



Bayside Christian College

"Unity and Maturity in Christ"



Bayside Christian College ANNUAL REPORT 2016

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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 an image bearer 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)



Chair's Report

On behalf of the Board and Association, I would like to firstly thank all our families connected to the College for your ongoing support and partnership over the last 12 months. The sense of community across the College is certainly growing and well demonstrated by the success of activities dependent on broad community engagement such as junior basketball and the annual theatre production.

I would also like to thank our teaching, administrative and operations staff for their commitment throughout the year 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 leadership over the development of our College.

Throughout the past 12 months, the Board has been well served by the commitment of the Board team consisting of the following members:

- Brad Wyatt – Board Vice Chair
- Gerdien Pixt – Board Secretary
- Joe Harmelink – Board Treasurer
- Troy Gaskell – Board Member

In thanking our Board representatives, I would like to give special recognition to Brad Wyatt who has indicated his intention to step down from the Board after completing a three-year term of service. Brad has made a valued contribution to the Board through this time, having been particularly instrumental with the review of our Association Constitution, and through providing his considered wisdom to our numerous points of action. Brad's involvement on the Board will certainly be missed however we are certain of his support and contributions to the College will continue in other ways into the future.

With Brad's departure, the Board certainly needs additional members to ensure our diversity and expertise provides optimal leadership to the College. To support growth and health for the Board, we have renewed our efforts over recent months to grow the Association membership base. While drawing Board members is only a part benefit of a healthy Association, it is critical that we encourage more members towards making a commitment of service to the Board in the immediate future.

Throughout the last 12 months, the Board has been keenly engaged in our association with Christian Education National (CEN) with our participation in the National and State AGMs, along with several training events and forums. While we prepare to attend this year's National AGM in Canberra in May, we were well represented at the last meeting by two Board members in addition to the involvement of our former Board Chair, Veronica Vanderee as a member of the CEN National Board. We were also proud to support our Principal, Mr Chris Prior at the National AGM who was invited as a keynote speaker to present the key learnings from his doctorate studies focused on Christian educational leadership.

Over recent months, the Board has been engaging with the Executive Leadership Team to digest the results of our Community Health Audit conducted by Endeavour Community Relations & Development. The recent audit was very similar to the process undertaken by Endeavour four years ago. The results certainly assisted our understanding of our development path and further potential. In summary, the overall results were very encouraging for the College and highlighted the growing confidence of both staff and parents in the path we are undertaking. Of particular encouragement were the comments from parents regarding improvements to the quality of communication, application of Biblical Perspectives to education and the supportive nature of the general College community. Key opportunities for development identified by the Health Audit included improving standards of student discipline, creating further opportunities for parental engagement with student learning and improving the communication link between the Association and the Board.

The results also strongly endorsed the actions of our Principal Chris Prior and the Executive Leadership Team. Since joining the College in 2014, Chris has been particularly focused on enhancing the effectiveness of the teaching staff in applying Biblical Perspectives to learning, guiding the progression of our building development projects and enhancing the capabilities of our College leaders. After completing his first three-year contract with the College at the end of 2016, I am very pleased that Chris has committed to his second contract term as Principal of our College. The Board certainly looks forward to supporting Chris and the Leadership Team as they continue to bless our College with their commitment, wisdom and enthusiasm.

I know the Board and Executive Leadership are greatly excited about the future direction of the College and looking forward to sharing this with our community at the AGM.



Nathan Hooper
BOARD CHAIR

Principal's Report

The year 2016 proved to be a wonderfully valuable and varied year in the life of Bayside Christian College.

As Principal, it is delightful to see the manner in which our students engage in learning. They are blessed with opportunities to explore their gifts and work in community with one another. This was very visible in the annual College production of Peter Pan Jr, and sport events both at the College and in competition with other schools.

One of the student highlights for me this year was to see the way our VCAL students worked throughout the year with Blairlogie, a centre supporting people with a disability. This engagement was weekly based and it was particularly wonderful to see the friendships and cooperation that developed over the year.

At the heart of this College is our desire to see that our Christian faith is more than words. Thus, we seek to ensure that our practice in the classroom matches our beliefs. To help us, as a College we work out of our six Purposes. These are:

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.*

In the end our desire is to demonstrate to the Bayside Christian College community that our faith means that we think, make decisions and act in ways that are informed by the Gospel. This can mean at times that some parents who think that Christian is simply a private faith get a little confused by what we do. That is, there can be a perception that our faith is only to be seen at devotions, in assembly and in a Bible class. Yet, to the Bayside Christian College way of thinking, it is important to embed our Christian worldview across the curriculum as we live all of our lives before the Lord.

During 2016, we were blessed by the involvement of parents in the life of school. We have a parent board and parents are active throughout College life. A great example of this is the biennial Carnival. The 2016 Carnival was very good. The creativity, the stalls and competitions, and food were all wonderful. With respect to the College Board during 2016, we farewelled former Bayside Christian College parent and Board Chair Mrs Veronica Vanderee. Thankfully, Veronica continues to be part of the community contributing on Board committees as well as National Board Member of Christian Education National (CEN).



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 2016 Board of Directors comprised of:

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



Senior Executive

The Senior Executive Team of the College, entrusted to make the day-to-day decisions, for 2016 consisted of:

- Chris Prior (Principal)
- Toni Steinbergs (Deputy Principal & Head of Teaching and Learning)
- Shirley Patterson (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 2016 academic year, based on actual teacher attendance as a percentage of total possible attendance was 97.7%.

Teaching Staff Retention

During 2016, we had four of our teaching staff leave. Mrs Simone Cathie moved interstate, Mr Andrew Backholer and Mrs Huda Affas left for other positions. In addition to these, Ms Angie Mason, who was on leave to complete further studies decided not to return to the College after fifteen years of service. Our staff retention rate was 92.3%.

Teaching Staffing Numbers

Throughout 2016, 52 teaching staff were employed at the College, with a full time equivalent of 42.3 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 2016.

NAME	SUB SCHOOL	QUALIFICATIONS
Huda Affas	Secondary	BSc, GradDip(TL)
Andrew Backholer	Secondary	BMus(Hons), GradDipEd
Glenys Bailey	Primary	DipT(Prim), BEd
Ellen Baker	Secondary	BNur, BTeach (Sec)
Timothy Baker	Secondary	BEd
Kerri Bernon	Primary/Secondary	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	BA, BEd(Prim)
Chris Elkington	Primary	BEd(Prim)
Brendan Elliget	Secondary	BAppSc, GradDipEd
Sharyn Hadlow	Secondary	BSc, BEd
Sue Higgs	Primary	DipTeach(Prim), BEdStudies
Karen Hooper	Primary	DipTeach(Prim), GradDipEd(Mus)
Alex Hopkins	Secondary	BA(Hons), GradDipEd, PhD
Josephine Hopkins	Primary	BA, MSpeechPath, GradDipEd(Prim)
Jay Johnstone	Secondary	BTh, MTh, GradDipEd (Prim)
Zacchaeus Khan	Primary	BEd (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)
Donna Martin	Primary	DipT(Prim), BEdSt
Angie Mason	Secondary	BA, DipEd
Angie Mathews	Secondary	BAppSc, BTeach(Sec)
Paul Mathews	Secondary	BA, GradDipEd(Sec)
Alicia McCann	Early Learning	BEd(ECD)
Leanne Munchan	ELC/Primary	BEd(ECD/Prim)(Hons)
Madura Nadarajah	Primary	BBusSt, GradDipEd(Prim)
Catherine Newton	Secondary	DipT(Prim), BEd(Conv)
Sari Newton	Primary/Secondary	BA, DipChildSev, GradDipEd(Sec)
Shirley Patterson	Secondary	BSocSci(Psych)(Hons), GradDipEd, GradDipMin
Joanne Piening	Primary	BEd(Prim)
Cheryllynn Playsted	Primary	BEd(Prim)
Michael Pleiter	Secondary	BEd(PhysEd/HlthEd)
Joy Plummer	Primary	DipTESOL, BEd(Prim), MEd
Christopher Prior	Principal	BAgrSci, BMin, MA(Theol), MEd, GradDipEd (Sec)
Fiona Ryan	Primary	BA, GradDipAppPsych, GradDipTL
Nicole Sandilands	Secondary	BA/BVA, GradDipEd(Prim)
Toni Steinbergs	Deputy Principal	DipTeach, BEd
Russell Svigos	Secondary	DipTeach(Prim)
Nickie Turner	ELC	BEd (Bth-5)
Sam Waldron	Secondary	BA(Global), GradDipEd(Prim)
Chay Williamson	Secondary	BDes, GradDipEd(Sec)
Joel Williamson	Secondary	BT, BMus
Janienne Woodbridge	Secondary	BA, DipEd, MEd(TL)
Sara Wright	Primary	BMin, GradDipEd(Prim)

Professional Learning

Staff need professional learning. Professional learning is geared towards supporting educational staff in their teaching (and student learning), and training to ensure that the College is a safe environment (occupational health and safety training). In 2016, we spent just over \$100 000 on the professional development of our staff team. Full day workshops and in-service training included first aid training, and a behavioural management training session. As usual, our staff attended a wide range of professional development workshops around teaching, administration, student wellbeing and compliance.

A major component of our allocation for professional learning was used to support teachers in the Master of Education (MEd) program through the National Institute for Christian Education (NICE). Participation in this MEd is understood to be an important investment that assists our staff to understand how to teach in ways that are consistent with our College Purposes.

Non Teaching Staff

Naomi Armstrong	Primary School – Teacher's Assistant
Ulli Austermann	Secondary School – Learning Support
Sally Cheetham	Primary School – Learning Support
Claire Dawson	Human Resources/Careers & VET
Karissa Gaskell	Canteen Coordinator
Wendy Graham	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
Judith Kruiskamp	Primary School – Learning Support
Jacqui Lang	Canteen Coordinator
David Lomulder	Property Manager
Ben Longhurst	Computer Technician
Tricia Longhurst	Receptionist/First Aid
Hilary Mahoney	Publications
Tim Mann	Computer Support Technician
Jason Mason	Property & Garden Maintenance Officer
Debbie Panteli	Secondary School – Food Tech Assistant
Julie Rebbeck	Registrar
Kathy Scott	Chaplain
Roger Simons	Business Manager
Helen Spink	Finance
Anna Stephenson	Early Learning Centre Assistant
Ben Williams	Community Development Officer
Barbara Woon-Moloney	PA to Principal

2016 Bayside Christian College – Staff



Students

Enrolments

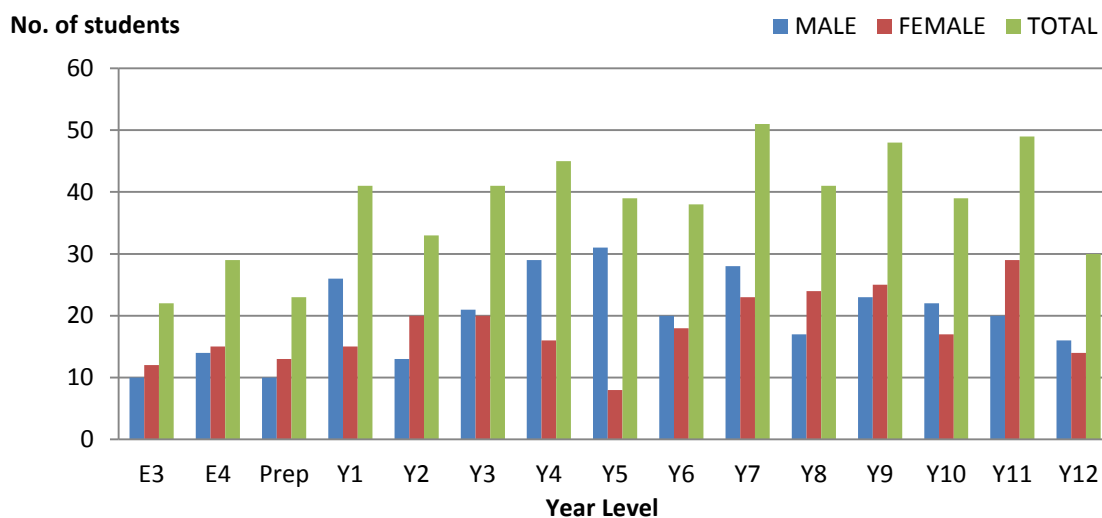
Bayside Christian College is a member of Christian Education National. A key understanding of our school and our broader movement of Christian schools is to partner with parents in the education of their children. This education is to be consistent with the Gospel message and help to equip students to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



The total number of student enrolments at Bayside at the time of the 2016 August Census was:

YEAR LEVEL	MALE	FEMALE	TOTAL
ELC 3 year old	10	12	22
ELC 4 year old	14	15	29
ELC ENROLMENTS	24	27	51
Preparatory	10	13	23
Year 1	26	15	41
Year 2	13	20	33
Year 3	21	20	41
Year 4	29	16	45
Year 5	31	8	39
Year 6	20	18	38
Year 7	28	23	51
Year 8	17	24	41
Year 9	23	25	48
Year 10	22	17	39
Year 11	20	29	49
Year 12	16	14	30
PREP – Y12 ENROLMENTS	276	242	518
TOTAL SCHOOL ENROLMENTS	300	269	569

2016 ENROLMENTS



Attendance

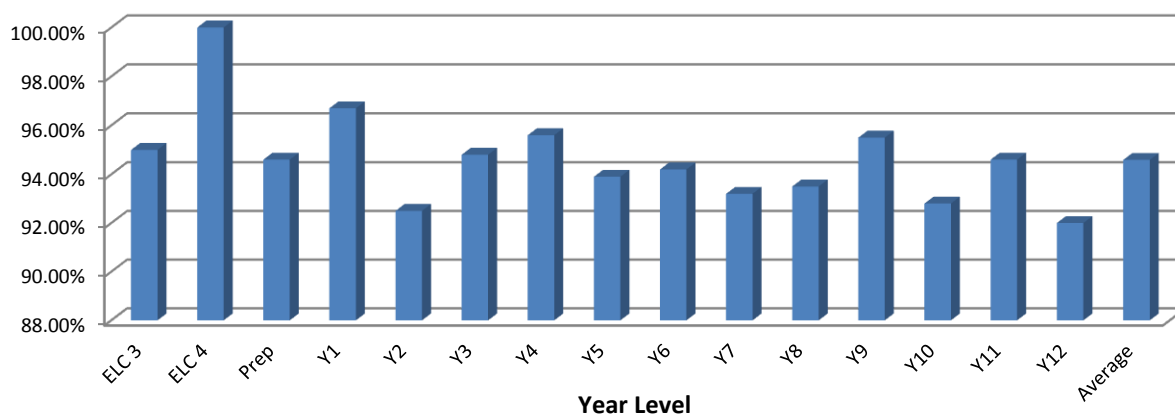


Student attendance, relative to each Year level (from Prep to Year 12) is detailed in the table. It is based on the number of days students attended school relative to the number of possible school attendance days. The overall mean average College attendance rate was 94.59%

YEAR LEVEL	ATTENDANCE RATE
ELC 3	95.0%
ELC 4	100.0%
Preparatory	94.6%
Year 1	96.7%
Year 2	92.5%
Year 3	94.8%
Year 4	95.6%
Year 5	93.9%
Year 6	94.2%
Year 7	93.2%
Year 8	93.5%
Year 9	95.5%
Year 10	92.8%
Year 11	94.6%
Year 12	92.0%
AVERAGE	94.6%

2016 ATTENDANCE RATE

% of Student



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. 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.

2016 NAPLAN Results (Proportion of students meeting or exceeding the National Minimum Standards)		2016	2015	2014
READING	Year 3	100%	93%	94%
	Year 5	97%	97%	95%
	Year 7	96%	100%	100%
	Year 9	100%	97%	98%
PERSUASIVE WRITING	Year 3	100%	100%	100%
	Year 5	100%	97%	93%
	Year 7	94%	100%	93%
	Year 9	90%	87%	89%
SPELLING	Year 3	100%	100%	100%
	Year 5	100%	90%	93%
	Year 7	98%	90%	93%
	Year 9	90%	93%	92%
GRAMMAR AND PUNCTUATION	Year 3	95%	97%	100%
	Year 5	95%	90%	95%
	Year 7	94%	93%	98%
	Year 9	98%	83%	95%
NUMERACY	Year 3	100%	97%	100%
	Year 5	100%	100%	91%
	Year 7	98%	100%	100%
	Year 9	100%	97%	100%



Arts, Design & Technology Expo

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 2016 were:

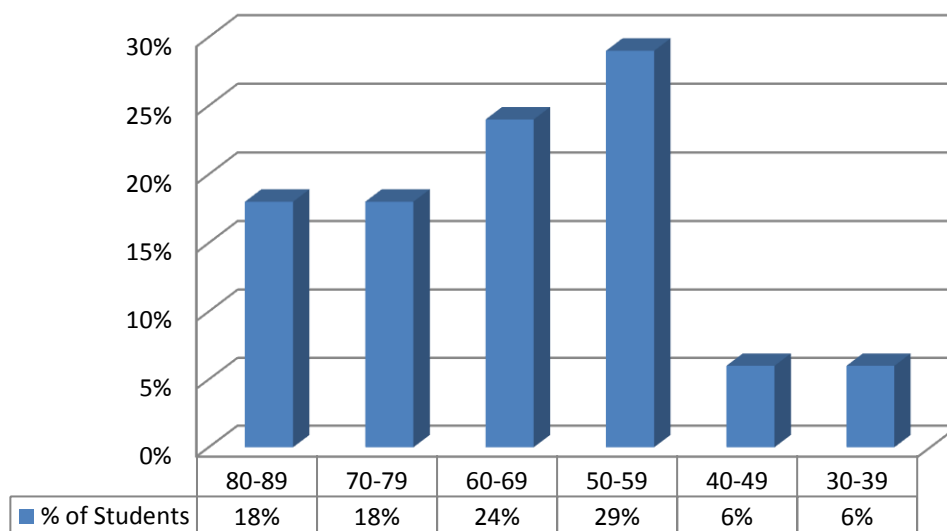
Art, Biology, Business Management, Chemistry, English, Further Mathematics, Health and Human Development, History (Revolutions), Legal Studies, Literature, Mathematical Methods, Media, Outdoor and Environmental Studies, Physical Education, Physics, Production Design and Technology, Psychology, and Visual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



Bayside Christian College allows students to choose one of two pathways and we endeavour to support them in their respective choices. We understand that as a part of the varied giftedness of students, some are more suited to success in an academic VCE program whilst others are better suited to a more practical 'hands on' VCAL program. In 2016, twelve Year 12 students completed their Senior VCAL certificate and a total of 18 students completed the VCE and received an ATAR. Results were as follows:

ATAR	PERCENTAGE OF STUDENTS
80-89	18%
70-79	18%
60-69	24%
50-59	29%
40-49	6%
30-39	6%

2016 VCE ATAR Scores



All Year 10 VCAL students complete a Cert I in Employment Pathways, and Year 11 VCAL students complete a Cert II in Business. In addition, twelve of our senior students (in Years 11 and 12) also completed specific Vocational Education and Training (VET) Certificates. These certificates were completed through a range of providers, including Chisholm Institute and the Peninsula VET (PVET) cluster. Three students also completed School Based Apprenticeships through SAGE, and two students were engaged in workplace apprenticeships. The qualifications awarded to Bayside Christian College students during 2016 included:

- Cert II Animal Studies
- Cert II Building and Construction (Carpentry)
- Cert III Christian Ministry & Theology
- Cert III Early Childhood Education & Care
- Cert II Electrotechnology
- Cert III Equine Studies
- Cert III Fitness
- Cert III Health Services Assistance
- Cert II Horticulture



Post-School Destinations (Year 12, 2016)

The thirty students completing Year 12 in 2016 received formal offers for further study or went into the workforce. A total of seventeen students applied through VTAC for tertiary education. All but two of these students received tertiary offers, with fourteen students receiving first round offers.

Satisfaction Surveys

In 2016, Bayside Christian College was involved in a *Community Health Audit*. The survey invited parents, staff and students to respond to a range of questions related to Bayside Christian College.

We received 116 parent responses. Encouragingly, 94% of respondents suggested that they would recommend the College to others (up on the 2012 survey result of 88%). Parents identified community feel, care for students, teachers and Christian values, and teaching as strengths of the College. While the small size of the College was noted as a strength, it was also considered a weakness, particularly with respect to subject range in the Senior School.

Forty-five staff completed the Community Health Audit. Of these 96% enjoyed working at the College, up from 86% in 2012. Similar to parents, staff described the strengths of the College to include community, care and support for the students, and Christian teaching. Staff described the administrative burden of teaching and subject choices as College weaknesses.

Twenty-nine Senior School students completed the survey. These students noted that the College offered connection and support, community, caring teachers and facilities. Of concern to students was the attention that the College gave to rules, in particular the focus on correct uniform.



Overall, we were greatly encouraged by an observation in the Report produced by Endeavour Community Relations who conducted the survey.

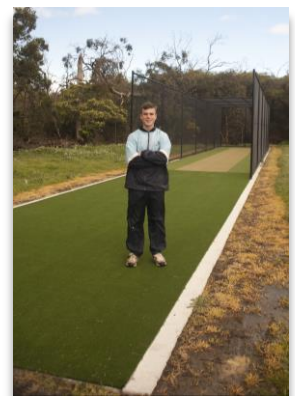
“The college staff and leadership are thought of most highly by all sections of the college community. The sense of trust by parents and staff can clearly be seen in some of the most positive Community Health Audit results we have seen”.

Funding Information

The total operating income of \$8,419,254 was \$272,575 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% (2015:65.1%), tuition fees 30.2% (2015:29.9%) and other income 5.4% (2015:5.0%).

During 2016, the College has been blessed by the upgrading or completion of the following projects:

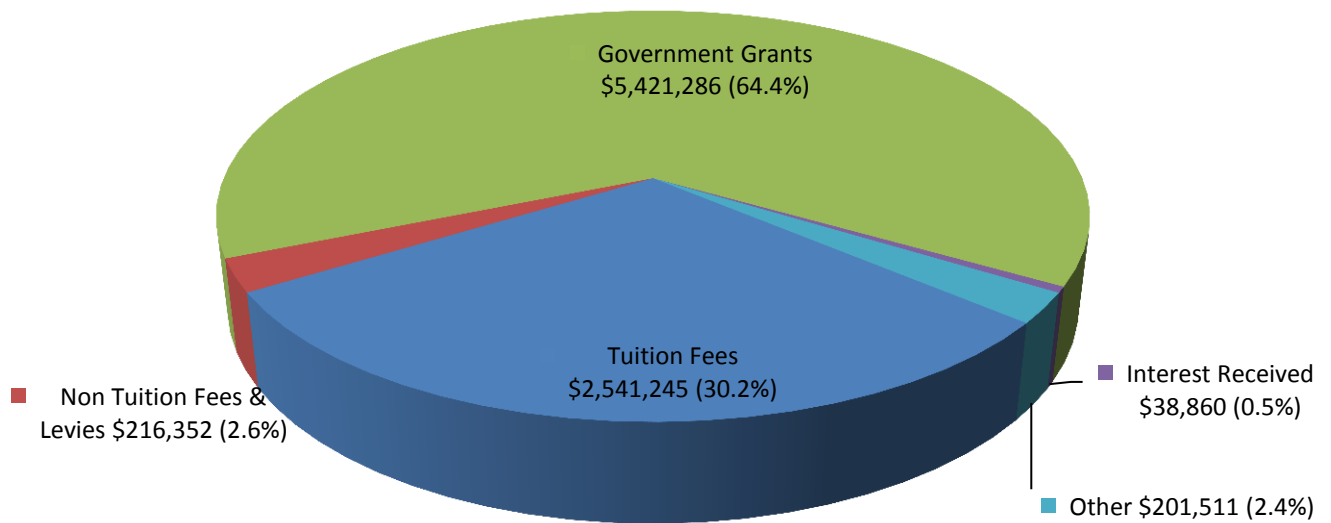
- Built the Cricket net area alongside the Oval
- Installed additional shade sail in the P Block playground area
- Landscaping, tree planting, seating with additional kerbing
- Upgrading fence lines at 97 Robinsons Road
- Improved U block sound acoustics and storage
- Final upgrade of energy efficient lighting to meet compliance standards
- Installation of automatic watering systems at various locations
- Tree audit and maintenance completed
- Playground audit and maintenance completed
- Installed improved dust extraction systems in the Wood Tech Facility
- Completed Wood Tech audit and upgraded machinery
- Additional car park signage and speed awareness
- Completed site-wide roof and concrete cleans



Income

2016 INCOME SUMMARY	INCOME (\$)	PERCENTAGE OF INCOME
Tuition Fees	2,541,245	30.2%
Non Tuition Fees & Levies	216,352	2.6%
Government Grants	5,421,286	64.4%
Interest Received	38,860	0.5%
Other	201,511	2.4%
TOTAL	\$8,419,254	100.0%

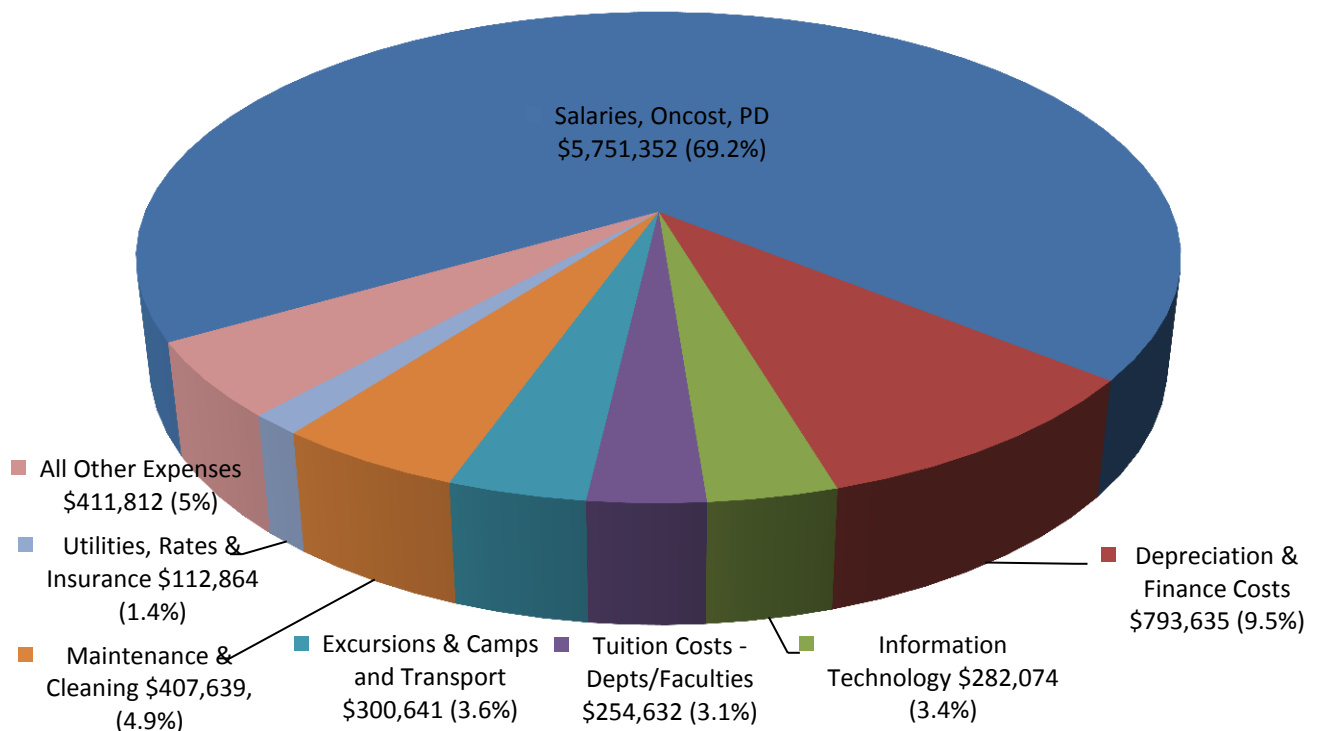
2016 INCOME SUMMARY



Expenditure

2016 EXPENDITURE SUMMARY	EXPENDITURE (\$)	PERCENTAGE OF EXPENDITURE
Salaries, Oncost, Professional Development (PD)	5,751,352	69.2%
Depreciation and Finance Costs	793,635	9.5%
Information Technology	282,074	3.4%
Tuition Costs – Departments/Faculties	254,632	3.1%
Excursions and Camps, and transport	300,641	3.6%
Maintenance and Cleaning	407,639	4.9%
Utilities, Rates and Insurance	112,864	1.4%
All Other Expenses	411,812	5.0%
TOTAL EXPENSES FROM ORDINARY ACTIVITIES	\$8,314,649	100.0%

2016 EXPENDITURE SUMMARY





Bayside Christian College

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