



# Bayside Christian College ANNUAL REPORT 2014

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## Introduction

Set on 17 acres at 120-128 Robinsons Road, Langwarrin South, Bayside Christian College has been established by the Association for Christian Education of Frankston Inc. to support families desirous of schooling supporting Biblical values.

A Bayside Christian College journey begins for prospective families with the Early Learning Centre (ELC), which offers both 3 year old and 4 year old Kindergarten programs, and concludes in Year 12 with the opportunity to complete either the Victorian Certificate of Education (VCE) or the Victorian Certificate of Applied Learning (VCAL).

Bayside Christian College provides an education that embraces Christian values and a Biblically-based curriculum. Every child is seen as God's creation, endowed with unique gifts and abilities. Whilst our aim is that all children reach their full potential, we recognise that learning takes place in a variety of ways - academically, socially, emotionally, physically and spiritually.

## Our Purpose

Bayside Christian College is an outworking of the Association for Christian Education of Frankston Inc. This Association was established to maintain a school or schools to provide Christian education for children based upon God's work.

The school(s) conducted by the Association is a community which exists to help parents equip their children for effective, God-glorifying lives as Christians in the world by-

- I. leading students into the service of God and of others as a thankful response to the work of God in Christ;
- II. nurturing in students the development of a Biblical understanding of the world and of life;
- III. establishing an educational environment that is characterised by faith, hope, love, joy, peace and service;
- IV. helping students to discover and develop their own God-given abilities and to recognise and respect those of others;
- V. showing students that knowing their strengths and limitations, is part of achieving a realistic, positive self-image;
- VI. promoting a striving for excellence in their lives.

(Extract from Constitution, pp. 4-5)



## Principal's Report

Bayside Christian College has a rich heritage. As the new principal I can see the blessings of God's faithfulness to a community that has looked to foster Christian schooling for over thirty years. I am thankful to the community for its patience in allowing me to settle into this role. During 2014 I have enjoyed learning about school life, and participating in many wonderful learning activities. I am buoyed by the commitment of the staffing team, and their willingness to seek to integrate faith across our learning programs.

Students at Bayside have plenty of opportunities through the broad curriculum offered here. Certainly, this was evident at the Arts and Technology Expo, and our Musical Showcase evenings, but the highlight would have to have been the Suessical Jnr Production earlier in the year. The extensive cast were extraordinary and it was just wonderful to have the opportunity to witness the spectacle that it was. The College began working its way towards receiving eSmart accreditation, establishing a Committee with representatives from the staff and parent body, and implementing the KidsMatter framework to develop mental health.

During the year we farewelled a number of staff. Deputy Principal Mr Holtam left to take up the position of Principal at Northside Christian College. Teachers Mrs Poole, Mrs Bastidas, Mrs Burgess, and Mrs Glynn, and support staff Rachel Mason and Jessica Newman, all left the College. As a staff team we are thankful for their time with us and know that many in the community will miss their involvement in College life.

Schools are about learning. As a Christian school we desire that our students learn about God's creation and seek to do their best in all situations. I would like to congratulate our Year 12 VCAL and VCE students on completing their Secondary schooling. Congratulations to Elizabeth Clarke on achieving the highest ATAR score (98.45). Well done.

2015 is to be a special year as we look forward to the commencement of building on the land at 97 Robinsons Road. May the Lord bless Bayside Christian College and our community.



Chris Prior

PRINCIPAL



## College Leadership

### Board

The College is governed by an independent Board of Directors elected by the Association. The Board of Directors is responsible for the overall vision and direction of the College

The 2014 Board members comprised of:

- Nathan Hooper (Chair)
- Veronica Vanderree (Vice-Chair)
- Gerdien Pinxt (Secretary)
- Bradley Wyatt
- Tracey McPherson
- Kerry Domicich
- Jeff Parry
- Julie Dixon – half year



### Senior Executive

The Senior Executive Team is entrusted to make the day-to-day decisions for the College. In 2014 this team consisted of:

- Chris Prior (Principal)
- Doug Holtam (Deputy Principal – Semester 1 only)
- Nicole Rietveld (Head of Teaching and Learning, Head of Secondary)
- Joy Plummer (Head of Primary)
- Roger Simons (Business Manager)

Year level coordinators were appointed for leadership of the sub-schools of ELC-Year 2, Years 3-4, Years 5-6, Years 7-8, Years 9-10, VCE and VCAL.

## Teaching Staff Statistics

### Teaching Staff Attendance

Staff attendance for the 2014 academic year, based on actual teacher attendance as a percentage of total possible attendance, was 97.1%.

### Teaching Staff Retention

The staff retention rate from 2013 to 2014 was 92.3%. Mr Holtam left Bayside Christian College in the middle of the year having accepted the role of Principal of Northside Christian College. At the conclusion of 2014 we were saddened by the departures of Mrs Burgess (retired), Mrs Glynn (moved away), and Mrs Bastidas. Mrs Joanne Poole retired after a long history with the College, being employed in 1984 as the Prep/Grade 1 teacher, and working in recent years in the Secondary girls PE program.

### Teaching Staffing Numbers

Throughout 2014, 54 teaching staff were employed at the College, with a full time equivalent of 44.0 at the end of the year. The College does not currently have any indigenous personnel.

### Teaching Staff Qualifications

The list below includes all teachers employed at Bayside Christian College in 2014. Mrs Abraham and Miss Lancuba were employed for fixed term six month positions.

Name	Subschool	Qualifications
Alice Abraham	Secondary	BSc, BEd
Huda Affas	Secondary	BSc, GradDip(TL)
Alicia Backholer	Early Learning	BEd(ECD)
Andrew Backholer	Secondary	BMus(Hons), GradDipEd
Glenys Bailey	Primary	DipT(Prim), BEd
Karen Bastidas	Primary	BTeach(Prim)
Kerri Bernon	Primary	BEd
Ken Berry	Secondary	CertIV(ChristianCounselling), BEd
Daniel Briglia	Secondary	AssocArts, BSc(ExSc), GradDipEd(Sec)
Alison Burgess	Primary	BEd
Sonja Campbell	Secondary	BA, BBus, GradDipEd(Prim)
Lara Cartledge	Secondary	BSc, GradDipEd
Simone Cathie	Primary	BSc, BTeach(Prim)
Jennie Champion	Primary	BSocSc(Lib), GradDipEd(Prim)
Catherine Cloherty	Secondary	BA(Psych/Psychophys), GradDipAppSc(Psych), GradDipEd(Sec)

Maree Coates	Primary	BAppSc(OH&S), GradDipEd
Rachelle Cooper	Secondary	BASocSc, GradDipEd
Lara Curtis-Morris	Secondary	BBus(Mgt), GradDipEd(Sec)
Caroline De Haan	Primary	BEd(Prim)
Brendan Elliget	Secondary	BAppSc, GradDipEd
Paula Glynn	Primary	DipTeach(Prim), BEd(Prim)
Sharyn Hadlow	Secondary	BSc, BEd
Sue Higgs	Primary	DipTeach(Prim), BEdStudies
Doug Holtam	Secondary	BEd(Sec), MEd
Karen Hooper	Primary	DipTeach(Prim), GradDipEd(Mus)
Susan Hooper	Secondary	BA, DipEd
Alex Hopkins	Secondary	BA(Hons), GradDipEd, PhD
Josephine Hopkins	Primary	BA, MSpeechPath, GradDipEd(Prim)
Joel Kong	Secondary	BDes(IndDes), GradDipEd
Jonathan Lake	Secondary	BA, GradDipEd(Sec)
Anna Lam	Primary	BBus(Acc)/BBus(B&F), GradDipEd(Prim)
Andy Lancaster	Secondary	BA(VisArts), BEd(Prim)
Louise Lancuba	Secondary	BA, MTeach
Christine Liu	Primary/Sec	CertIV(ESL), GradDipEd
Donna Martin	Primary	AdvCert(ProgTech), DipT(Prim), BEdSt
Angie Mason	Secondary	BA, DipEd
Angie Mathews	Secondary	BAppSc, BTeach(Sec)
Paul Mathews	Secondary	BA, GradDipEd(Sec)
Madura Nadarajah	Primary	BBusSt, GradDipEd(Prim)
Joanne Piening	Primary	BEd(Prim)
Michael Pleiter	Secondary	CertIVTrainAsses, BEd(PhysEd/HlthEd)
Joy Plummer	Primary	DipTESOL, BEd(Prim), MEd
Joanne Poole	Secondary	DipTeach
Christopher Prior	Principal	BAgrSci, BMin, MA(Theol), MEd, GradDipEd(Sec), GradCertRE
Nicole Rietveld	Secondary	BA(Hist&Pol), BEd(Prim&Sec)
Fiona Ryan	Primary	BA, GradDipAppPsych, GradDipTL
Deborah See	Primary	CertIVYthDevt, BEd(Prim)
Russell Svigos	Secondary	DipTeach(Prim)
Sam Waldron	Secondary	BA(Global), GradDipEd(Prim)
Chay Williamson	Secondary	BDes, GradDipEd(Sec)
Joel Williamson	Secondary	BTeach, BMus
Janienne Woodbridge	Secondary	BA, DipEd, MEd(TL)
Peter Woodbridge	Secondary	BTh, GradDipEd
Sara Wright	Primary	BMin, GradDipEd(Prim)



## Teacher Professional Development

Bayside Christian College has an ongoing commitment to the professional development of all staff. Professional Development comprises many areas including occupational health and safety, teaching knowledge, teaching practice, professional networks and teaching associations. The professional development spending is made up of a range of activities where staff attend events and professional learning programs, and internal events and learning programs. Staff are regularly required to update their first aid certificates, have anaphylaxis training, and complete mandatory reporting modules.

In 2014, teaching staff participated in a CEN one-day conference with staff from Chairo Christian School and Maranatha Christian School. Several of the teaching team then completed a Master of Education unit with the National Institute of Christian Education on *Worldviews in Education*.

Our total expenditure for Professional Development in 2014 was \$94,115. This included a payment towards the International Transforming Education Conference to be held in July 2015.



## Students

### Enrolments

One of Bayside's goals, as a Christian community, is to partner with families in caring for and nurturing their children, based on the Christian Faith and in line with the Core Values. The Enrolment Policy states that "Partnering with parents who themselves support the College's Core Values, vision, mission and educational creed is of utmost importance". The College aims to increase its enrolments across many year levels of the school.

The total number of student enrolments at Bayside at the time of the 2014 August Census were:

Year level	Male	Female	TOTAL
ELC 3 year old	8	14	22
ELC 4 year old	13	13	26
<b>TOTAL ELC ENROLMENTS</b>	<b>21</b>	<b>27</b>	<b>48</b>
Preparatory	17	14	31
Year 1	19	19	38
Year 2	27	14	41
Year 3	25	11	36
Year 4	14	15	29
Year 5	26	17	43
Year 6	16	16	32
Year 7	27	28	55
Year 8	21	19	40
Year 9	30	34	64
Year 10	18	15	33
Year 11	24	26	50
Year 12	17	23	40
<b>TOTAL SCHOOL ENROLMENTS</b>	<b>281</b>	<b>251</b>	<b>532</b>



## Attendance

Student attendance is detailed in the table below. It is based on the number of days students attended school relative to the number of possible school attendance days. The overall mean average College attendance rate was 95.87% in 2014, which is slightly higher than 2013.

YEAR LEVEL	ATTENDANCE RATE
ELC 3	94.3%
ELC 4	91.6%
Preparatory	95.8%
Year 1	96.6%
Year 2	96.9%
Year 3	95.8%
Year 4	96.4%
Year 5	96.3%
Year 6	96.5%
Year 7	97.5%
Year 8	95.2%
Year 9	95.7%
Year 10	96.6%
Year 11	96.9%
Year 12	95.9%
<b>Average</b>	<b>95.87%</b>

When a student is to be absent, Parents/Carers may notify the College through a variety of avenues. The preferred method is via the Absence Line (03 5971 6798). Other methods include a phone call, email, or in person to the College office or the class teacher. When a student is absent to an unsatisfactory degree, contact with the parent is made to communicate the unsatisfactory attendance and to ascertain the reason for the absences. Unsatisfactory attendance is recorded on the student's file.



## NAPLAN

Teachers at Bayside Christian College are involved in the continual monitoring of our students' academic performance, including the National Assessment Program of Literacy and Numeracy (NAPLAN) tests for students at Years 3, 5, 7 and 9. Monitoring is not confined to one test on one day, but rather is supported by a range of mechanisms, including some annual assessments such as those developed by the Australian Council for Educational Research and Allwell tests, conducted at the start of the year.

<b>2014 NAPLAN Results</b> (Proportion of students meeting or exceeding the National Minimum Standards)		<b>2014</b>	<b>2013</b>	<b>2012</b>
<b>Reading</b>	Year 3	94%	100%	100%
	Year 5	95%	100%	92%
	Year 7	100%	92%	99%
	Year 9	98%	93%	100%
<b>Persuasive Writing</b>	Year 3	100%	96%	94%
	Year 5	93%	92%	90%
	Year 7	93%	90%	91%
	Year 9	89%	87%	93%
<b>Spelling</b>	Year 3	100%	100%	100%
	Year 5	93%	96%	97%
	Year 7	93%	92%	94%
	Year 9	92%	87%	98%
<b>Grammar and Punctuation</b>	Year 3	100%	100%	100%
	Year 5	95%	96%	87%
	Year 7	98%	90%	100%
	Year 9	95%	87%	100%
<b>Numeracy</b>	Year 3	100%	100%	100%
	Year 5	91%	100%	97%
	Year 7	100%	95%	100%
	Year 9	100%	100%	100%

## Senior Secondary Outcomes

Bayside Christian College students have the opportunity to participate in a wide range of subjects as part of either a Victorian Certificate of Applied Learning (VCAL) or Victorian Certificate of Education (VCE) program. The VCE subjects offered at Year 12 in 2014 were:

Art, Biology, Business Management, Chemistry, English, Further Mathematics, Health and Human Development, History (Revolutions), Legal Studies, Literature, Mathematical Methods, Media, Outdoor and Environmental Studies, Physical Education, Philosophy, Physics, Production Design and Technology, Psychology, and Visual Communication and Design.

In addition to the VCE or VCAL, 19 students also completed a Vocational Education and Training (VET) Certificate with the Peninsula VET (PVET) cluster as part of their program. These Certificates were:

Certificate II in Acting (Screen), Certificate II in Building and Construction, Certificate II in Equine Industry, Certificate II in Hospitality (Kitchen Operations), Certificate III in Business, Certificate III in Carpentry, Certificate III in Children's Services, Certificate III in Community Activity Programs, Certificate III in Ministry & Theology, Certificate III in Music, Certificate III in Plumbing, and Certificate III in Retail Supervision.

Bayside Christian College allows students to choose a pathway and supports them in this pathway. We understand that as part of the varied giftedness of students some are more suited to success in VCE while others are able to pass but not achieve what some would call a high ATAR (Australian Admissions Tertiary Rank). In 2014 three Year 12 students completed their Senior VCAL certificate and a total of 36 students received an ATAR.

ATAR	% of students
90+	8.3%
80-89	5.6%
70-79	8.3%
60-69	19.5%
50-59	27.8%
40-49	8.3%
30-39	22.2%
0-29	0%

### Post-School Destinations (Year 12, 2014)

The 40 students completing Year 12 in 2014 received formal offers for further study, or went into the workforce.

Thirty-two students applied through VTAC for tertiary education, and all of these students received offers.

- 11 students received an offer for their first preference
- 10 students received an offer for their second preference
- 5 students received an offer for their third preference
- 1 student received an offer for their fourth preference
- 2 students received an offer for their sixth preference
- 3 students received an offer for later preferences

The eight students who did not apply for further education either joined the army, applied directly to a private institution or entered the workforce.

## Satisfaction Surveys

The Bayside Christian College Community participated in a number of surveys in 2014.

Each family leaving Bayside Christian College is asked to complete a Family Exit Survey. Results from 2014 suggest that Bayside Christian College is valued as a caring, nurturing environment for students. The VCAL program and the team-based sports of the College are both well-regarded. Concerns were expressed about inconsistent standards in behaviour management. It is hoped that these will be rectified by the new Behaviour Management Policy and guidelines implemented at the beginning of the 2015 school year.

Members of the Bayside Christian College community participated in surveys during 2014. Fifty staff participated in a staff survey conducted during Term 4. Staff acknowledged the friendly community and supportive atmosphere of the College. Staff value the facilities of the College, and the processes to improve these facilities to enhance learning. Several staff commented positively on the learning culture within the College and the opportunities they had to see students succeed, such as showcase evenings.

## Funding Information

The total operating income of \$7,879,345 was \$569,840 higher than the previous year. The increase is due to increased Government grants and higher income from tuition fees. Of the total income, Government grants make up 64.4% (2013:64.3%), tuition fees 29.6% (2013:29.7%) and other income 6% (2013:6%).

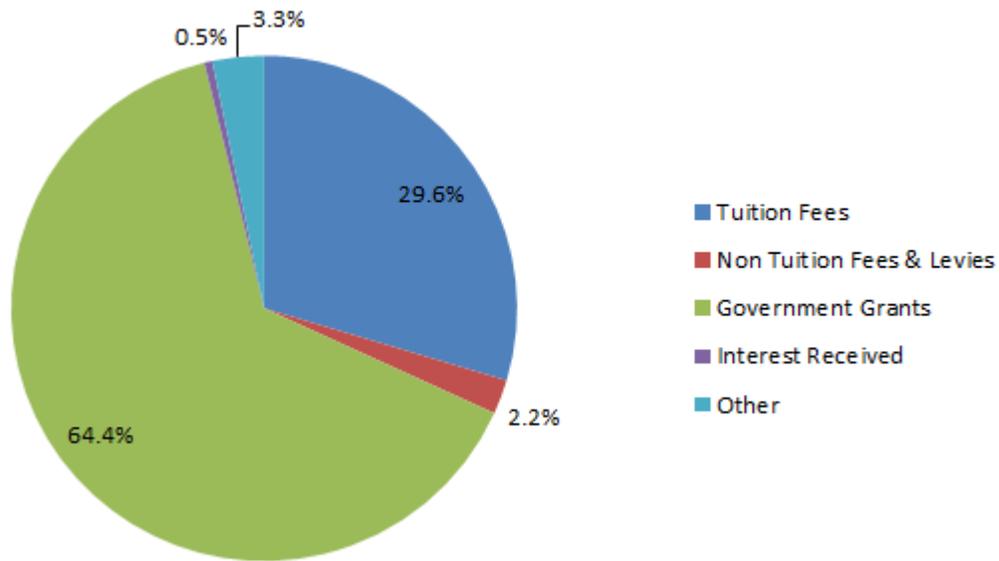
During 2014 the College has been blessed by the upgrading or completion of the following projects:

- First floor extension to G Block, including landscaping and seating at the front of the building.
- A Block office extension.
- Resurfaced basketball courts and line marking.
- Fencing, car parking spaces and additional pathways around the College.
- New and upgraded play equipment and landscaping in the P and Q Block playgrounds.
- Fire access retaining wall behind P Block.
- Painting of C and D Blocks.

## Income

2014 INCOME SUMMARY	Income	Percentage of income
Tuition Fees	\$ 2,328,649	29.6%
Non Tuition Fees & Levies	\$ 175,973	2.2%
Government Grants	\$ 5,077,497	64.4%
Interest Received	\$ 36,967	0.5%
Other	\$ 260,259	3.3%
<b>TOTAL</b>	<b>\$ 7,879,345</b>	<b>100%</b>

### 2014 Income



## Expenditure

2014 EXPENDITURE SUMMARY	Expenditure	Percentage of expenditure
Salaries, Oncost, PD	\$ 5,085,927	68.0%
Depreciation & Finance Costs	\$ 803,442	10.7%
Information Technology	\$ 284,318	3.8%
Tuition Costs - Departments/Faculties	\$ 246,617	3.3%
Excursions, Camps & Transport	\$ 281,662	3.8%
Maintenance & Cleaning	\$ 379,701	5.1%
Utilities, Rates & Insurance	\$ 110,419	1.5%
All Other Expenses	\$ 291,292	3.9%
<b>TOTAL EXPENSES FROM ORDINARY ACTIVITIES</b>	<b>\$ 7,483,378</b>	<b>100%</b>

### 2014 expenditure

