



Bayside Christian College

"Unity and Maturity in Christ"



Bayside Christian College ANNUAL REPORT 2015

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Introduction

Set on 17 acres at 120-128 Robinsons Rd, Langwarrin South, Bayside Christian College has been established by the Association for Christian Education of Frankston Inc. to support families who would like 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 image bearers of God, 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.

(Constitution, pp. 4–5)

Chairman's Report

On behalf of the Board, I would convey my appreciation and thanks to our Association membership and broader families connected to the College. Your ongoing support and advocacy remains a great encouragement to the Board. I would also thank our teaching, administrative and operations staff for their work and ongoing dedication to the College. I would give particular recognition to our Principal Mr Chris Prior and the Executive leadership team for their valued contribution over the development of our College.

My sincere thanks to my fellow Board members; Gerdien Pinxt, Brad Wyatt, Veronica Vanderree and Troy Gaskell for their commitment to the College over the last 12 months. Former Board member Joe Harmelink has also lent his wisdom and experience in support of the Board as acting Treasurer. While the Board looks to fill the position of Treasurer, we are indeed grateful for Joe's ongoing support at interim.

I would also like to give special recognition to Veronica Vanderree who has served on our Board for over 10 years with 6 years as Chair. Veronica will not be nominating for re-election to the Board at our forthcoming AGM. While Veronica steps down from her leadership involvement within the College, her passion and promotion for Christian education will continue through her service to the Christian Education National (CEN) Board. As a community, we are indeed proud to have her represent us on the CEN Board. I expect Veronica will remain in close contact with our Board and continue her involvement within the Land Development Committee because of her passion for our College.

Through the past year, an ongoing focus of the Board has been to develop our suite of governance policies, which importantly provide our leadership with both the guidelines and aspirations to lead our College in alignment with our values and vision. While policy development and review is an ongoing process for the Board, we have been particularly focused on ensuring our policies stand in alignment with our College's overall strategies in areas of Community, Staff, Students, Teaching & Learning and Resources.

Below are some of the key focus areas for the Board and Executive Leadership:

Community:

- Enhance the partnership between staff and parents in supporting Christian educational values.
- Growing our Association membership and involvement within the College
- Build the awareness and good reputation of the College across the broader community.

Staff:

- Continue to enhance leadership capabilities amongst our staff; providing opportunities for development and growth.
- Continuous enhancement of staff effectiveness within Christian education teaching practice via structured development programs.

Students:

- Provide our students with a holistic learning experience; supporting both educational attainment and personal growth.

Teaching & Learning:

- Emphasis on teaching practice which maximises focus and engagement amongst students.
- Ongoing development of curriculum which provides students with broad learning experiences while making best utilisation of College facilities.

Resources:

- Progress development of new College resources within tolerances for financial commitments and schedule for optimal effectiveness in supporting growth.

I look forward particularly to discussing the importance of a healthy Association membership for our future growth. The need for parents, guardians and families connected to our College to confidently partner with the College in supporting our Christian educational values remains as important to our future now as at any time in our history.



Nathan Hooper
BOARD CHAIR

Principal's Report

When we reflect on the school year, we often think of certain events that were memorable. Highlights for us are often associated with sports, musical, camping, excursions and community events. In 2015 we wanted to focus our attention on everyday activities of school life. That is not to diminish those other events, but to be reminded that we are to live out of the Christian faith everywhere, including at home, in the workplace and at school, and everyday.

Throughout 2015, I was reminded of God's provision for this community. I believe that we are blessed and should be thankful for what we have. I am thankful for the people of this community and their willingness to work together. Many parents contribute sacrificially to this community. Working alongside the parents and past parents that constitute the Board in particular, has been a privilege. Their investment in the school community benefits us all. I am very thankful for the students that we have here at Bayside Christian College. I appreciate the willingness of the student leaders to contribute to the College community.

In 2015, we welcomed Jo Dyer and Chris Elkington to the Primary teaching team, and Toni Steinbergs as our new Deputy Principal. We also farewelled Christine Liu (LOTE), Deb See (Primary Teacher), Peter Woodbridge (Secondary Teacher), former principal Mrs Susan Hooper, Head of Secondary Nicole Rietveld and Deb Ferdinands (Administrator).

Finally, towards the end of this year we also began building the Trade Skills Centre on 97 Robinsons Road. This is an exciting project which will enable us to teach Certificate programs in Agriculture and Hospitality to students within our Senior School.



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, while day-to-day operations and planning are entrusted to the Senior Executive.

The 2015 Board of Directors comprised of:

- Nathan Hooper (Chair)
- Bradley Wyatt (Vice-Chair)
- Gerdien Pinxt (Secretary)
- Joe Harmelink (Treasurer)
- Veronica Vanderree
- Troy Gaskell

Senior Executive

The Senior Executive Team of the College, entrusted to make the day-to-day decisions, for 2015 consisted of:

- Chris Prior (Principal)
- Toni Steinbergs (Deputy Principal & Head of Teaching and Learning)
- Nicole Rietveld (Head of Secondary)
- Joy Plummer (Head of Primary)
- Roger Simons (Business Manager)

Coordinators were appointed for leadership of the sub-schools of:

- ELC
- Prep–Year 2
- Years 3–6
- Years 7–9
- Years 10–12 VCE and
- Years 10–12 VCAL

Teaching Staff Statistics

Teaching Staff Attendance

Staff attendance for the 2015 academic year, based on actual teacher attendance as a percentage of total possible attendance was 96.9%.

Teaching Staff Retention

Staff retention rate from 2014 to 2015 was 91.4%. Ms Rietveld (Head of Secondary) left Bayside Christian College to take on the position of Head of Teaching and Learning at Waverley Christian College, former principal Mrs Susan Hooper retired, Mr Peter Woodbridge retired, Mrs Christine Liu left as the College LOTE changed and Miss Deborah See left to pursue other interests.

Teaching Staffing numbers

Throughout 2015, 50 teaching staff were employed at the College, with a full time equivalent of 41.8 at the end of the year. The College does not currently have any indigenous personnel.

Teaching Staff Qualifications

The below list includes all teachers employed at Bayside Christian College in 2015.

NAME	SUB SCHOOL	QUALIFICATIONS
Huda Affas	Secondary	BSc, GradDip(TL)
Alicia Backholer	Early Learning	BEd(ECD)
Andrew Backholer	Secondary	BMus(Hons), GradDipEd
Glenys Bailey	Primary	DipT(Prim), BEd
Kerri Bernon	Primary	BEd
Ken Berry	Secondary	BEd
Daniel Briglia	Secondary	AssocArts, BSc(ExSc), GradDipEd(Sec)
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)
Joanne Dyer	Primary	CertIV(Min&Theol), BA, BEd(Prim)

Chris Elkington	Primary	BEd(Prim)
Brendan Elliget	Secondary	BAppSc, GradDipE
Sharon Hadlow	Secondary	BSc, BEd
Sue Higgs	Primary	DipTeach(Prim), BEdStudies
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, GradDip(Sec)
Anna Lam	Primary	BBus(Acc)/BBus(B&F)
Andy Lancaster	Secondary	BA(VisArts), BEd(Prim)
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
Christopher Prior	Principal	BAgrSci,BMin,MA(Theol), MEd, GradDip (Sec), GradCertRE
Nicole Rietveld	Secondary	BA(Hist&Pol), BEd(Prim&Sec)
Fiona Ryan	Primary	BA, GradDipAppPsych, GradDipTL
Deborah See	Primary	CertIVYthDevt, BEd(Prim)
Toni Steinbergs	Deputy Principal	DipT, BEd
Russell Svigos	Secondary	DipTeach(Prim)
Sam Waldron	Secondary	BA(Global), GradDipEd(Prim)
Chay Williamson	Secondary	BDes, GradDip(Sec)
Joel Williamson	Secondary	BT, BMus
Janienne Woodbridge	Secondary	BA, DipEd, MEd(TL)
Peter Woodbridge	Secondary	BTh, GradDipEd
Sara Wright	Primary	BMin, GradDipEd(Prim)

Teacher Professional Development

In 2015, Bayside Christian College staff were involved in a range of professional development activities. These broadly included occupational health and safety, teaching knowledge, teaching practice, professional networks and teaching associations. As a College, we believe it important to develop practice consistent with our particular understanding of Christian schooling. In 2014, the College paid for the teachers of the College to attend the Christian Education National International Transforming Education Conference in Melbourne. The event, held in July 2015, included a range of speakers on Christian schooling from Australia and abroad. In addition to this, the teaching staff participated in a workshop related to a new resource – *Transformation by Design*, aimed at assisting schools like Bayside Christian College in ensuring that a Christian perspective is evident in the curriculum.

Our total expenditure for Professional Development in 2015 was approximately \$60,000.

Non Teaching Staff

Naomi Armstrong	Primary School – Teacher's Assistant
Ulli Austermann	Secondary School – Learning Support
Jacquie Blyth	Canteen Manager
Sally Cheetham	Primary School – Learning Support
Claire Dawson	Human Resources/Career & VET
Deb Ferdinands	Finance
Wendy Graham	Secondary School – Science Lab Assistant
Christina Hay	Secondary School – Science Lab Assistant
Linda Harvey	Secondary School – Food Tech Assistant
Brenda Healey	Primary School – Learning Support
Brad Heaton	ICT Manager
Jan Jones	Finance
Zac Klan	Property Maintenance
Judith Kruiskamp	Primary School – Learning Support
David Lomulder	Property Manager
Ben Longhurst	Computer Technician
Tricia Longhurst	Receptionist/First Aide
Hilary Mahoney	Publications
Tim Mann	Computer Support Technican
Debbie Panteli	Secondary School – Food Tech Assistant
Julie Rebbeck	Registrar
Kathy Scott	Chaplain
Roger Simons	Business Manager
Helen Spink (from November)	Finance
Anna Stephenson	Early Learning Centre Assistant
Nickie Turner	Early Learning Centre Assistant
Ben Williams	Community Relations Officer

2015

Bayside Christian College - Staff



Students

Enrolments

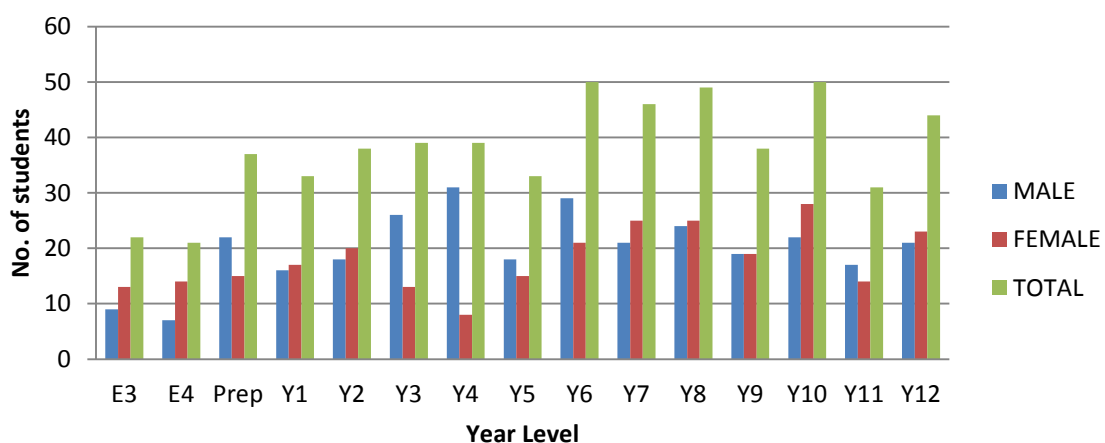
Bayside Christian College is a member of Christian Education National. A key understanding of our school and our broader movement of Christian schools is to partner with parents in the education of their children. This education is to be consistent with the gospel message and help to equip students to be disciples of Christ, within the College and their graduation.



The total number of student enrolments at Bayside at the time of the 2015 August Census was:

YEAR LEVEL	MALE	FEMALE	TOTAL
ELC 3 year old	9	13	22
ELC 4 year old	7	15	22
TOTAL ELC ENROLMENTS	16	28	44
Preparatory	22	15	37
Year 01	16	17	33
Year 02	18	20	38
Year 03	26	13	39
Year 04	31	8	39
Year 05	18	15	33
Year 06	29	21	50
Year 07	21	25	46
Year 08	24	25	49
Year 09	19	19	38
Year 10	22	28	50
Year 11	17	14	31
Year 12	21	23	44
TOTAL SCHOOL ENROLMENTS	284	243	527

ENROLMENTS



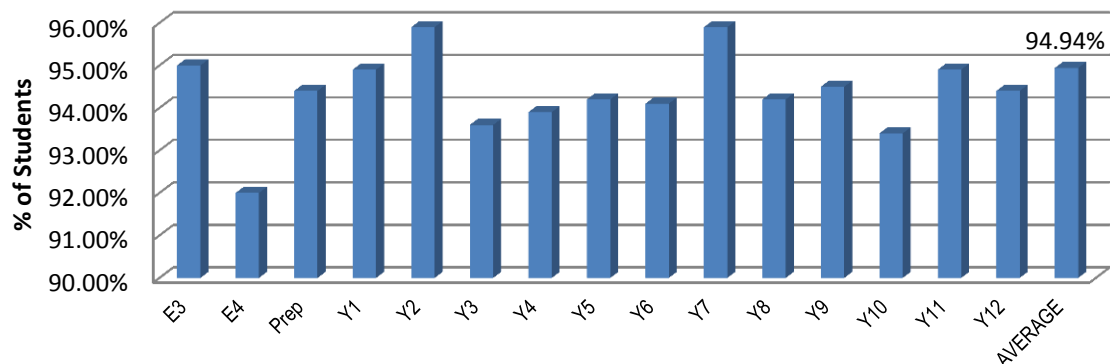
Attendance



Student attendance, relative to each Year level (from Prep to Year 12) is detailed in the table. 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 94.94%

YEAR LEVEL	ATTENDANCE RATE
ELC 3	95.00%
ELC 4	92.00%
Preparatory	94.40%
Year 01	94.90%
Year 02	95.90%
Year 03	93.60%
Year 04	93.90%
Year 05	94.20%
Year 06	94.10%
Year 07	95.90%
Year 08	94.20%
Year 09	94.50%
Year 10	93.40%
Year 11	94.90%
Year 12	94.40%
AVERAGE	94.94%

ATTENDANCE RATE



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 telephone 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 levels. 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 the start of the year Allwell tests.

2015 NAPLAN Results (Proportion of students meeting or exceeding the National Minimum Standards)		2015	2014	2013
READING	Year 3	93%	94%	100%
	Year 5	97%	95%	100%
	Year 7	100%	100%	92%
	Year 9	97%	98%	93%
PERSUASIVE WRITING	Year 3	100%	100%	96%
	Year 5	97%	93%	92%
	Year 7	100%	93%	90%
	Year 9	87%	89%	87%
SPELLING	Year 3	100%	100%	100%
	Year 5	90%	93%	96%
	Year 7	90%	93%	92%
	Year 9	93%	92%	87%
GRAMMAR AND PUNCTUATION	Year 3	97%	100%	100%
	Year 5	90%	95%	96%
	Year 7	93%	98%	90%
	Year 9	83%	95%	87%
NUMERACY	Year 3	97%	100%	100%
	Year 5	100%	91%	100%
	Year 7	100%	100%	95%
	Year 9	97%	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 2015 were:

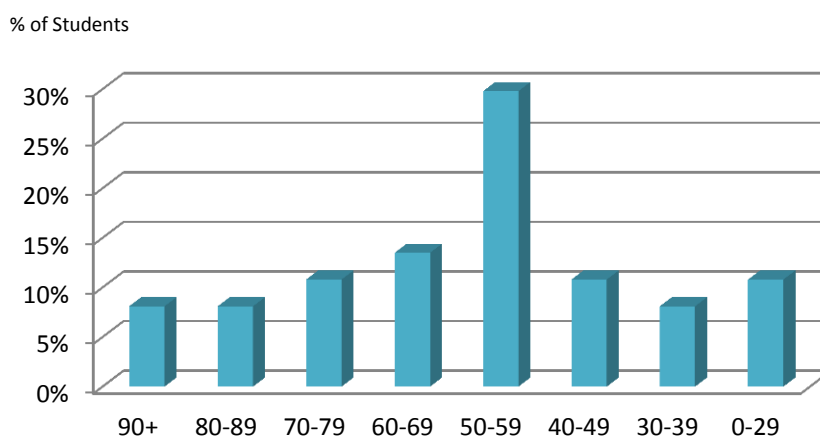
Art, Biology, Business Management, Chemistry, English, Further Mathematics, Health and Human Development, History (Revolutions), Legal Studies, Literature, Mathematical Methods, Media, Outdoor and Environmental Studies, Physical Education, Physics, Production Design and Technology, Psychology, and Visual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



Bayside Christian College allows students to choose a pathway and supports them in this pathway. We understand that as a 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 2015, seven (7) Year 12 students completed their Senior VCAL certificate and a total of 37 students completed the VCE and received an ATAR. Results were as follows:

ATAR	PERCENTAGE OF STUDENTS
90+	8.1%
80-89	8.1%
70-79	10.8%
60-69	13.5%
50-59	29.8%
40-49	10.8%
30-39	8.1%
0-29	10.8%

ATAR SCORES



In addition to the VCE or VCAL, nine (9) Year 12 students also completed a Vocational Education and Training (VET) Certificate. These certificates were completed through a range of providers, including Chisholm Institute and the Peninsula VET (PVET) cluster. Two (2) students also completed School Based Apprenticeships through SAGE, and one (1) obtained a VET qualification through their part-time employment. The Certificates achieved were:

- Certificate II in Building and Construction (Carpentry)
- Certificate III in Business
- Certificate III in Design Fundamentals
- Certificate II in Electrotechnology
- Certificate III in Fitness
- Certificate III in Music
- Certificate III Retail Operations



Post-School Destinations (Year 12, 2015)

The 44 students completing Year 12 in 2015 received formal offers for further study or went into the workforce.

A total of 29 students applied through VTAC for tertiary education. All but two (2) of these students received tertiary offers, with 26 students receiving first round offers.

- 15 students received an offer for their first preference
- 5 students received an offer for their second preference
- 5 students received an offer for their third preference
- 1 students received an offer for their fourth preference
- 1 students received an offer for their fifth preference

The eight (8) VCE students who did not apply for further education intended to join the army, apply directly to a private institution or enter the workforce.

Satisfaction Surveys

Bayside Christian College Community participated in a number of surveys in 2015.

Each family, leaving Bayside Christian College are asked to complete a Family Exit Survey. In 2015, the community feel of the College was highlighted as a positive. Comments on student behaviour were mixed with comments on the friendliness of the student community. However, it was also evident that the behaviour management standards of teachers vary. During the year, parents were also offered the opportunity to comment on the Primary specialist program and the Secondary elective program. The feedback from this survey contributed to the decision to change the LOTE offered at the College at the conclusion of the 2015 year.



Staff surveys

Staff are given a number of opportunities to provide feedback on elements of College life. These include feedback in staff meetings, personal communication and surveys. Staff at Bayside Christian College continue to acknowledge the friendly community and supportive atmosphere of the College. The area in which staff feel that there needs to be more improvement is in the area of communications. Staff roles vary and it is important that all staff are included in communications no matter whether part-time or full time and regardless of the area of the College that are employed within.

Funding Information

The total operating income of \$8,146,679 was \$267,334 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 65.1% (2014:64.4%), tuition fees 29.9% (2014:29.6%) and other income 5.0% (2014:6.0%).

During 2015 the College has been blessed by the upgrading or completion of the following projects:

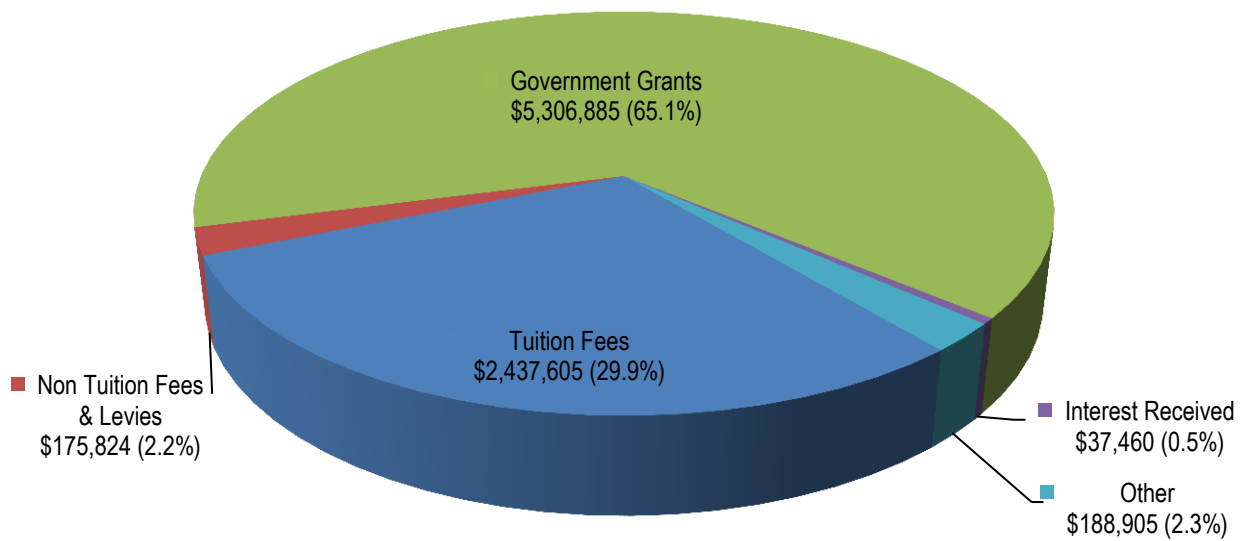
- Student pickup waiting area improved with bench seat and additional concrete pathways
- Updated playground areas, walkways and retaining walls
- Upgrade old fluorescent light fittings with new energy efficient style lighting
- Upgraded electrical switchboards to meet compliance standards
- Install new outdoor basketball court posts and backboards
- Install bag lockers at P9
- New shade, landscaping and planting outside A block and ELC
- New entrance signage at both sites
- New outdoor seating in primary and secondary areas
- Drama storage facilities upgraded
- Long jump pit installed in the oval area



Income

2015 INCOME SUMMARY	INCOME (\$)	PERCENTAGE OF INCOME
Tuition Fees	2,437,605	29.92%
Non Tuition Fees & Levies	175,824	2.16%
Government Grants	5,306,885	65.14%
Interest Received	37,460	0.46%
Other	188,905	2.32%
TOTAL	\$8,146,679	100.00%

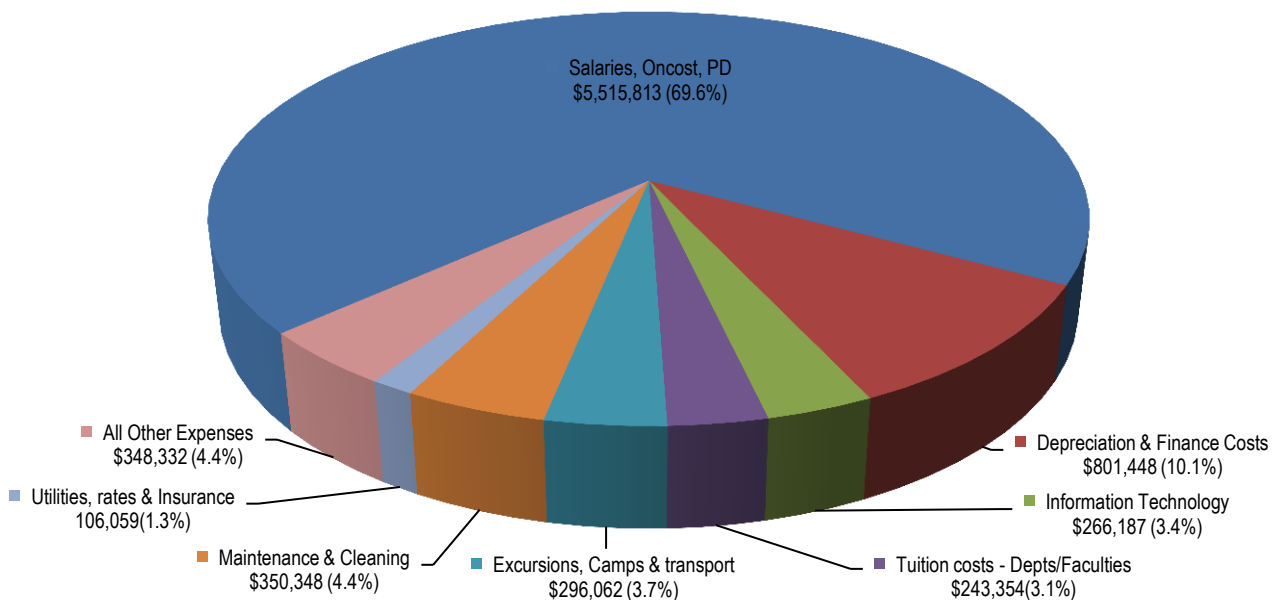
2015 INCOME SUMMARY



Expenditure

2015 EXPENDITURE SUMMARY	EXPENDITURE (\$)	PERCENTAGE OF EXPENDITURE
Salaries, Oncost, Professional Development (PD)	5,515,813	69.58%
Depreciation and Finance Costs	801,448	10.11%
Information Technology	266,187	3.36%
Tuition costs – Departments/Faculties	243,354	3.73%
Excursions & Camps and transport	296,062	3.73%
Maintenance and Cleaning	350,348	4.42%
Utilities, Rates and Insurance	106,059	1.34%
All Other Expenses	348,332	4.39%
TOTAL EXPENSES FROM ORDINARY ACTIVITIES	\$7,927,603	100.00%

2015 EXPENDITURE SUMMARY







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