTC, MBTI (CFT) |
| Alison Morgan | BA, B Teach |
| Robert Morgan | B App Comp, Grad Dip Ed |
| Gerry Narkowicz | B Ed, B Th |
| Irene Niebuur | Dip Tch, TTC, Grad Dip Ed, Cert Gifted Ed |
| Michelle Reid | B Ed, TTC |
| Fancy Reyes Ibarra | B Ed, MA (TESOL), Grad Cert Spec Ed |
| Kerri-Anne Russell | B Ed (Hons) |
| Nicole Serret | B Gen Studies, B Teach |
| Matthew Shand | B Ed |
| Sandy Shand | B Ed |
| Cameron Spaulding | BEng (Hons), Grad Dip Ed |
| Jacoba Spaulding | B Ed |
| Peter Stewart | B Mus Ed |
| Andrew Swift | BPA (Music), MCA (Music), B Teach, Grad Cert Ed (Science) |
| Rebecca Thiele | BCA, B Teach |
| John Torlach | BA, MEd |
| Carmen Van Zetten | B Ed |
| Lyndle Van Zetten | B Ed, AMusA, TTC, MMTA |
| Kristy Walton | B Ed |

Professional Learning Expenditure and Teacher Participation

Staff attended the state-wide CEN conference in July entitled *Flourishing in a Digital Age*, with presentations from Daniel Sih, Julia Verdouw, Paul Matthews, and Chris Rayner. Daniel Sih spoke on personal Wellbeing in a digital workplace and Julia Verdouw presented research gathered around the use of the Transformation by Design resource. Paul Matthews presented on the growing use and influence of Artificial Intelligence in education. In the final Keynote, Chris Rayner spoke on what being made in the image of God means for education and student voice.

For the teachers at Launceston Christian School, 2023 was the beginning of a transition period with respect to professional learning and development (PLD). For some years the school has used Educator Impact (EI), an online platform which has served to scaffold and assist our pursuit of professional growth. This was primarily done on an individual basis through the setting of a goal, using academic readings provided by EI and seeking to implement good practices in the classroom.

In 2023 LCS, still using EI as the platform, introduced more formally, a collaborative approach to PLD. Staff with the same or similar goals would meet in smaller groups to learn about best practice, encourage each other in the pursuit of their goal, and share and encourage each other with respect to challenges and successes they experienced. This was found to be much appreciated and beneficial. The three foci were: Driving Surface and Deep Learning; Building Relevance; Providing Feedback

Informal observations of teacher practice were undertaken, which included follow-up conversations and support. As always, whole staff professional learning sessions were also provided. In the Middle and Senior Schools these included: High Impact Teaching Strategies; Lesson Planning; Metacognition. In the Junior School these included: Curriculum Planning; Cognitive Load Theory; Structured Literacy.

We are looking forward to continuing our transition into 2024 when we will begin to introduce a new platform – Steplab – which will provide a much more granular approach to instruction in teaching strategies including videos of best practice.

Throughout the year teachers also participated in 'in-house' professional development relating to the National Consistent Collection of Data (NCCD), moderating student work samples, and incorporating Biblical Perspectives. Year 11/12 teachers engaged in external (Department for Education, Children and Young People) moderation of student work samples for TASC subjects with teachers around the state.

All Staff successfully completed the First Aid Certificate Training through St Johns Ambulance at the start of the school year.

Implementing Structured Literacy in the Primary School

The Primary School has progressively been working towards improving literacy outcomes for all students Kinder to Year Six. To achieve this, we have been seeking to align our planning and practice with a structured literacy approach.

Throughout 2023, we achieved the following:

- Training of Primary Resource teacher in the MacqLit literacy intervention program and purchase of materials
- Analysing of reading assessment data to inform literacy intervention groups – 'Lit Up'
- Implementing the 'Lit Up' literacy intervention program for 15 students from Years Three to Six
- Professional learning for primary teachers led our Teaching and Learning team and by the Independent Schools Tasmania literacy consultant. Two staff were also nominated to attend a workshop run by Literacy expert, Jocelyn Seamer
- Purchase of Structured Literacy teaching resources from Jocelyn Seamer's Resource Room for Prep to Year 6
- Purchase of high interest decodable readers for low ability students
- Development of a draft literacy scope and sequence to be used from 2024

Our school leaders also attended a Structured Literacy principal's seminar organised by Independent Schools Tasmania in September 2023. Two of our primary teachers were invited to share about the LCS Primary School's journey to implementing structured literacy.

Professional Learning involving external providers included:

Conferences

- ACND Conference
- CEN Developing Leaders Conference
- CEN Tasmania State Conference
- DramaVic Annual Drama Conference
- Humanities Conference – THTA
- MAT Conference
- Quality Teaching in Practice Conference - QT Academy University of Newcastle
- The Rite Journey Training

Seminars

- AGAT Webinar - ACER
- CEN Education Support Network Meeting
- Collective Shout
- Deep time history PD - First Nations perspectives - Dept of Ed
- Katie Argyle Workshop/Seminar - TASME
- IST CALD Network Session
- IST Challenging Behaviour
- IST Leading Change Towards Structured Literacy
- IST High Quality Aligned Planning
- IST NCCD Updates
- IST We Are All Teachers of Writing
- IST Build the Foundations for Your Literacy Block in Years 3-6 - Jocelyn Seamer
- Inclusive Education Network - Practical Strategies to all Support Students (North)
- Online Music Tech conference – Music Ednet
- Autism and classroom practice professional learning session - Positive Partnerships
- DECYP Quality Mentoring

- Resilient Kids Conference – Michelle Mitchell Pty Ltd
- Tasmanian Aboriginals Today – Dept of Ed
- Science of Learning National Summit - Catholic Education Tasmania
- Undeceptions Conference - John Dickson
- UTAS Careers Advisor Symposium

Training

- ASIDE Surf Lifesaving Certification
- Auslan extension 103 - Expressions Australia
- CEN Authentic Christian Education
- DIBELS 8th Edition Administration and Scoring Training - Acadience Learning
- Macqlit training - Macquarie University
- NAPLAN Online Administration Training
- NICE M.Ed. Units
- On Road Off Road Training – Medium Rigid Licence
- The Hub Training – Schoolbox
- Surf Life Saving Tasmania Certification
- White Water Kayaking Instructor Training – Paddle Australia
- Wilderness First Aid Course – Survive First Aid

Workshops

- DECYP Statewide Moderation Meetings
- Rubric reflection workshop - Aero
- Seven Steps Writing Workshop
- TASC Exam and Performance Marking
- TASC QA Meetings

Total Professional Learning Expenditure

The total expenditure on Professional Learning at Launceston Christian School in 2023 was \$176,847.

Student Attendance

The average daily rate of attendance for students in prep to year 10 in 2023 was 90.5% of the total number enrolled.

NAPLAN Results in Literacy and Numeracy

In 2023, the Australian Curriculum, Assessment and Reporting Authority (ACARA) updated the reporting scale used for communicating student performance to parents and schools. Previously, student performance was categorized as Below, At, or Above the National Minimum Standard, with higher performance described as reaching higher "Bands." Starting in 2023, the new categories are: Needs Additional Support (NAS), Developing, Strong, and Exceeding. The table below displays the percentage of students at Launceston Christian School who were rated as Strong or higher.

| Year Level | 3 | 5 | 7 | 9 |
|-----------------------|----|----|----|----|
| Reading | 63 | 81 | 76 | 73 |
| Writing | 80 | 79 | 78 | 77 |
| Spelling | 60 | 85 | 75 | 86 |
| Grammar & Punctuation | 50 | 75 | 67 | 64 |
| Numeracy | 73 | 68 | 73 | 71 |

In 2023, it was not possible to compare gains or losses relative to 2021 due to the change in the reporting scale. Additionally, the enrolment of new students at various year levels can significantly affect the proportion of students scoring below the Strong category. Despite these factors, the School remains dedicated to improving literacy and numeracy standards for all students.

For more information about our School's performance in NAPLAN testing, including comparisons with other schools, visit <http://www.myschool.edu.au/>. The percentages of students showing relative gain on the MySchool website provide a more accurate indication of the School's progress.

Senior Secondary Outcomes

Thirty-eight students were enrolled in year 12 at Launceston Christian School in 2023. Thirty-five (92%) of these students achieved a Tasmanian Certificate of Education. Twenty-two students (58%) qualified for an Australian Tertiary Admissions Rank (ATAR), and the mean ATAR for this group was 79. Twelve students (32%) completed Vocational Education and Training as a part of their Senior Schooling.

Student Retention

The following information relates to the retention of students from 2022 into 2023. The percentage enrolment retained is a calculation based on the number of students enrolled in the year group from February 2023

| | Number retained | Percentage of 2023 enrolment retained |
|---|-----------------|---------------------------------------|
| 2022 Year 9 students with continued enrolment in Year 10 at LCS in 2023 | 66 | 92% |
| 2022 Year 10 students with continued enrolment in Year 11 at LCS in 2023 | 46 | 67% |
| 2022 Year 11 students with continued enrolment in Year 12 at LCS in 2023 | 38 | 90% |

Post School Destinations

Post-school destinations for students leaving Launceston Christian School having completed Years 10, 11 or 12 in 2023 were as follows:

Post Year 10 Destinations

| | |
|----------------------------------|----|
| Apprenticeship/Work | 4 |
| Other Schools or Colleges | 22 |

Post Year 11 Destinations

| | |
|----------------------------------|---|
| Other Schools or Colleges | 0 |
| Interstate | 1 |

Post Year 12 Destinations

| | |
|----------------------------|----|
| Apprenticeship/Work | 6 |
| TAFE | 2 |
| University | 15 |
| Unknown/ other | 14 |

School Performance and Forward Planning

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 (QA) team visited LCS in late June to audit the planning and delivery of several of our Level 1 and 2 TASC courses (Years 11 and 12). The QA team provided valuable affirmations, alongside recommendations and requirements for further improvement.

Throughout the remainder of 2023, the School proactively implemented the necessary changes to meet the TASC QA team's recommendations and requirements. LCS remains committed to continuous improvement and maintaining the highest standards in teaching, learning, and course delivery.

Mr Robert Morgan
Head of Teaching and Learning



Financial Statement

Actual Operational Income and Expenditure for the year ended 31st December 2023.

| INCOME | Actual 2023 | Actual 2022 |
|--|------------------------|------------------------|
| School Fees | 2,749,426 | 2,590,791 |
| Government Recurrent Grants | 0 | 0 |
| Federal Funding | 8,745,866 | 7,842,406 |
| State Funding | 2,091,987 | 1,999,025 |
| Other Grants | 150,545 | 86,342 |
| Interest Receivable | 83,805 | 12,094 |
| Uniform Shop | 124,802 | 151,603 |
| Sundry Income | 75,183 | 58,985 |
| | 14,021,614 | 12,741,245 |
| | | |
| EXPENDITURE | | |
| Class materials, books & stationery | 821,130 | 643,652 |
| Depreciation | 607,830 | 586,362 |
| Employee benefits | 10,443,510 | 9,718,495 |
| Occupancy expenses | 477,311 | 374,717 |
| Other Operating Expenses | 510,831 | 384,643 |
| IT Expenses | 362,275 | 201,542 |
| Uniform shop expenses | 109,492 | 142,522 |
| | 13,332,378 | 12,051,933 |
| Operational surplus/(Deficit) | 689,236 | 689,312 |

Mr Graeme Smith
Business Manager