



Annual Report

2024



"Unity and Maturity in Christ"



Situated in Langwarrin South, 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.

A Bayside Christian College journey begins in the Early Learning Centre's 3-Year-Old Kindergarten program, and concludes in Year 12 with the Victorian Certificate of Education (VCE) or Vocational Major (VCE VM).

BOARD CHAIR REPORT	4
PRINCIPAL'S REPORT	5
THE STUDENT BODY	6
STUDENT OUTCOMES	8
STAFF PROFILE	12
FINANCE REPORT	14
SATISFACTION SURVEY	16

OUR MISSION, VISION & PURPOSE

The world belongs to God. Parents should raise and train their children to recognise, honour, respect and serve Him. Bayside Christian College exists to support and assist parents in their God-given task of educating their children.

Our vision is to nurture and prepare young people for a life of responsible discipleship in God's Kingdom.

Bayside Christian College is an outworking of the Association for Christian Education of Frankston Inc. The College exists to help parents equip their children for effective, God-glorifying lives as Christians in the world by:

- Leading students into the service of God and of others as a thankful response to the word of God in Christ;
- Nurturing in students the development of a Biblical understanding of the world and of life;
- Establishing an educational environment that is characterised by faith, hope, love, joy, peace and service;
- Helping students to discover and develop their own God-given abilities and to recognise and respect those of others;
- Showing students that knowing their strengths and limitations, is part of achieving a realistic, positive self-image; and
- Promoting a striving for excellence in their lives.

BOARD CHAIR REPORT

Thank you for the opportunity to reflect on 2024 in my capacity as Board Chair. I have served on the Board of Bayside Christian College for more than 10 years, however, as Chair for just two. It is a privilege as well as a challenge to serve the BCC community in this way, and I could not do so without knowing that I am a part of the Body of Christ.

In 1 Corinthians 12 Paul explains that just as a physical body has many parts with different functions, the church (or in this case, the College) has many members with different gifts and roles. Here at Bayside, we are all part of the one body in Jesus Christ, working together to nurture and prepare young people for a life of responsive discipleship. Paul emphasises that no part is superior or inferior to the others, and that all parts are necessary for the body to function well.

Romans 12 also echoes the idea of unity in diversity. The Amplified version puts it this way:

“For just as in one [physical] body we have many parts, and these parts do not all have the same function or special use, so we, who are many, are [nevertheless just] one body in Christ, and individually [we are] parts one of another [mutually dependent on each other].”

The phrase, “mutually dependent on each other” is vitally important in a College that believes parents are the primary educators of children. Without being dependent on the valuable contribution parents make to the life of their own children and also the life of the College community, we could not work towards unity and maturity in Christ.

During 2024 it became increasingly obvious that BCC being part of a bigger body – the Christian Education National body – was going to be necessary for us moving forward. Some of the challenges that we were facing were beyond the Board’s expertise to handle, and it was encouraging to reach out and receive assistance from this wide body of Christian educators and experienced governors.

Along with the challenges though, 2024 has been rich with His blessings and memorable moments, and I am grateful for God’s goodness and mercy, giving all honour to His name.

Enrolments are steady, God has blessed us with amazing facilities and a staff body who are dedicated to their students and to seeing the College grow and mature into a vibrant and loving community.

The Association is slowly building in numbers, and the Board looks forward to hosting more Association Gatherings in the future. May I take this opportunity to thank the Association for its dedication to the College and encourage it to uphold staff, families, students and the Board, in prayer.

The Board are grateful for the work of the finance team, and acknowledge that the Lord has been faithful in bringing us through another 12 months. The Board is dedicated to wise financial stewardship that will set Bayside Christian College up to thrive in the future.

As always, the Board conducts periodic reviews of different areas of the College, and 2024 was no exception. During the year it was identified that the Board itself had some shortcomings, and action was taken to begin to fill these gaps. Again, I am grateful to CEN for assisting in this area. It is my desire to reinstate rigor on the Board and part of that will be to participate in training sessions that CEN offers, as well as bringing onto the Board experienced governors to assist for a time.

A body needs nurture and care to grow, and BCC is no exception. As BCC faces the future in a world of receding Christian morals in society, it must reach deep into the Word of God to stay anchored in the only foundation that will not move. It is my deep desire that we will continue to be a light in the community and a beacon of hope by staying centred in Christ.



Mr Troy Gaskell

Board Chair, Bayside Christian College

2024 saw the College continue to take positive steps forward as we continued to ensure the delivery of high-quality Christian education to families.

There were several key changes made in 2024 that will ensure that the College continues to strengthen. These changes included a new Head of Primary and Early Learning Centre (ELC) Director, and the restructuring of the Chaplaincy and Wellbeing services. Of particular note in 2024 was student numbers reaching a historical high of 633 students.

Leadership

The College saw a change of staff in the key leadership positions. Mrs Amy Hu was appointed as the Director of the ELC while Mrs Danielle Lupi took over the reins of the Primary School.

Both Danielle and Amy hit the ground running and worked diligently to ensure their sub-schools continued to serve students and families well. They both sought to embed themselves into their respective sections and quickly identified initiatives that would further develop the learning cultures in the ELC and the Primary School.

Early Learning Centre

Amy's focus in 2024 was to ensure that the ELC continued to provide a firm but nurturing educational foundation that serves as a natural stepping-stone into the community of Bayside Christian College for families. To this end, the ELC has worked to nurture students through a combination of child-led and teacher-led programs, where the students become familiar and comfortable with the routines of the school day, including coming together for group times where extended, stimulated discussions and learning take place.

Primary

Danielle, as the new Head of Primary, took intentional time to embed herself into the community and learn and understand the culture of the Primary School. A key part of managing this transition was Danielle focusing on ensuring students are happy and engaged and feel safe, valued, encouraged, and empowered to excel. While caring for people is important, Danielle also took the opportunity to review Curriculum and Learning with the Primary team leading an investigation into effective teaching and learning strategies in Mathematics.

Danielle also implemented the "Essential Assessment" Mathematics program to ensure consistency and rigorous outcomes in the Primary, while also encouraging improved results across all year levels and subject areas. Danielle's passion for worship also saw her focus on improving the worship culture across the Primary School.

This work saw the creation of the Primary Worship Band, who have gone on to lead worship across the College, including whole school assemblies.

Secondary

The Secondary Section of the College saw the fruit of the revamped Secondary camps program, which was well received by students, parents, and staff. Of particular note was the reintroduction of a two-week Central Australia experience for Year 10 students.

While camps are important activities within the College, 2024 saw the Secondary section continue to produce encouraging results with Year 7&9 NAPLAN results at or above the main government and independent schools within our geographical area. Our 2024 Senior Secondary students did well across the board, with our Dux, Amaris White, achieving a 96.5 ATAR. Amaris was joined by five other students achieving an ATAR of 90 or above. 35% of our VCE students achieved an ATAR higher than 80, and 36% received an ATAR between 60 and 70.

Secondary students also found success beyond the classroom with several Junior, Intermediate & Senior sports teams winning pennants. The College won its first SIS 'Age Group' Shield - the Senior Shield (Years 11-12) for their combined efforts at the Interschool Athletics Carnival.

Looking beyond the College itself, 2024 also saw a group of Bayside senior student leaders help to plan, organise and run the CEN / Global Leadership Summit State Conference for next generation Christian leaders across Years 9-11. This conference was not only a resounding success, but it is notable that each of these students humbly attributed the success of this conference to the glory of the Lord, rather than themselves.

All in all 2024 was another successful year at the College, for which we praise the Lord for his ongoing blessings and faithfulness across 2024.



Mr Andrew Manning

Principal, Bayside Christian College

THE STUDENT BODY

ENROLMENTS

The total number of student enrolments, including part-time enrolments, at the time of the August 2024 Census was a total of **48** students in the Early Learning Centre and **578** students enrolled from Preparatory through to Year 12.

Year Level	Male	Female	Total
ELC 3 Years	11	11	22
ELC 4 Years	17	9	26
ELC Enrolments	28	20	48
Preparatory	19	18	37
Year 1	21	18	39
Year 2	15	13	28
Year 3	18	14	32
Year 4	13	19	32
Year 5	21	12	33
Year 6	19	23	42
Year 7	38	34	72
Year 8	22	33	55
Year 9	33	26	59
Year 10	21	33	54
Year 11	23	21	44
Year 12	28	23	51
Prep-Year 12 Enrolments	291	287	578
Total Enrolments	319	307	626

ATTENDANCE

Attendance is based on the number of days students attended school relative to the number of possible school attendance days. For the ELC, a random sample is used to generate the average. The overall average attendance rate was **91.4%**.

Year level	2022	2023	2024
ELC 3 Years	95.5	89.7	89.6
ELC 4 Years	94.3	90.2	93.2
Preparatory	88.8	90.7	91.7
Year 1	89.0	89.5	91.3
Year 2	89.9	90.6	88.0
Year 3	90.3	92.8	91.5
Year 4	89.7	90.5	92.5
Year 5	88.5	91.6	90.1
Year 6	89.6	88.7	91.2
Year 7	91.1	90.9	90.5
Year 8	86.4	89.7	91.1
Year 9	85.2	85.0	90.8
Year 10	88.7	86.1	90.9
Year 11	89.6	93.3	92.9
Year 12	90.8	93.8	96.0
Average	89.8	90.2	91.4



STUDENT OUTCOMES

VICTORIAN CERTIFICATE OF EDUCATION

Bayside Christian College students have the opportunity to participate in a wide range of subjects as part of either a Victorian Certificate of Education (VCE) program or Victorian Certificate of Education - Vocational Major (VCE VM).

In 2024, a total of thirty-nine students completed the VCE (including two unscored VCE students) while a total of twelve (12) Year 12 students completed the VCE VM.

For our entire cohort of VCE students:

- The average study score was **30.4**
- The highest study score was **46**
- **3.6%** received a study score over 40
- The mean ATAR was **71.61**
- The median ATAR was **69.68**
- The Dux achieved an ATAR of **96.4**

TERTIARY DESTINATIONS

A total of 27 of the 28 VCE students who completed tertiary applications in 2024 received tertiary offers of which 65% of students received their first preference offer.

Destinations included: Australian Catholic University (1), Deakin University (1), Federation University (1), LaTrobe University (2), Monash University (12), RMIT University (8), Swinburne University of Technology (2) and Torrens University (1).

VET STUDIES

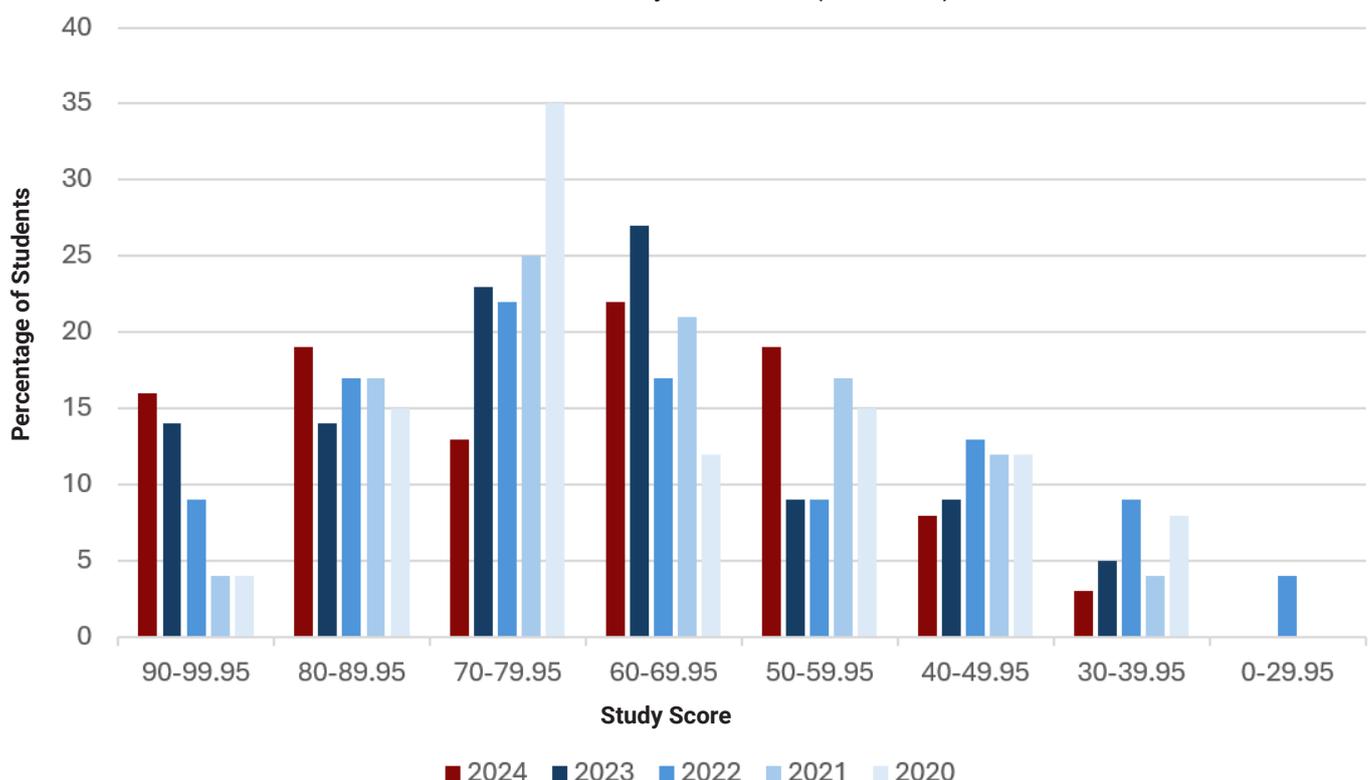
42 Senior students (Years 11&12) undertook specific Vocational Education and Training (VET) certificates. Additionally, eleven (11) Year 11 VCE-VM students completed a Certificate II in Active Volunteering as part of their VCE-VM Certificate. These certificates were offered through a range of external providers, including our Trades Skills Centre, Chisholm TAFE, and the Peninsula VET (PVET) cluster of Registered Training Organisations (RTO).

Two (2) students were engaged in School Based Apprenticeships (SBAT) with employers. We were also excited to see another three (3) students complete their Certificate II in Agriculture, delivered at the Trades Skills Centre.

The following qualifications were awarded to Bayside Christian College students during 2024:

- Certificate II in Active Volunteering
- Certificate II in Agriculture
- Certificate II in Dance
- Certificate II in Electrotechnology
- Certificate II in Music (Performance)
- Certificate III in Aviation (Drones)
- Certificate III in Christian Ministry & Theology
- Certificate III in Early Childhood Education and Care
- Certificate III in Equine Studies
- Certificate III in Retail
- Certificate III in Sport and Recreation (Sport)

Year 12 Study Score Bands (2020-2024)



Course	Institution
Diploma in Exercise Science	Australian Catholic University
Science/Teaching(Secondary)	Deakin University
Science	Federation University
Politics, Philosophy and Economics	LaTrobe University
Visual Arts	LaTrobe University
Secondary Education (Honours)/Arts	Monash University
Psychology	Monash University
Arts/Global Studies	Monash University
Business/Marketing	Monash University
Radiography and Medical Imaging (Honours)	Monash University
Science	Monash University
Health Sciences	Monash University
Arts/Media Communication	Monash University
Primary and Secondary Education (Honours)	Monash University
Science	Monash University
Secondary Education (Honours)/Science	Monash University
Physiotherapy (Honours)	Monash University
Engineering-Chemical (Honours)	RMIT
Engineering Technology (Aerospace Major) (Associate Degree)/Engineering (Aerospace Engineering) (Honours)	RMIT
Engineering-Aerospace (Honours)/Business	RMIT
Data Science (Professional)	RMIT
Engineering (Aeronautical) (Advanced Diploma)	RMIT
Journalism	RMIT
Business	RMIT
Dental Technology (Diploma)	RMIT
Nutrition	Swinburne University of Technology
Science (UniLink) - Diploma/Science Degree	Swinburne University of Technology
Health Science (Diploma)	Torrens University

STUDENT OUTCOMES

NAPLAN

Teachers at Bayside Christian College are actively engaged in the ongoing tracking and evaluation of student learning outcomes. This includes performance in national assessments such as NAPLAN, undertaken by students in Years 3, 5, 7, and 9, as well as a variety of other tools, including standardised assessments developed by the Australian Council for Educational Research (ACER).

Assessment at Bayside is not limited to a single day or test—it reflects a broader commitment to understanding and supporting each student’s learning journey. Please note: Due to the small size of our cohorts, a change of just three to four percentage points in the data typically represents the results of a single student.

2024 RESULTS

In 2023, changes were made to both the format of NAPLAN testing and the way results are reported. Prior to 2023, student achievement was measured against the National Minimum Standard, with reports indicating the percentage of students meeting or exceeding that threshold.

From 2023 onward, a new reporting framework was introduced. Results now focus on the proportion of students not identified as requiring additional support, with achievement described using four proficiency bands: Needs Additional Support, Developing, Strong, and Exceeding.

The data reported for 2023 and 2024 reflects the percentage of students in the Developing, Strong, or Exceeding the Standard categories.

NAPLAN Results Summary (2019-2024)

		2019	2021	2022	2023	2024
READING	Year 3	100%	97%	96%	97%	97%
	Year 5	100%	100%	94%	95%	91%
	Year 7	99%	97%	100%	94%	97%
	Year 9	98%	96%	89%	95%	98%
WRITING	Year 3	100%	100%	96%	97%	97%
	Year 5	100%	100%	94%	97%	93%
	Year 7	94%	93%	96%	94%	97%
	Year 9	90%	90%	96%	98%	96%
SPELLING	Year 3	100%	100%	92%	94%	97%
	Year 5	100%	100%	97%	92%	83%
	Year 7	97%	100%	96%	96%	98%
	Year 9	97%	98%	96%	95%	96%
GRAMMAR AND PUNCTUATION	Year 3	100%	100%	96%	91%	92%
	Year 5	97%	100%	100%	95%	90%
	Year 7	100%	98%	96%	90%	93%
	Year 9	92%	98%	89%	97%	94%
NUMERACY	Year 3	100%	100%	100%	97%	92%
	Year 5	97%	100%	97%	90%	93%
	Year 7	96%	100%	96%	94%	97%
	Year 9	100%	97%	96%	98%	100%

SUPPORTED TRANSITION EDUCATION PROGRAM

The Supported Transition Education Program (STEP) was launched in 2022 with just one student and had three students enrolled in the program by the end of the year. By the end of 2023 this had grown to five students. In 2024, the program included seven students.

Running parallel to the Secondary Mainstream program, STEP focuses heavily on providing a space for the development and strengthening of numeracy and literacy skills for Years 7-12.

In 2024, STEP students were withdrawn from English, Humanities and Science and provided with specific support in Literacy, Numeracy and Living in God's World.

Students continued to be involved in various camps, incursions and excursions alongside their peers, while still accessing the curriculum at their own level. This enabled students to build social connections and make various friendships with peers outside of the STEP class.

In addition to supporting the students in their numeracy and literacy, STEP seeks to develop skills which will serve the students beyond their schooling life (Life Skills).

This program enables students to practise specific thinking skills such as organising, generalising and evaluating thinking concepts.

The intentional and intensive teaching and support provided by STEP continues to enable outstanding growth for students. While individual growth varies for each student, we celebrate the overall success of students in the STEP program.

2024 RESULTS

- Average growth for Literacy and Numeracy averaged 9.25 months for a year of learning.
- In Reading, the average annual growth was 12 months' improvement.
- In Writing, the average annual growth was 12 months' improvement,
- In Mathematics, the average annual growth was 6.5 months' improvement.



STAFF PROFILE

The College is governed by an independent Board of Directors elected by the Association for Christian Education of Frankston Inc. The Board is responsible for the overall vision and direction of the College, while day-to-day operations and planning are entrusted to the College Executive.

COLLEGE BOARD

Board Chair	Mr Troy Gaskell
Deputy Chair	Mr Sam Kidney
Treasurer	Mr John Kruiskamp
Secretary	Mr Denis Mahoney
Member	Mrs Rebekah Shelling

COLLEGE EXECUTIVE

Principal	Mr Andrew Manning
Deputy Principal	Mrs Toni Steinbergs
Business Manager	Ms Sharon Power

SENIOR LEADERSHIP

Head of Secondary	Mr James Kumnick
Head of Primary	Mrs Danielle Lupi
Early Learning Centre Director	Mrs Amy Hu

STAFF ATTENDANCE

Based on actual teacher attendance as a percentage of total possible attendance, staff attendance for the 2024 academic year was approximately **91.76%**. Teacher absences for College-approved professional development are not included.

Throughout 2024, the College commenced with a total of **107** staff and concluded with **111**, with a Full Time-Equivalent (FTE) of **48.76 FTE** for teaching staff and **33.29 FTE** for non-teaching staff. This resulted in a **91.5%** staff retention rate. There was a total of **9** staff resignations during 2024.

TEACHING STAFF QUALIFICATIONS

Mr C Alley, BSc, DipTeach
Mrs U Austermann, DipEarlyLearn, AdvDipChildServ, BEd(Prim)
Mr R Balint-Smith, BA(Hons), BMus, GradDipEd, GradCertRE
Mr P Beissmann, BAppSc, DipT (Sec)
Mrs K Bernon, BEd
Mr K Berry, BEd
Mrs J Becker, BA (Christian Counselling), BA MTeach
Mrs S Blashki, BEd (Prim)
Mrs N Bolden, BEd(Prim)
Mrs S Campbell, BA, BBus, GradDipEd(Prim)

Mrs A Cairns, BEd(ECD)
Mrs S Cave, BEd (Prim)Hons
Mrs J Champion, BSocSc(Lib), GradDipEd(Prim)
Mrs T Chester, BEarlChildStd, BEd(EarlChildEd/Prim)
Mr T Clark, BEd (Tech & Applied Stud), CertIVAssess&WPTng
Mrs M Coates, BAppSc(OH&S), GradDipEd, MEd
Mrs R Cooper, BASocSc, GradDipEd
Mrs K Davies, BSc, GradDipEd
Mrs C De Haan, BEd(Prim)
Mr C Elkington, BEd(Prim), GradCertEd
Ms P Farr, BSc, MTeach(Sec)
Mr D Goschnick, CertIVTrngAssmnt, BEd
Mr J Goschnick, BEd(Hons)
Mrs S Hadlow, BEd, BSci
Mrs S Higgs, DipTeach(Prim), BEdStudies
Mrs L Hogarty, BEd(Prim)
Ms J Hopkins, BA, MSpeechPath, GradDipEd(Prim)
Mrs A Hu, BA, GradDipELC
Mrs C Johnson, BA, PGCertEd
Mr J Johnstone, BTh, MTh, GradDipEd(Prim)
Mr V Kanadi, MTeach (Sec), BBus Admin
Mr Z Klan, CertIV Fitness, BEd(Prim)
Mrs A Kidney, BEd(Prim/ECD)
Mr N Kuipers, BEd(Prim)
Mr J Kumnick, BAApSc(Human Mov), GradDipEd(Sec)
Mrs A Lam, BBus(Acc)/BBus(B&F), GradDipEd(Prim)
Mrs D Lupi, MEd, BEd (Prim), Dip Ed
Mr D Mallen, BMus/BCom, AMus(Piano), MTeach (Sec Mus/Prim)
Mr A Manning, BTeach, BEd, MEd(Lead), GradDipEd(Lead)
Mrs M Manning, BTeach(Prim), BEd(Prim), GradCertEd(Lead)
Mrs D Martin, AdvCert(ProgTech), DipT(Prim), BEdSt, MEd(Lead)
Mrs K McCrory, BEd
Ms Katie McCann, BEd(Sec)
Mrs M Nadarajah, GradDipEd, BA Bus
Mrs S Newton, BA, DipChildServ, GradDipEd(Sec)
Mrs R Nisbet, GradDipEd (Prim); GradCert Specialist Inc Ed; GradCert WritLit
Ms A Partridge, BSc, BEd(Sec)
Mr J Partridge, BSport&OutdoorRec, BEd(Prim)
Mrs M Penwarden, GradDipEd, BVA
Mrs J Piening, BEd(Prim)
Mrs W Ritchie, BEd, Dip Teach
Mrs F Ryan, BA, GradDipAppPsych, GradDipTL
Mrs C Schokman, BSocSci, GradDipEd(Sec)
Ms L Scouler, BEd(PhysEd/HlthEd)(Hons)
Mr J Siede, GradDipEd(PE&Health), BAEx&SpSci
Mrs T Steinbergs, DipTeach, BEd, MEd(Lead), GradCertEd(Lead)
Mr R Svigos, DipTeach(Prim)
Ms J Taylor, BOccTher, MTeach
Mrs L Van Niekerk BEd (EarlChildEd)
Mr S Waldron, BA(Global), GradDipEd(Prim)
Mr S Webb, MEd, GradDipEd, BA
Mr C Williamson, BDes, GradDipEd(Sec)
Ms S Wright, BMin, GradDipEd(Prim), MEd(Lead)
Mr P Zwiarsen, BAppSc, BTeach



**Bayside
Christian
College**
"Unity and Maturity in Christ"

FINANCE REPORT

Financial recovery continues to show positive momentum, supported by the highest number of enrolments recorded to date. This growth has enabled further investment in key infrastructure, including significant building improvement projects such as the redevelopment of the North Campus reception area and first aid centre, as well as the resurfacing of the K-Block gym. Additionally, there has been a noticeable increase in interest for venue hire, reflecting the organisation's strengthening community engagement and broader appeal.

	2022	2023	2024
Total Revenue	\$10,462,745	\$11,424,370	\$13,079,370
Total Expenses	\$11,603,118	\$11,400,458	\$12,778,890
Surplus	(\$1,140,373)	\$ 23,912	\$300,818



EXPENSES

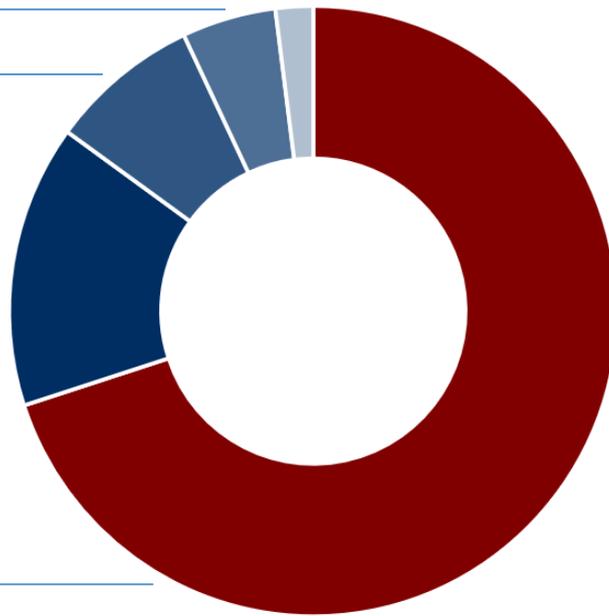
2% Building/Ground Maintenance

5% Tuition

8% Other

15% Depreciation Expense

70% Salaries

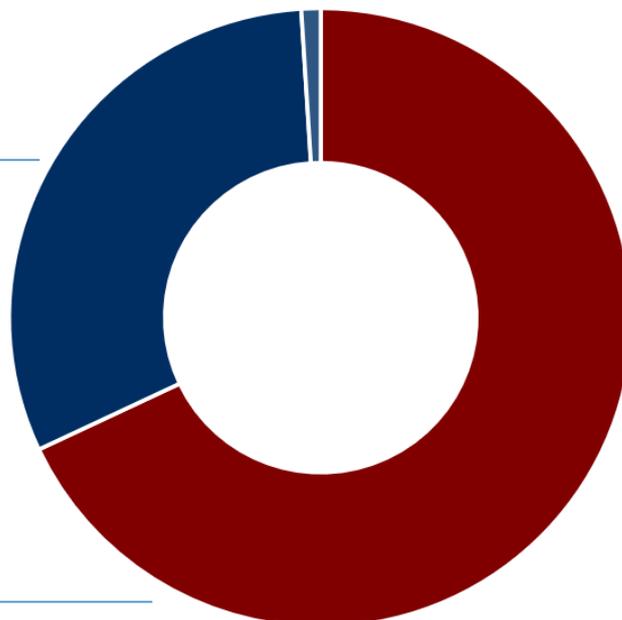


REVENUE

1% Other

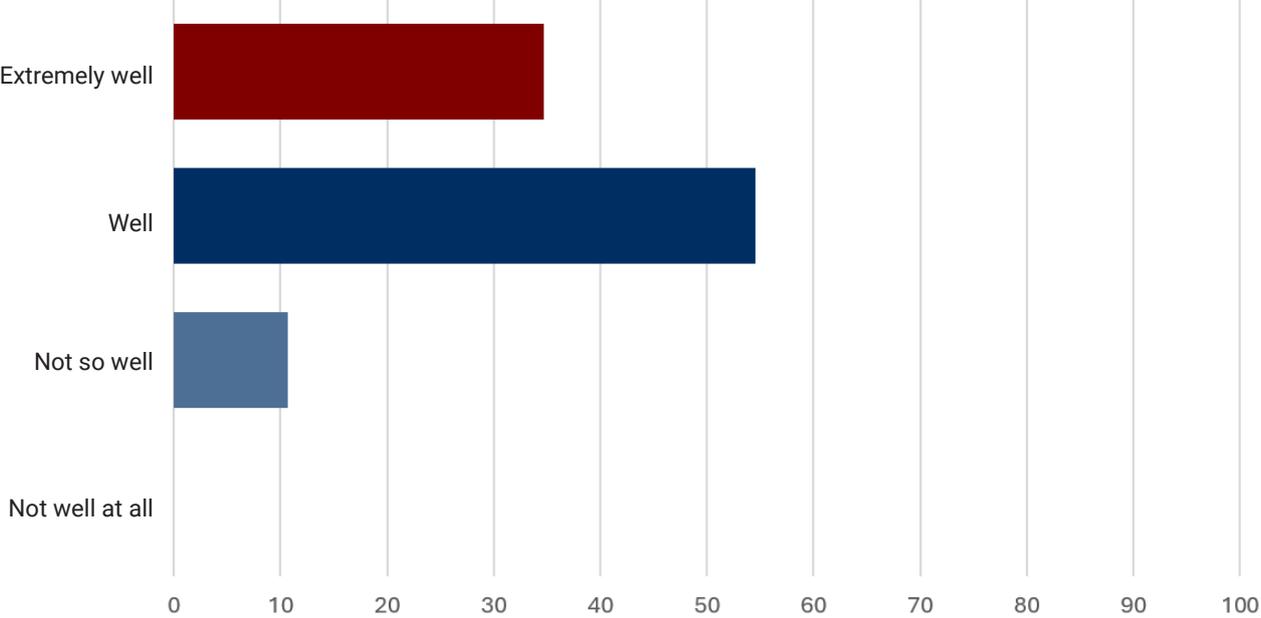
31% Tuition Fees

68% Government Funding

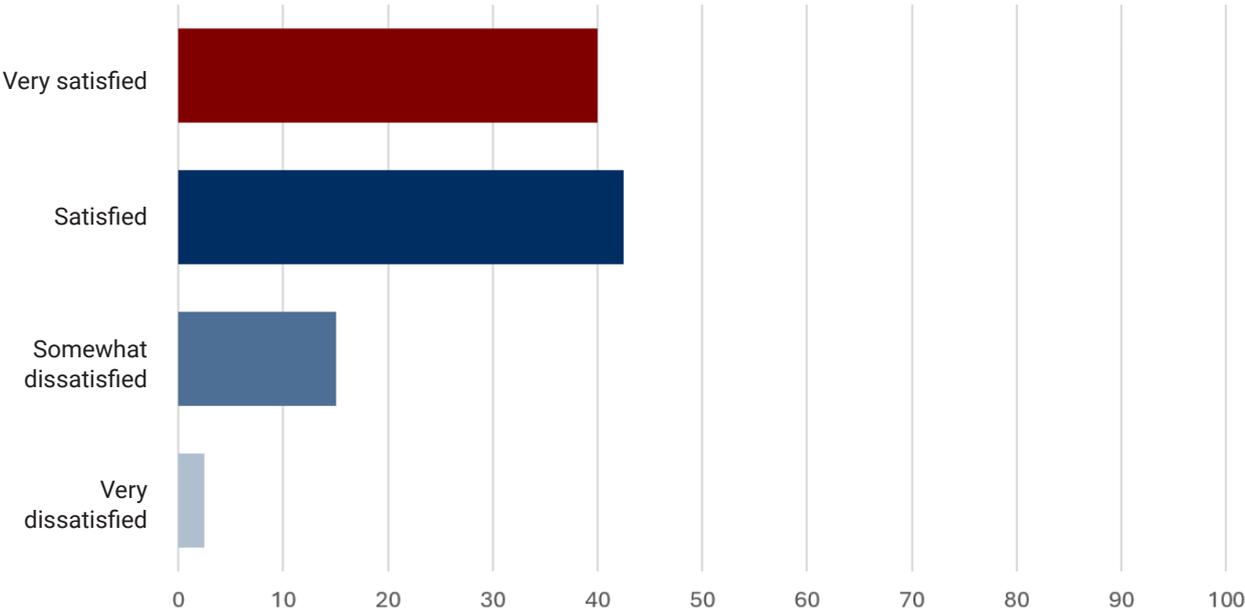


SATISFACTION SURVEY

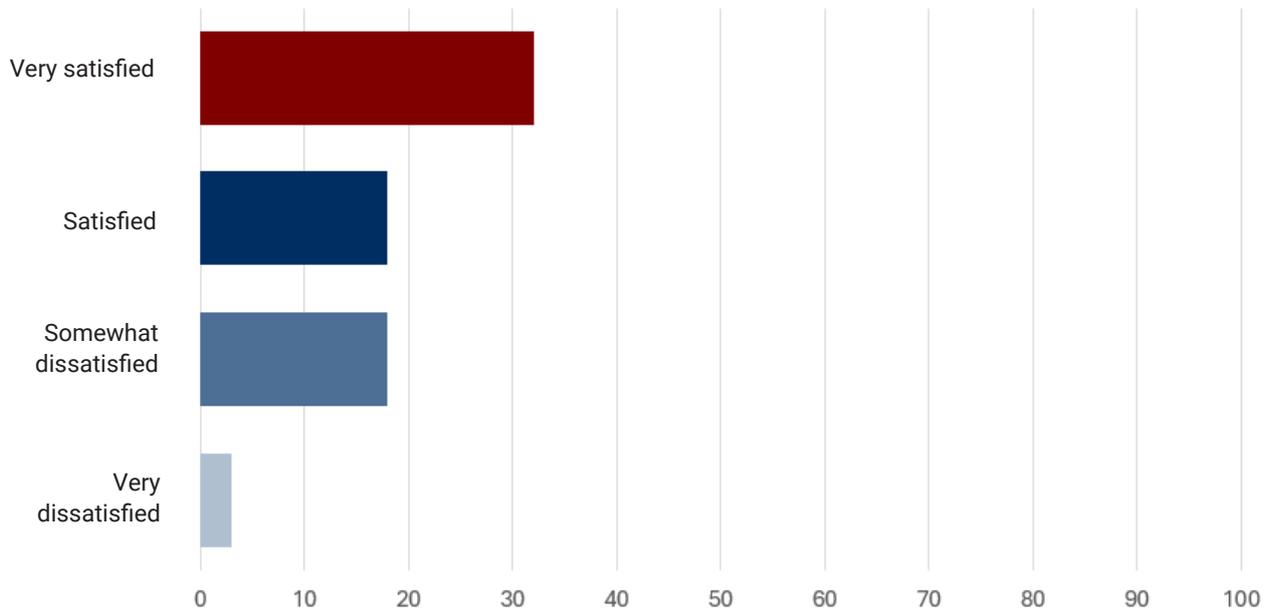
How well does the College meet your family's needs?



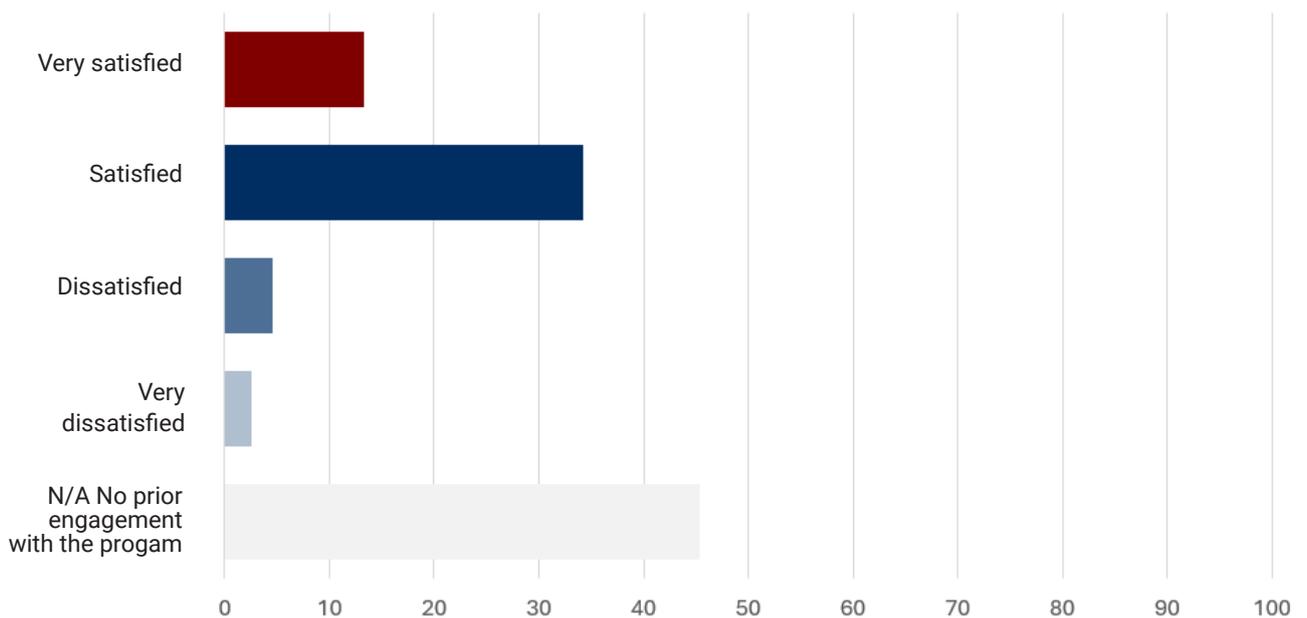
Overall, how satisfied or dissatisfied are you with the College?



Overall, how satisfied or dissatisfied are you with the quality of teaching and learning at the College?

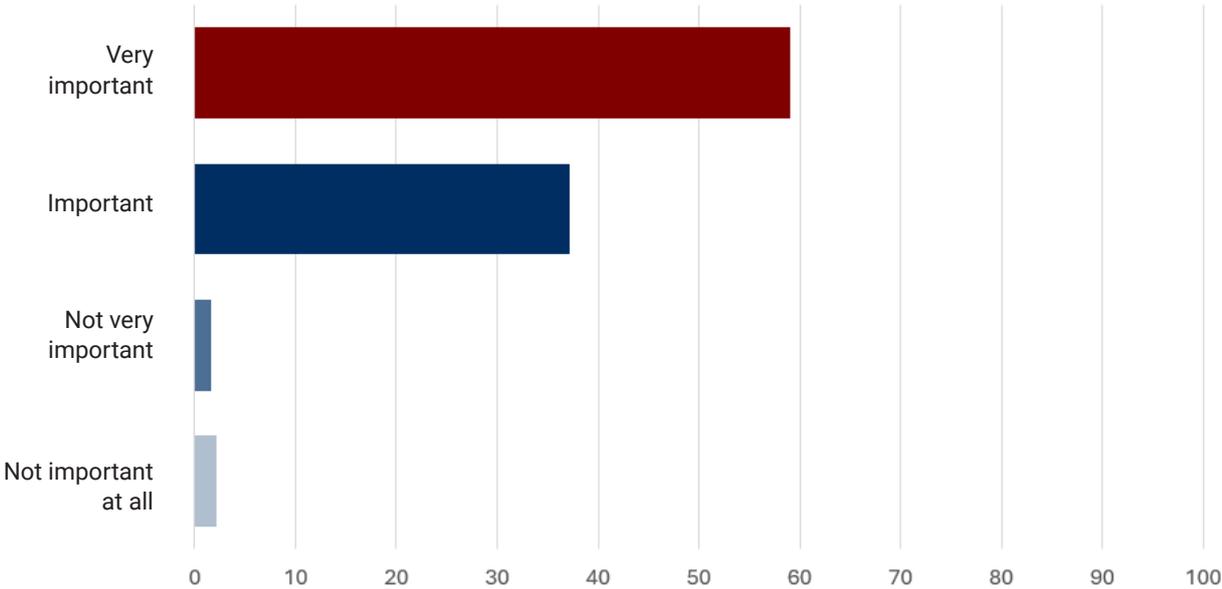


Overall, are you satisfied or dissatisfied with your experience of the wellbeing program at the College?



SATISFACTION SURVEY

How important do you think the wellbeing program is at the College?





Bayside Christian College
120-128 Robinsons Road
Langwarrin South, 3911 VIC

+61 3 5971 6700

baysidecc.vic.edu.au



**Bayside
Christian
College**

“Unity and Maturity in Christ”