

Annual Report 2020



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ANNUAL REPORT 2020

REPORT FOR 2020 FROM THE LAKES CHRISTIAN COLLEGE PRINCIPAL

Our school vision is to glorify God in a Christ centred community where students build skills for lifelong learning, strong character and spiritual responsiveness. We believe that prayer, hard work, and adhering to the principles of the Word of God produces good fruit. In this way, working prayerfully and providing excellence in education for every child educates them for eternity and equips them for life.

The 2020 school year was a year full of challenge and opportunity. We are grateful our community was not directly impacted by CV19 closures. We are also grateful to the tireless hard work of our teaching staff who adapted their mode of learning to online. Our parent community, as well, did a commendable job in supporting their children and communicating with our teachers. Our growth through the Covid pandemic saw the focus on the following three improvement areas:

- Literacy and numeracy improvements
- Differentiation through technology
- Positive Behaviour for Learning



Darren Dick
College Principal

We also had a small but highly energetic P&F group who have been such a support to our College. They continued to meet over the year using online tools to continue to run fund raisers and other events in the school with a passion and joy that reflect the ethos of the school. I want to thank all parents who have had a part over the last year in contributing to the enthusiasm and momentum of the school. This year they supported some very large projects that have broadly benefited all students and families in the school.

As we head into 2021, we will continue a Christ-focused education that holds our College community together. Our emphasis will continue to be on school improvement, professional development of staff, and to build successful school outcomes for all our students.

ABOUT THE COLLEGE

The Lakes Christian College is an Independent, co-educational school that caters for students in Prep to Year 12 school. It resides in a peaceful, rural setting that offers opportunities for challenge, innovation and spiritual formation where children are nurtured to develop skills for work, life and study. The vision of The Lakes Christian College is to give glory to God by providing a Christ-centred education to each child. The Lakes Christian College aims to do this by encouraging each child academically, spiritually, socially and in service.



The College is registered as a Kindergarten to Year 12 school with the New South Wales Educational Standards Authority (NESA), which is current until 31 December 2023. This report is provided for parents, the wider College community and NESA as an introduction to the College's achievements and characteristics.

As part of The Lakes Christian College's funding agreement with the Commonwealth Government under the School Assistance Act 2008, we are required to ensure that certain "School Performance Information" is made available to the school community. The information contained in this report relates to the 2020 school year.

PURPOSE AND VISION

The Lakes Christian College is a distinctively Christian College with a core commitment to working closely with parents to nurture students to develop the whole child spirit, soul and body. The College is a Christian organisation dedicated to Christian development. It is a growing co-educational College where students are known individually. This also enables the College to work closely with parents in all aspects of teaching and learning.

The Vision of The Lakes Christian College is to give glory to God by providing a Christ-centred education to each child.

The Lakes Christian College aims to fulfil this vision by encouraging each child:

- Academically - to develop individual God given gifts and talents to the best of each child's ability.
- Spiritually – with the help and guidance of the Holy Spirit to nurture each child's relationship with God.
- Socially - so they will come to appreciate their personal value and worth to God as well as the value of other people in the community.
- Practically - serve one another and to consider the needs of the wider community, our environment and particularly people with special needs.



GOVERNANCE

The Lakes Christian College Board

In November 2012, Christian Community Ministries became the governing body of The Lakes Christian College. The aim of CCM is to provide a values-based, Christian education for all who desire it. CCM endeavours to provide through its Colleges an education that is compliant with all the rigours of State and National Curriculum requirements, whilst also immersed in foundational Christian truth.

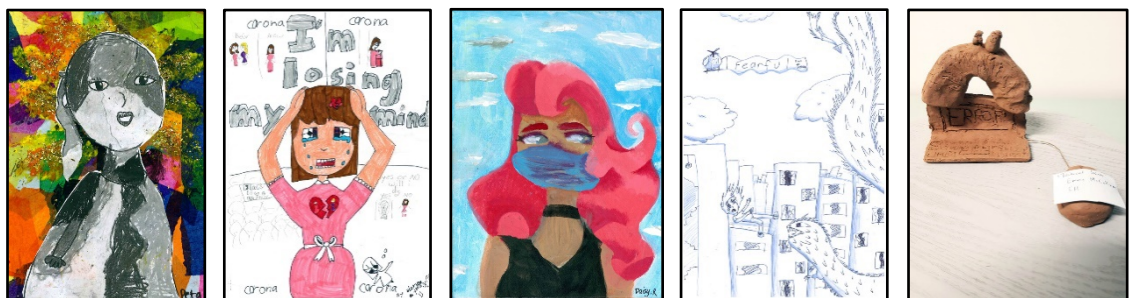


REPORT FOR 2020 FROM THE LAKES CHRISTIAN COLLEGE P&F COMMITTEE

The Lakes Christian College Parents and Friends (P&F) operate within its 2013 Charter that was last updated and ratified on 21 November 2017. The P&F group remains unincorporated.

P&F has supported staff and students at our school with organised activities such as:

- Father's Day stall.
- The sale of tea towels showing the faces of the students, that were drawn by the students.
- "Express through Art" art show.



With the money raised by the P&F we were able to give \$5,000 towards a video camera system, \$1,000 towards end of year activities, as well as purchase gifts for the Year 12 students and pens for the Year 6 students.

SNAPSHOT OF STUDENT ACTIVITIES 2020

School Formal Assemblies

- School Commencement Service – K-12
- School Easter Service
- Chapel Services throughout the Year
- Academic Achievers Assemblies for Secondary school
- Prep Graduation
- K-2 Presentation Day
- 3-6 Presentation Day
- 7-12 Presentation Day

** Due to COVID restrictions Orientation days could not be held for external students in 2020 and most events were viewed on-line by parents.*



Excursions and Camps

- Year 9-10 PASS Trees Adventure Excursion



** Due to COVID restrictions most events were postponed or cancelled in 2020.*

The Creative

- Book Week took place without parents – Parade watched only by classes.



Sport

- Swimming Carnival



- Prep-2 Water Fun Day



- K-2 participated in two-week swim school in December under covid safe provision.



- Mountain Bike Program



- Jump Rope for Heart



- NRL Skills Clinic



- VET courses through our Key Alliance network of trade schools in 2020, when Covid restrictions allowed. Stopped in Term 2.

College Community

- Parent / Teacher nights conducted by phone.
- The Primary school participated in the Premier's Reading Challenge.
- Marketing of the school continued with banners on arterial roads.
- All new Primary staff have been trained in THRASS and online PM benchmarking and online ACER PAT testing has continued to be implemented as tools to strengthen Literacy and Numeracy in 2020.

Grounds and Property

- The school grounds benefited from a returfing of the oval late in the year.
- Construction began on an outdoor learning area.
- Refurbishment commenced of an existing building on the newly acquired property to provide 2 new classrooms and a breakout space.
- The College submitted a BGA as part of our 2020 Master Plan.

2020 ENROLMENTS

The Lakes Christian College welcomes families who want their children taught in a distinctively Christian college with the procedures and policies that seeks to be specifically Bible-based in all aspects of schooling. Families come to The Lakes Christian College from nearby Castlereagh region, the suburb of Cranebrook, and wider areas including Richmond, Penrith, Emu Plains, Ropes Crossing, St Marys, Jordan Springs and Glenmore Park, covering a total geographic area of approximately 1000 sq.km.

The Lakes Christian College welcomes enrolment applications for children with a broad range of learning abilities. Students with additional needs are supported within a mainstream schooling setting. High-capacity students working beyond the norm in academic, creative and sporting areas are also supported through extension programs.

Enrolment in 2020 for Kindergarten to Year 6: 191

Enrolment in Year 7 to Year 12: 117

Total enrolments: 308 (157 male, 151 female)

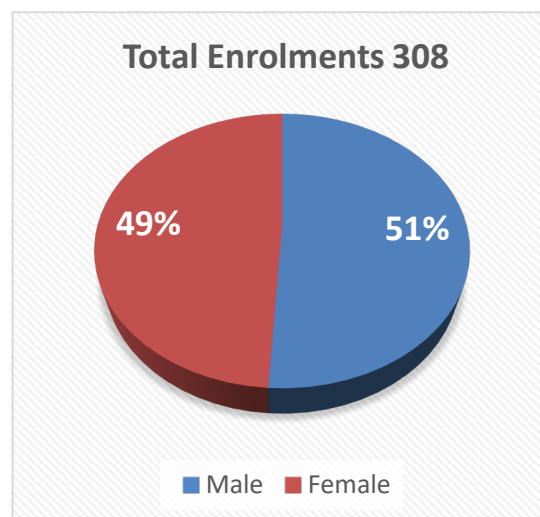
Primary classes:

- Kindergarten
- Year 1
- Year 2 x 2 classes
- Year 3
- Year 4
- Year 4/5
- Year 5
- Year 6

High school:

- Year 7 x 2 classes
- Year 8
- Year 9
- Year 10
- Year 11
- Year 12

* with electives in each stage.



More info is available on www.myschool.edu.au

ENROLMENT POLICY

The Lakes Christian College is a co-educational K-12 day school providing a Christian-centred education. The College is registered and accredited by NESA.

The full Enrolment Policy is available from the College Website.



2020 STUDENT ATTENDANCE

Form	Attendance %
Kindy	95
Year 01	94
Year 02	95
Year 03	95
Year 04	96
Year 05	95
Year 06	94
Year 07	95
Year 08	93
Year 09	92
Year 10	93
Year 11	91
Year 12	89

Overall attendance percentage for 2020 is 94%.



MANAGING STUDENT NON-ATTENDANCE

Attendance at school is a requirement under the Public Instruction Act. Legitimate absences are provided for in the Act and the school must determine on the acceptability of reasons given for such absences. If a child is absent for any reason, he/she is required to present a note on the day of return to indicate the date of and the specific reason for the absence.

The full Policy is available from the College.

STAFF - WORKFORCE COMPOSITION

Part of the platform of delivering distinctively Christian education is that all our staff profess the Christian faith and are active members of a local church congregation. All teaching staff have teaching qualifications from a higher education institution.



STAFF ATTENDANCE AND TEACHER RETENTION

Data for Staffing Information (Based on 2020 data) (Excludes casual staff)

No. Staff	No. of School Days	Total Days of Staff Attendances	Average Staff Attendance Rate
26	200	197	96.6%
For permanent and temporary classroom teachers and school leaders the average staff attendance rate was 96.6% in 2020.			

No. of Permanent Teaching Staff at end of 2019	No. of these staff retained in 2020	% Retention Rate
14	14	100%
From the end of 2019 100% of staff were retained for the entire 2020 school year.		

STAFF QUALIFICATIONS

Under the Education Act, teachers in NSW are classified into one of three categories. The table below indicates the category that all teachers employed at TLCC during 2020 fall into.

Category	Number of Teachers
Teachers having qualifications from a higher education institution within Australia or as recognised within the National Office of Overseas Skills Recognition (AEI-NOOSR) guidelines.	26

STAFF COMPOSITION

In 2020 there were 26 teaching staff (16 full time and 10 part time), 4 other instructional and 17 non-teaching staff. In 2020 two staff members identified as being of Aboriginal / Torres Strait Islander Heritage.

Staff teacher accreditation status:

- Provisionally accredited teachers = 1
- Conditionally accredited teachers = 2
- Proficient teachers = 23

PROFESSIONAL DEVELOPMENT

The staff are required to attend Professional Development days approved by the College, and provision is made for attendance at additional specialised in-service courses through the year – some NESA approved courses and some Teacher Identified courses. At TLCC Professional Development and Learning is presented as follows:

1. Professional Development Week.

This is held at the beginning of each school year in the week before the school year commences. All staff are required to attend. Our full PD days included instruction on PBIS and Teaching from a Christian Perspective.

2. Professional Development Days

The first day of each term is set aside for Professional Development and is a student free day. We looked at curriculum from a transformation by design perspective, using technology for supporting learning at home, and positive behaviour for learning.

3. Weekly Staff Meetings

Staff meetings are held weekly. Professional learning is often included in these meetings as well as general business. We read a book study of Transformational Education.

4. Lessons Observations

These may take the form of Peer Observations or lessons observed by a supervisor or fellow teacher in professional development planning groups.

5. External Courses, Workshops and Conferences.

All staff are encouraged to seek out courses and workshops to achieve teacher accreditation Proficiency Level and then maintain their teacher accreditation and improve their knowledge and general practice. AISNSW delivered workshops included Middle Leadership Course (3 participants), NCCD Moderation & Networking (4 participants), Positive Behaviour for Learning (4 participants).

Part of the platform of delivering distinctively Christian education is that all our staff professes the Christian faith and are active members of a local church congregation.

All teaching staff have teaching qualifications from a higher education institution. The staff were required to attend Professional Development days each year run by the College, and provision is made for attendance at additional specialised in-service courses through the year.

The Staff were also encouraged to spend time networking with staff at other schools to build a collaborative network and provide peer checking and support.

SCHOOL DETERMINED IMPROVEMENT TARGETS FOR 2020

While the school is pleased with our performance in a range of areas, we recognise that it is important to continually evaluate programs and set new goals to achieve improvements in specific areas and programs.

GOALS FOR 2020	ACHIEVEMENT
1. Create coherence through the revision of the TLCC vision and mission by Term 3, 2020	<ul style="list-style-type: none">- Vision updated- Community engaged through staff workshops including Parents & Friends
2. Improve student achievement by increasing our capacity to differentiate for student abilities and interests	<ul style="list-style-type: none">- Use of technology for differentiation implemented via:<ul style="list-style-type: none">o 35 iPads for K-2o 55 laptops for Years 3-10- Courses developed for online learning using Canvas based Learner.Link- All families provided a minimum of 1 device to access online learning
3. Improve community wellbeing through stakeholder interventions based on biblical principles	<ul style="list-style-type: none">- Implemented PeaceWise conflict resolution program for K-12 students- Implemented Positive Behaviour for Learning and developed response matrix

We have set some specific targets for 2021 that are related to the 2020 specific goals we have identified for our community. These include:

- 1. Lifelong Learning:** Literacy & Numeracy Improvements result from Quality Teaching
 - a. Increase use of Data to diagnose & design interventions
 - b. AITSL standards are reflected upon for instructional improvement
 - c. RTI & Tutoring models are effectively employed
 - d. TA's are used effectively

- 2. Strong Character:** Character is developed through Positive Behaviour for Learning
 - a. Update Discipline Policy & Positive Behaviour Flowchart
 - b. Increase capacity to manage exceptional behaviour
 - i. Sue Larkey 29 Jan
 - ii. PeaceWise 19 April
 - c. School wide thematic approach to devotions based on Respect, Responsibility, & Resilience

- 3. Spiritual Responsiveness:** Framework for Christ-centred transformation
 - a. Professional learning on Transformation by Design framework
 - b. TBD is linked to larger CCM Vision for learning
 - c. Students experience Transformational Christian Education
 - i. Opportunities to study (eg Alpha)
 - ii. Opportunities to serve

POLICIES

Following are some of the key policies of the College:

CHILD PROTECTION

The safety, protection and well-being of all students is of fundamental importance to the College. Both individuals and the College have a range of different obligations relating to the safety, protection and welfare of students including:

- a) a duty of care to ensure that reasonable steps are taken to prevent harm to students;
- b) obligations under child protection legislation; and
- c) obligations under work health and safety legislation.

The purpose of this Policy is to summarise the obligations imposed by child protection legislation on the College and on employees, contractors, and volunteers at the College and to provide guidelines as to how the College will deal with certain matters.

Child protection is a community responsibility.

STUDENT WELFARE AND DISCIPLINE

At The Lakes Christian College it is important to emphasise that the Bible plainly shows that discipline is simply an aspect of Pastoral Care and thus student welfare. We moved towards a Positive Behaviour for Learning framework for student welfare in 2020. This included modifying our behaviour flowchart and involving AIS for staff training.

ANTI-BULLYING

There is no place for bullying at The Lakes Christian College. Every person has the right to feel safe and any person who bullies another is denying them that right. The College will not tolerate any action that undermines a person's right to feel safe, and it will take whatever steps are necessary to stop such behaviour.

At The Lakes Christian College deliberate strategies are introduced to combat bullying. We believe it is the responsibility of all sections of the college community to work together to create a bullying and violence free environment. This will involve the co-operation of staff, parents and students.

GRIEVANCE AND CONFLICT RESOLUTION

The College has a Grievance and Conflict Resolution policy. While hoping always to be able to resolve issues within the community in a rapid, effective, and peaceful way, sometimes matters become more difficult and complex. The formal policy is designed to ensure that in such circumstances there is a more formal approach that all parties accept to bring matters to a conclusion. This policy may be accessed in full on the College website.

WORK HEALTH AND SAFETY (WHS)

The school's responsibilities under legislation regarding WHS include doing everything reasonably practicable to:

- a) ensure the health and safety of:
 - i. workers engaged, or caused to be engaged by the school, and
 - ii. workers whose activities in carrying out work are influenced or directed by the school, while the workers are at work in the business or undertaking; and
- b) that the health and safety of others is not put at risk from work carried out as part of the business or undertaking.
- c) identify any hazards in the workplace that may be a risk to health and safety and eliminating or minimising those hazards; and
- d) consult with its workers about health and safety issues in the workplace.

Copies of the policies are available from the College office or website www.thelakescc.nsw.edu.au .

STUDENT OUTCOMES 2020

The Lakes Christian College focuses on core literacy and numeracy skills in providing broad programming within a small school setting. We provide additional support for those who do not progress in the core areas, being part of the Key Alliance of other local Christian and subsidising DE courses where we cannot offer content. Beyond the classroom activities, students can be involved in sports at school and in local, zone and state competitions. We also encourage students to participate in music, art and drama experiences. Extracurricular activities are offered through active afterschool play, music tuition and Art and Music afternoons, though many of these needed to be cancelled due to COVID restrictions.



To help students achieve we are committed to using a range of data collection tools to inform our teaching and learning. These tools include the use of standardised testing, such as ACER PAT as we did not complete the National Assessment Program.

Though NAPLAN was cancelled in 2020 due to COVID, we continued to use Literacy Bench Marking and online ACER PAT Testing. The data we receive from students participating in these programs enables us to analyse individual progress and how particular groups of students are developing. This informs our teaching of individuals and allows us to evaluate our programs of study. We can then plan for and apply school resources to address learning needs. We also increased the number of online learning tools our students have access to, particularly Mathematics and Maths Online.

STUDENT RETENTION

Number of students	2018 Yr 10	2019 Yr 11	2020 Yr 12
	16	10	8

50% retention of students from Year 10 through to Year 12

HSC POST SCHOOL DESTINATIONS

We presented 8 candidates for the 2020 HSC exam.

- 1 student studying Medical Science – Western Sydney University.
- 1 student studying Health Science – Western Sydney University.
- 1 student employed as a warehouse assistant and completed a certificate II in warehousing.
- 1 student gained HSC but on a gap year.
- 4 students unknown

THE LAKES CHRISTIAN COLLEGE 2020 NAPLAN RESULTS

NAPLAN was cancelled for 2020 due to COVID-19. Please refer to the MySchool website www.myschool.edu.au for previous NAPLAN results.

RECORDS OF SCHOOL ACHIEVEMENT – YEAR 10 2020

Course	School Total	School A(%)	School B(%)	School C(%)	School D(%)	School E(%)
English 200 hours (300)	12	8.33	41.67	8.33	16.67	25
Mathematics 200 hours (323)	12	16.67	25	16.67	33.33	8.33
Science 200 hours (350)	12	8.33	33.33	25	16.67	16.67
Geography 100 hours (4015)	12	8.33	25	25	25	16.67
History 100 hours (4007)	12	16.67	16.67	25	25	16.67
Design and Technology 100 hours (1651)	6	16.67	16.67	16.67		50
Design and Technology 200 hours (1650)	2		50	50		
Industrial Technology (Timber) 100 hours (1821)	1			100		
Information and Software Technology 100 hours (1831)	1			100		
Drama 100 hours (2011)	4			75		25
Drama 200 hours (2010)	2	50			50	
Music 100 hours (2051)	2		100			
Music 200 hours (2050)	1				100	
Visual Arts 100 hours (2061)	2		100			
Visual Arts 200 hours (2060)	2	100				
Personal Development, Health and P.E. 200 hours (2420)	12	8.33	33.33	33.33	25	

RECORDS OF SCHOOL ACHIEVEMENT – YEAR 11 2020

Course	School Total	School A(%)	School B(%)	School C(%)	School D(%)	School E(%)
English Advanced 2 unit (11140)	3	33.33	33.33		33.33	
English Standard 2 unit (11130)	9			44.44	44.44	11.11
Mathematics Advanced 2 unit (11255)	4			50	25	25
Mathematics Standard 2 unit (11236)	8	12.5	25	50		12.5
Biology 2 unit (11030)	5		60	40		
Modern History 2 unit (11270)	2	50				50
Studies of Religion I 1 unit (11350)	8	12.5		12.5	62.5	12.5
Studies of Religion II 2 unit (11360)	5		20	20	40	20
Drama 2 unit (11090)	3		33.33	33.33	33.33	
Visual Arts 2 unit (11380)	5		80	20		
Community and Family Studies 2 unit (11060)	15	6.67	20	46.67	20	6.67
Personal Development, Health and Physical Education 2 unit	1		100			

HSC RESULTS - 2020

We presented 7 candidates for the 2020 HSC exam.

Subject	Band 6	Band 5	Band 4	Band 3	Band 2	Band 1
Biology	0	1	1	1	1	0
English Advanced	0	0	2	1	0	0
English Standard	0	0	1	2	2	0
Mathematics Advanced	0	0	0	1	0	0
Mathematics Standard 2	0	0	4	1	2	0
Modern History	0	1	0	0	0	0
Personal Development, Health and Physical Education	0	0	1	5	0	0
Studies of Religion I	0	1	0	2	3	0
Studies of Religion II	0	0	1	0	1	0
Visual Arts	0	2	0	1	0	0

HSC BAND HISTORY OVER TIME COMPARED TO STATE

Course Name	Students Included	TLCC Mean 2020	State Mean 2020	School/State Variation	TLCC Mean 2019
Biology 2 unit	4	69.35	72.39	-3.04	-----
English Advanced 2 unit	3	72	81.33	-9.33	-----
English Standard 2 unit	5	63.16	69.93	-6.77	64.73
Mathematics Advanced 2 unit	1	68.6	79.2	-10.6	67.5
Mathematics Standard 2 2 unit	7	66.4	68.4	-2	62.2
Modern History 2 unit	1	81.4	72.53	8.87	-----
Personal Development, Health and Physical	6	65.07	72.46	-7.39	-----
Studies of Religion I 1 unit	6	30.92	37.69	-6.77	28.2
Studies of Religion II 2 unit	2	61.2	75.5	-14.3	66
Visual Arts 2 unit	3	79	81.02	-2.02	77.6

VOCATIONAL TRAINING

In 2020, from our HSC Cohort, 25% completed a Vocational Education and Training course (V.E.T.). TLCC offers a wide range of courses in Years 11 and 12, including V.E.T. courses, through the Key Alliance of schools. These schools include Penrith Christian School, Wycliffe Christian School, St Paul's Grammar School and Nepean Christian School.

PARENT, STAFF, STUDENT COMMUNITY

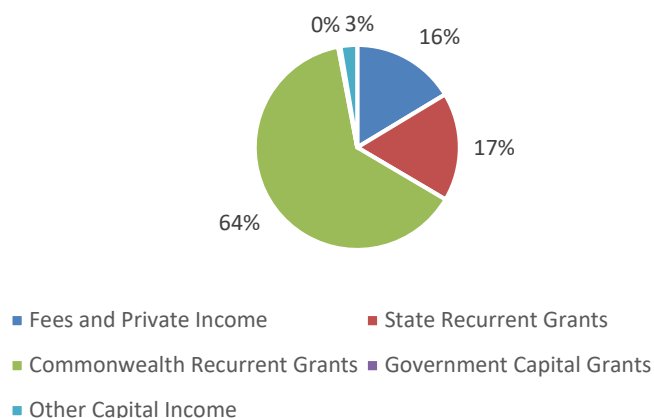
Satisfaction Data: Ensuring a high level of satisfaction among the school community is of utmost importance for the College. The shift in modes of delivery impacted our usual community feedback process, thus we received feedback in a more personal nature. Communication with each parent increased as a result of home learning and the comments and feedback were overwhelmingly positive.

There was valuable feedback from staff and from parents that identified a desire to see improvement in various areas of the school which have been translated into the school goals for 2021.

Regular emailing to parents is a continuing part of the student welfare system, i.e. newsletters, extracurricular events, pastoral care matters etc. Also, the school Facebook page and Parent App continue to be used to keep parents up to date and informed.

INCOME AND EXPENDITURE 2020

Recurrent/capital income



Recurrent/capital expenditure

