



2016 Annual Report

GOOD NEWS

LUTHERAN COLLEGE

School Number: 1957

A Christ-centred Quality Education for all

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Contextual Information

1. College Profile

2016 was an exciting year for Good News Lutheran College, having reached the year where we ran our first Year 12 cohort, with all 26 students successfully graduating at the end of the year. For the relatively small number of students this first year, a fairly generous number of subjects were available in order to accommodate the variety that students and families were looking for. We were extremely excited to see virtually all students offered their first preferences into tertiary positions also. As in previous years, we continued the pattern of growth at the lower end of the College. As part of the pattern of growth into a P-12 College that we reached as a milestone last year, a third stream of Prep was initially added in 2013, with four streams at Prep begun in 2015 and replicated again last year, supported by extremely strong enrolment applications. At Year 7, we took on our second year of an additional single stream intake of students, moving to three streams at this year level. Future planning for the College only anticipates a single, additional class entering at this year level.

A strong focus is on developing a love of learning and the skills needed for lifelong learning. Well-resourced, new, modern learning facilities support the provision of a curriculum strongly based on Literacy and Numeracy skills. A House system provides opportunities for student leadership and sporting activities which is enhanced by the Health and Physical Education programme, along with the development of several HPV (cycling – 'Human Powered Vehicle') racing teams. The Good News Basketball Club is closely affiliated with the College. A camping programme develops relational and independent learning skills. The College offers an Arts programme which includes a music programme and choirs, and both Visual and Performing Arts. The College also offers support programmes such as Reading Recovery, Early Maths Understanding and Bridges and Building Blocks (for EAL). German is an additional language taught across the College from Prep to Year 11. Stage 1 and 2 of the VCE subject Health and Human Development were offered to students in Year 10 once again, with Stage 3 and 4 being offered at Year 11 along with an additional 20 other subjects. 17 on-site subjects, plus several Distance Education subjects, were undertaken by the first cohort of Year 12 students.



Several major pieces of infrastructure were completed during the Year. A full-sized oval was completed and opened up for student use in April. The completion of a five-classroom Science hub, including additional staff and preparation facilities also took place early in the year, with students and staff alike excited to make use of the new learning spaces. The construction of a Technology-focused building also took place during the year, with Wood, Metal, Robotics,

IDENTITY FREEDOM

Design and several other facilities becoming available in October. Finally, the construction of a large Middle School building, commenced in late 2016 with an anticipated completion date of October 2017.

2. Our Mission

The ministry and mission of the College, is to provide a quality Christ-centred education in which all relationships and activities are shaped and informed by the Gospel. We work under God in partnership with parents and carers to provide an inclusive inquiry-based education for every student. Our vision is that students educated at our College will be:

- Aware they are precious and gifted creations of God, so much so that the Son of God himself became human in order to bring them to God (1 Peter 3:18)
- Open to the influence of God's Spirit
- Servant-minded.

More specifically, our College strives to create an educational environment that fully recognises every person as unique and endowed by the Creator with their own individual gifts and abilities. Our calling is to assist each student to discover, develop and deepen this personal giftedness. Coupled with this calling is the intention to instil and foster Christian values in students that encourage the use of their gifts in service to others and for God's good purposes. To this end, we hold that:

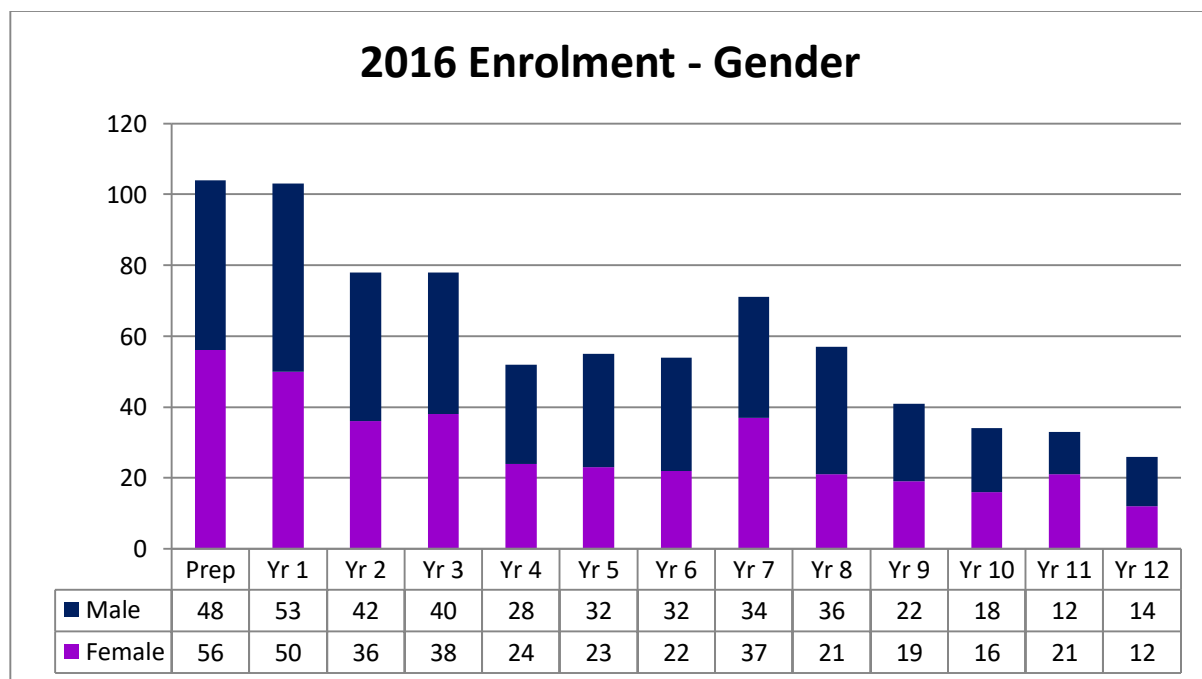
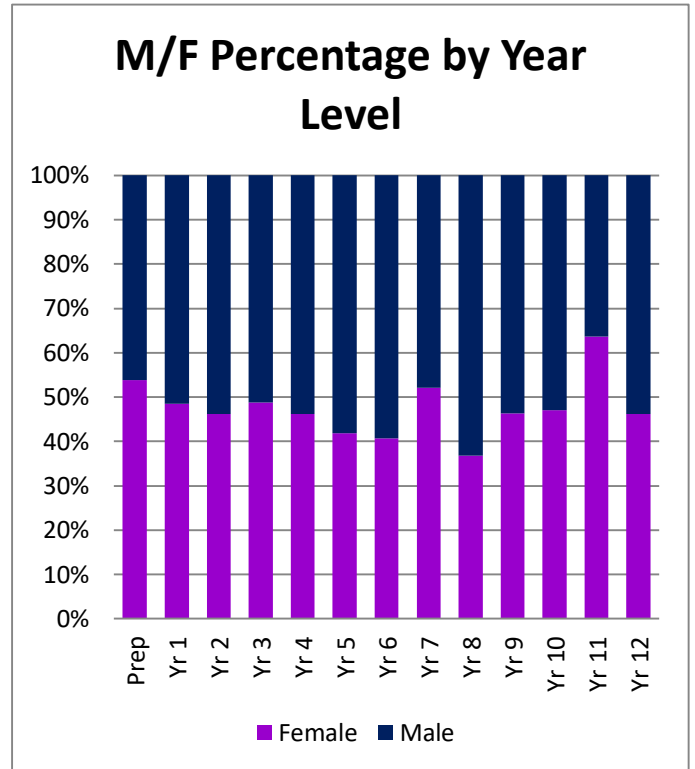
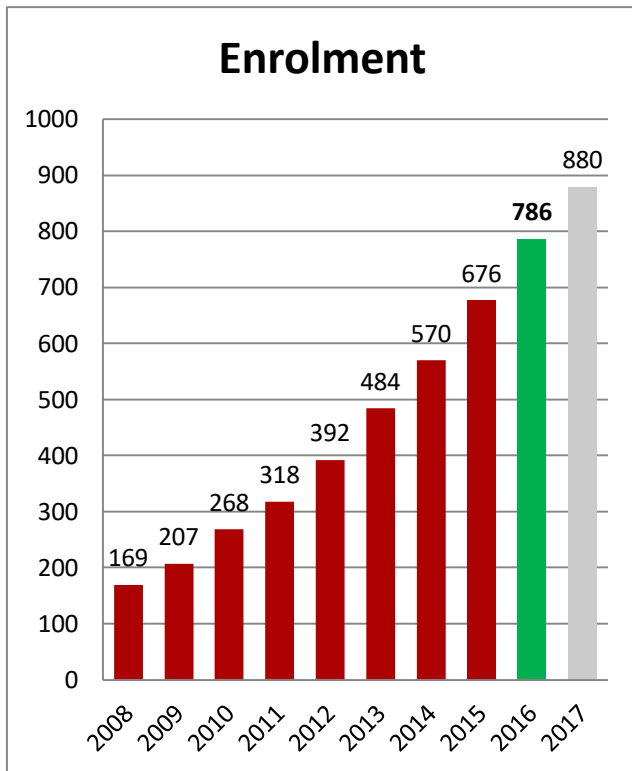
- Every one of us is God's creation and equally precious
- Collectively, we live as a community that gathers around God's Word in worship for forgiveness and inspiration
- The school setting gives us opportunity to both experience and demonstrate God's forgiveness in Christ
- All who come to us are welcomed and valued
- The fruit of education is evidenced in service for the good of others.

With this as our end goal, students at Good News Lutheran College are on a journey to becoming:

- Self-directed, insightful investigators and learners
- Discerning, resourceful problem solvers and implementers
- Adept, creative producers and contributors
- Open, responsive communicators and facilitators
- Principled, resilient leaders and collaborators; and
- Caring, loyal supporters and advocates.

3. Characteristics of the Student Body

The student population of 786 students at the Census in August of 2016 continued the expected upward trend in enrolments, as the College continues through its largest expected growth phase. The projected enrolment for 2017 is 880.



At Census in 2016, the composition of the student population was 48% female and 52% male. Good News had nil students identifying as indigenous and two students in receipt of Special Needs funding.

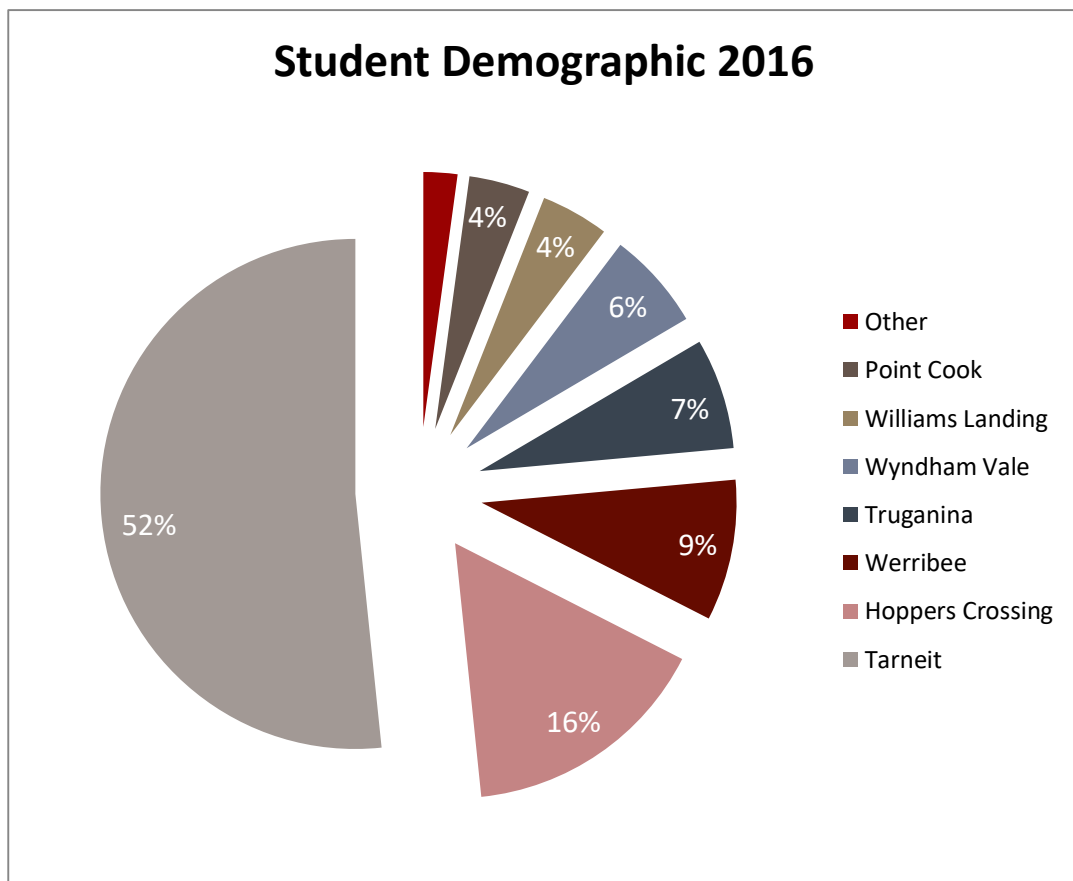
- Level A: nil students
- Level B: 2 students
- Level C: nil students

Students with particular educational needs have Individual Learning Plans to help focus learning on their specific needs. Good News also provides additional support for a number of other students. Students are supported, depending on their level of need, with four tiers of programmes:

1. Targeted specific skills instruction supported within the classroom.
2. Modified learning programmes within the classroom.
3. Intensive instructional support withdrawn from the classroom in programmes such as Early Maths Understanding and Reading Recovery.
4. Additional support within the classroom.

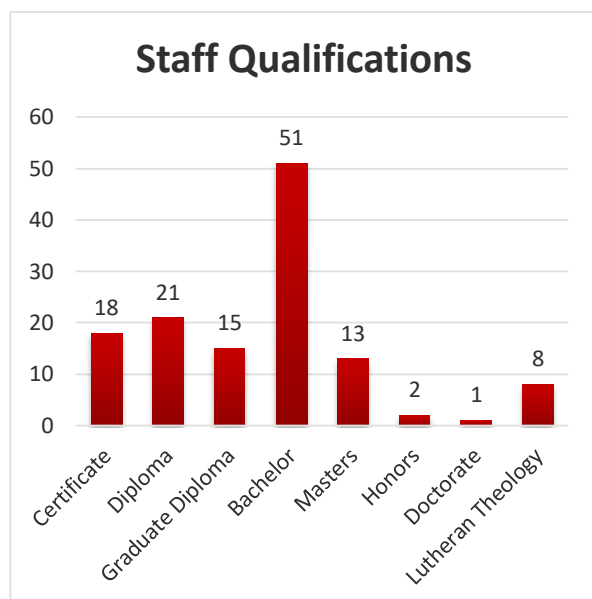
4. Demographics

Good News is based in the suburb of Tarneit, within the Wyndham City Council. The area continues to be one of the fastest growing growth corridors in Australia currently and the College continues to find itself within 5km of a substantial number of new and growing estates. As a provider of Christian education in the Wyndham area, the College has always drawn enrolments from distances that often make walking or riding impractical. The College's growth through into Secondary shows that this remains true and while a large proportion of students live within the three surrounding suburbs of Tarneit, Hoppers Crossing and Werribee (77%), there are many other students travelling much larger distances. In 2016 Good News utilised two buses, one 33 seater and one 57 seater to transport a number of students to and from the College daily.



Teacher Standards and Qualifications

5. Staff Qualifications



All teachers hold tertiary qualifications. Of the 68 teachers and 38 support staff employed, between them they have 1 Doctorate, 16 Masters Degrees, 67 Bachelor Degrees, 2 Honours Degrees and 8 hold qualifications in Lutheran Theology. Throughout the year, a number of teachers completed studies to acquire accreditation to teach Christian Studies. 17 teachers are accredited to teach Christian Studies. All Good News teachers are appropriately qualified and hold registration with the Victorian Institute of Teaching.

In addition to these formal qualifications, all staff undergo Valuing Safe Schools Training, a requirement of all workers within the Lutheran Church of Australia (LCA), as well as training in First Aid, Mandatory Reporting and OH&S requirements.

From the end of the 2016 school year, 57 of the 61 teaching staff (94%) were retained for 2017 and all staff ending their time at Good News moved to various locations. This figure includes both full-time and part-time staff.

Students in Junior School had additional specialist teachers in the areas of German, Music, Physical Education and Visual Art. With the growth of the College, 11 additional teachers were employed. Additional teaching loads, in virtually all core curriculum areas across the Middle and Senior schools, accounted for the additional teaching staff. Additional Junior School Coordinator roles were introduced, along with additional Administration support. 2016 also saw the addition of a LCA Pastor position created and filled in the College, providing additional theological and pastoral support.

An Early Maths Understanding teacher and the Reading Recovery teacher provided extra learning support for students at risk in the Junior School. Integration Aides and Learning Support teachers were employed to provide support for students who have learning difficulties – both funded and not funded.

6. Workforce Composition, including Indigenous Composition

The workforce at Good News consisted of:

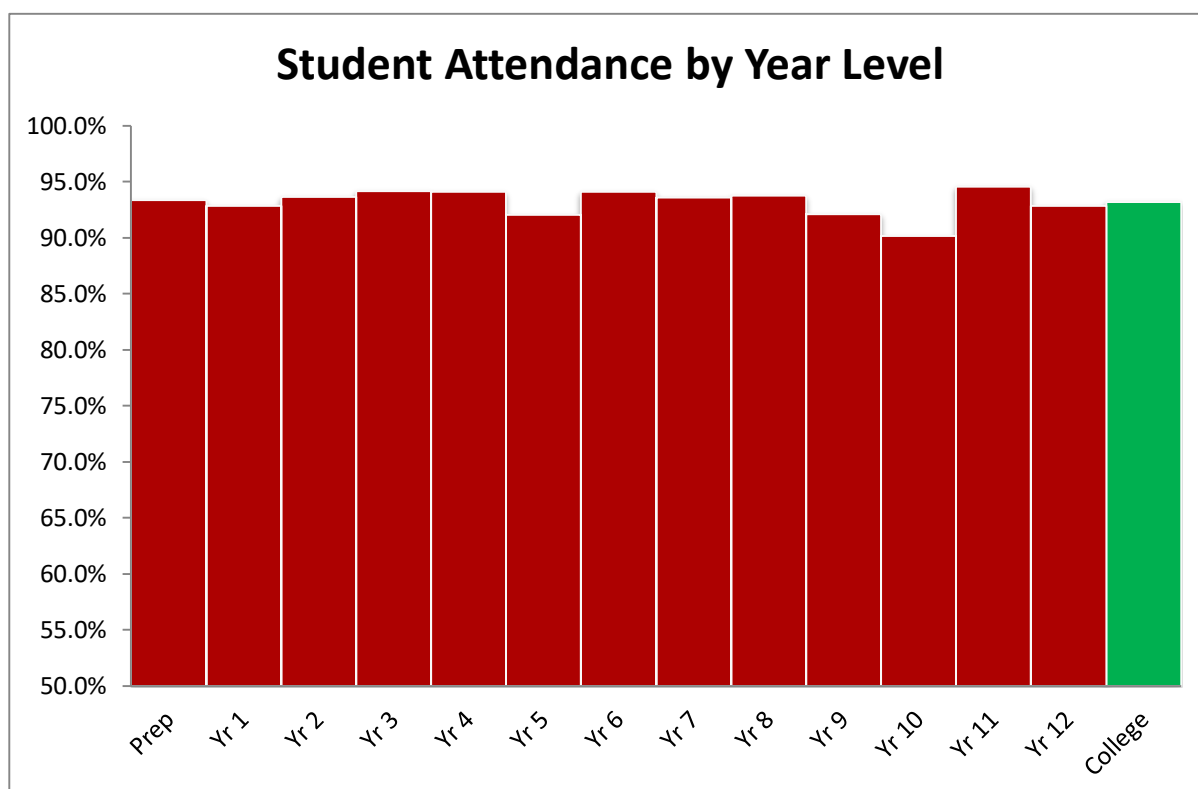
- 68 Teaching staff (including leadership)
- 14 Support staff
- 20 Administration staff (including Canteen Manager and Chaplain)
- 4 Bus driver/ Maintenance

106 staff in total, including the Principal. There was one Indigenous employee in 2016. This number reflects the number of staff employed at the College and not the Full Time Equivalent.

Key Student Outcomes

7. Student Attendance

The average student attendance rate in 2016 was 93.15% comparable to the 2015 rate of 93.2%. The average absence rate of 12.18 days per student was in line with the 2015 absence rate of 12.3 days per student, though slightly higher. This minimal variation is likely to be due to a number of students who took significant breaks for travel during the year or had lengthy illnesses throughout the year.



8. Management of Non-Attendance

The College takes attendance seriously and in accordance with the College Attendance Policy (20.09.01), non-attendance must be explained by parents. If the parent has not contacted the College to explain the reason for an absence, the College sends an SMS to the parent to let them know of the absence and have them contact the College. Meetings with parents to negotiate ways to minimise the impact on learning and to facilitate a return to school, take place where the absence is prolonged. If a return to school could not be negotiated, a report is to be made to the Department of Early Education and Childhood Development (DEECD). Parents are informed of overall attendance on school reports.

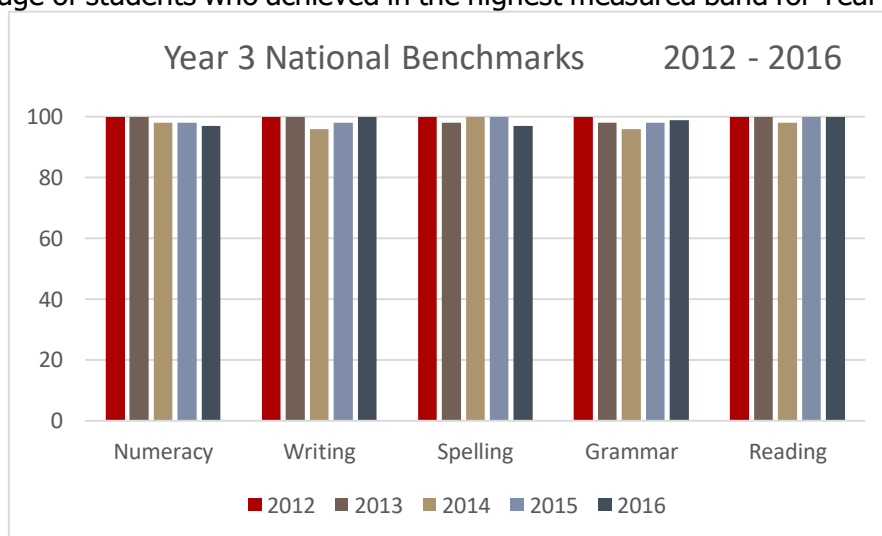
9. NAPLAN – *Proportion of students meeting National Benchmarks*

The National Assessment Programme - Literacy and Numeracy tests were administered to all students in Years 3, 5, 7 and 9. NAPLAN tests use a band scale from 1-10. School summary reports are provided for Years 3, 5, 7 and 9 in Literacy and Numeracy. The tables below show the percentage of students achieving 'At or Above' the National Minimum Standards (NMS) over a five-year period, where that data is available. In the upper year levels in particular, where enrolment numbers are lower, a greater annual variation between percentages often occurs. Of the smaller number of students who have achieved below one of the benchmarks, the majority have identified learning difficulties. The NAP tests are part of a suite of diagnostic tools that are used to inform teaching assessments and observations.

Year 3 NAPLAN Results

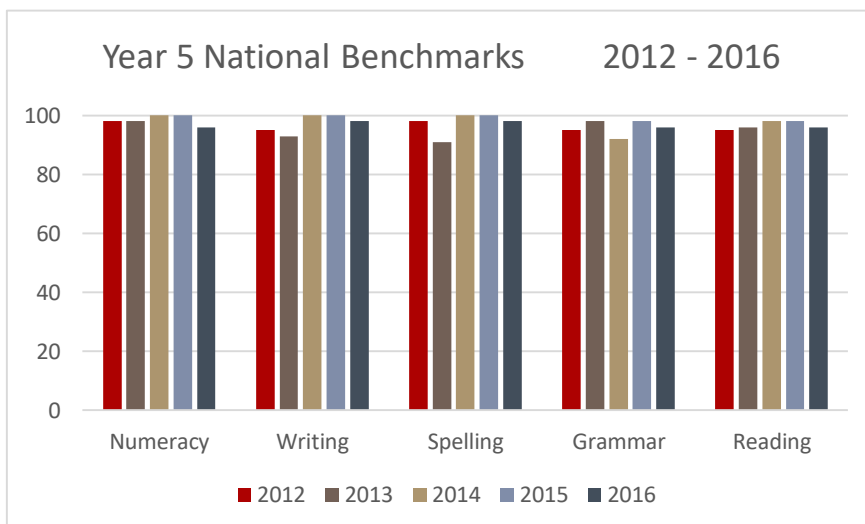
Year 3 students achieved very high results with 100% of students achieving 'At or Above' the NMS in the area of Writing and Reading, while 99% achieved the same in Grammar and Punctuation. Good News Lutheran College continues to have a strong focus on Numeracy and Literacy in the early years of schooling and this reflects in the excellent results. This is evidenced by the percentage of students who achieved in the highest measured band for Year 3.

Compared to 'Statistically Similar Schools', there were 25% more GNLC students in the highest band in Spelling, 13% in Writing, 11% in Reading and 8% in Grammar.



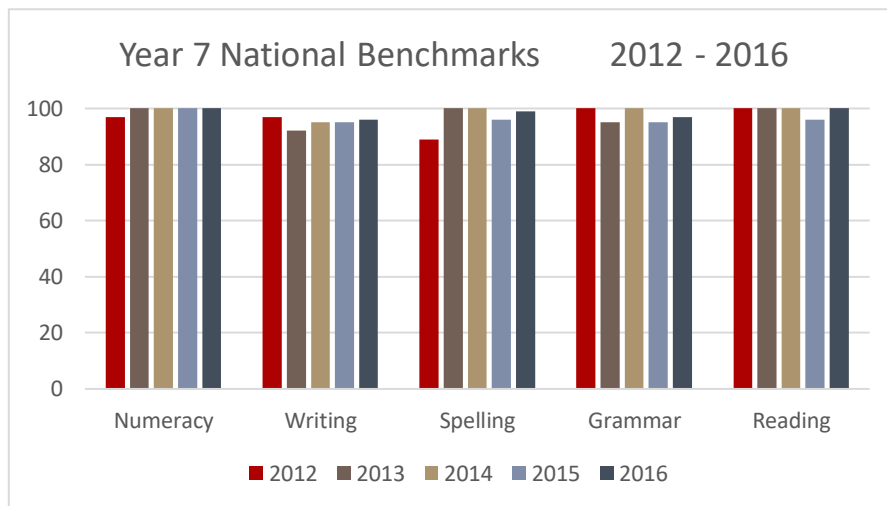
Year 5 NAPLAN Results

Year 5 students achieved consistently high results with 98% or more of students achieving 'At or Above' the NMS in the area of Writing and Spelling. 96% of students achieved 'At or Above' in all other tested areas.



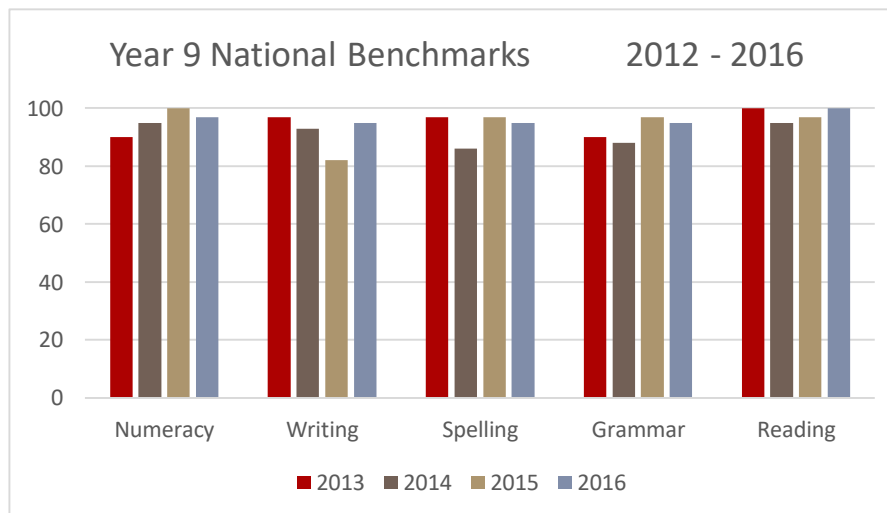
Year 7 NAPLAN Results

The Year 7 students achieved results that had between 3-5% less students achieving below the NMS across all areas than in other Australian Schools. Good News Lutheran College has a large number of incoming enrolments at this year level, including a number of EAL students. Despite this factor in 2016, 100% or more students achieved 'At or Above' in Numeracy and Reading and demonstrated a slight gain in all areas.



Year 9 NAPLAN Results

Year 9 Students achieved excellent results. There were gains from the previous year in the area of Reading and Writing, with 100% of students achieving 'At or Above' the NMS in the area of reading. Numeracy was also an impressive result with 97% achieving 'At or Above' the NMS.



Post School Destinations

From the 2016 cohort of 26 Year 12 students, the first ever for the College, all 26 attempted the VCE and gained their VCE certificate, securing a 100% pass rate. Of the 22 students who applied for tertiary study through VTAC, 20 received an offer in the first round with 16 receiving an offer for their first preference, others received offers for their second or third choices. A number of students received additional offers in the second and third offer rounds, including one student who did not receive an offer in the first round. Of the four students who did not apply for tertiary study through VTAC, two have secured apprenticeships, one has commenced tertiary study through Deakin College and one is in the process of entering military service.

Destination June 2017		
	2016	2016 (%)
University Full Time	13	50%
University Deferred	4	15%
TAFE	1	4%
Apprenticeship	2	8%
Employment	5	19%
Unknown	1	4%

Post-Secondary Course Choices by Type		
Course	2016	2016 (%)
Accounting and Finance	1	4%
Arts	3	12%
Biomedical Science	1	4%
Business/Commerce	3	12%
Education	3	12%
Forensic Science	1	4%
Exercise and Sports Science	3	12%
ICT	1	4%
Nursing/Health	3	12%
Public Relations	1	4%
Youth Work	1	4%

Financial Income Summary

2016 was the fourth year of the College's Business Plan, with the College continuing to perform well against the plan's forecast. The Business Plan is detailed out to 2030 and is built around the College growing in size to approximately 1500 students by that time.

STATEMENT OF INCOME

For Year Ended 31st December, 2016

Tuition Fees	31%	\$	3,678,876
Other Fee Income	0.2%	\$	26,311
Government Grants	65%	\$	7,615,954
Other	4%	\$	456,856
		\$	<u>11,777,998</u>

