

ANNUAL REPORT



2019

REPORT FOR 2019 FROM THE LAKES CHRISTIAN COLLEGE PRINCIPAL

Our school vision is to bring glory to God by providing Christ focussed education for every student. 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 2019 school year has seen the continuing development of the following three main focuses:

- Literacy and numeracy improvement
- Assessment and Reporting – to parents
- Staff Professional Development.



We also have a small but highly energetic P&F group who have been such a support to our College. They have tirelessly run fund raisers and other events in the school with a passion and joy that reflect the ethos and vision I have referred to above. 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.

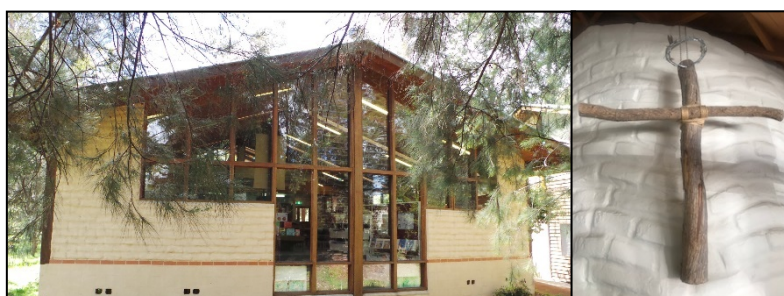
As we head into 2020, we will continue a Christ-focused education that holds our College community together. Our emphasis will continue to be on school Improvement, professional development of staff, and to build successful school outcomes for all our students.

About the College

The Lakes Christian College is a Prep to Year 12 school. It is a challenging, innovative place where children are cared for as individuals 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 K-Year 12 school with the New South Wales Educational Standards Authority (NESA). Registration is current until 31st 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 2019 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;
- To 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 2019 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:

- Fundraising - Bunnings Barbeque, Chocolate Drive, Tea Towels and Bus Shopping Trip, Mother's Day and Father's Day stalls
- P&F provided \$14,224 for items to support our school, being:
 - Building Commemoration Plaque and Big Day In/Out - \$1072.73
 - Year 6 and Year 12 Graduation gifts, and staff farewell gifts - \$724.30
 - Shade cover for Primary and High School, and carpark/footpath lighting - \$12,426.97



Snap shot of Student Activities - Community Development - Facility Development - Staff Development 2019

School Formal Assemblies

- ❖ School Commencement Service – K-12
- ❖ School Easter Service, and Chapel Services throughout the Year with visiting speakers and ministries
- ❖ Anzac Day Service and Remembrance Day Service Term 4
- ❖ Academic Achievers Assemblies for Secondary school continued in 2019. This recognition continues to encourage and acknowledge the students who have achieved academic excellence each Semester.
- ❖ Orientation Days in term 4 for families of Kinder and Year 7 students enrolled for the following year.
- ❖ Presentation Night was held at the Joan Sutherland Centre in Penrith 2019



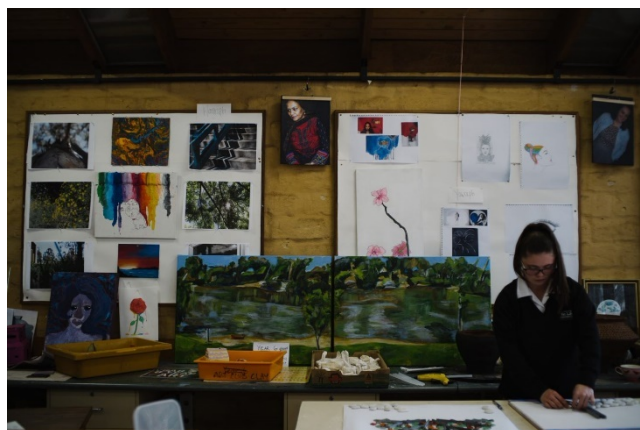
Excursions and Camps

- ❖ Year 7 day out during the first week of the year
- ❖ The camping program was continued in 2019.



The Creative and Performing Arts

- ❖ MADDD Night performances and art and tech showcases continued.
- ❖ Book Week, Music Count us In, and Grandparents' Day were highlights.



Sports Carnivals and Events

- ❖ Swimming and Athletics and Cross Country Carnivals
- ❖ K-12 – Zone and State competitions
- ❖ CIS Football and Soccer selections and Netball Trials and Gymnastics
- ❖ K-2 participated in two-week swim school



Vocational Education and Training

- ❖ VET courses continue through our Key Alliance network of trade schools in 2019.

Excursions and Incursions



College Community

- ❖ Parent Information and Meet the Teacher Night
- ❖ The Primary school participated in the Premier's Reading Challenge
- ❖ We continued our cultural exchange by hosting Japanese high school students. Our students gained insights into the Japanese culture, as presentations and workshops were run together during the week.
- ❖ Marketing of the school and community involvement was continued through the year with advertising stalls in the local shopping malls, at Bunnings and with banners on arterial roads.
- ❖ Mayoral Functions – meet the Mayor of Penrith – Primary and Secondary Captains.
- ❖ Interim reporting has continued – giving parents assessment feedback in terms 1 and 3 as well as opportunity to meet with teachers if required.
- ❖ 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 2019.

Grounds and Property

- ❖ The school grounds developed landscaping and painting projects.

2019 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, physical development and social backgrounds. We are delighted to provide the best support we can for those with disabilities in any area and encourage students to pursue and develop individual gifts in the best possible way. High capacity students working beyond the norm in academic, creative and sporting areas are also provided with individual support to the best capacity of the College.

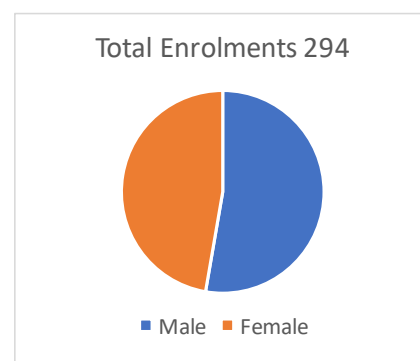
Enrolment in 2019 for Kindergarten to Year 6: 182

Enrolment in Year 7 to Year 12: 112

Total enrolments: 294 (155 male, 139 female)

Primary classes: Kindergarten, Year 1 x 2 classes, Year 2, Year 3, Year 3/4, Year 4, Year 5 and Year 6.

High school: Year 7, Year 8 x 2 classes, Year 9, Year 10, Year 11 and 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-centered education. The College is registered and accredited by NESA.

The full Enrolment Policy is available from the College Website.

2019 STUDENT ATTENDANCE

FORM	Attendance Percentages
Year 01	95
Year 02	94
Year 03	96
Year 04	95
Year 05	95
Year 06	94
Year 07	94
Year 08	92
Year 09	92
Year 10	91
Year 11	91
Year 12	91

Overall attendance percentage for 2019 is 93.3 percent.

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 on the College website.

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.

In 2019 there were 29 teaching staff (18 full time and 11 part time) and 19 non-teaching staff.

STAFF TEACHER ACCREDITATION STATUS

- Provisionally accredited teachers = 1
- Conditionally accredited teachers = 1
- Proficient teachers = 27



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.

2. Professional Development Days

The first day of each term is set aside for Professional Development and is a student free day.

3. Weekly Staff Meetings

Staff meetings are held weekly. Professional learning is often included in these meetings as well as general business.

4. Lessons Observations

These may take the form of Peer Observations or lessons observed by a supervisor.

5. External Courses, Workshops and Conferences.

All staff are encouraged to seek out courses and workshops in order to achieve teacher accreditation Proficiency Level and then maintain their teacher accreditation and improve their knowledge and general practice.

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 2019 and 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 2019	ACHIEVEMENT
1. Strengthen our communication to parents through upgrading our newsletters, website and esp. calendar	<ul style="list-style-type: none"> - CHATT newsletter published 2x per term - Website calendar linked to auto update from edumate
2. A middle level of leadership was developed by appointing Executive Assistants to assist in supervising and mentoring staff. Two Executive Assistants in the Primary School and two in the High School.	<ul style="list-style-type: none"> - 4 Exec assistants implemented and roles developed
3. The Teacher Performance Development Plan was introduced. All teaching staff are now involved in an annual review	<ul style="list-style-type: none"> - PDP template used by all staff
4. Professional Development courses are being held during staff meeting time	<ul style="list-style-type: none"> - See list of PD activities
5. AIS courses for <ul style="list-style-type: none"> • NCCD • EAL/D • Aboriginal and Torres St Islander Education 	<ul style="list-style-type: none"> - staff sent to NCCD courses
6. I.T. Needs <ul style="list-style-type: none"> • Increase the number of laptops and Ipads available to all students from K-12. Possible a distribution of a laptop to all students Yrs. 10-12. Esp. to support 'the coding program' • Provide all staff with upgraded laptops 	<ul style="list-style-type: none"> - 26 refurbished laptops purchased - All year 11/12 students issued laptop
7. Open the school canteen 5 days per week	<ul style="list-style-type: none"> - Canteen opened 5 days
8. Facilities <ul style="list-style-type: none"> • Provide more classroom and more playground space using the new properties acquired • Provide weather proof sails for both Primary quads 	<ul style="list-style-type: none"> - 4 new GLA spaces created - Weather sails implemented in primary quads
9. To expand the Wood Tech lab & Science lab – with support staff to assist in these practical areas	<ul style="list-style-type: none"> - Added release time given to wood tech - New role created for lab prep
10. Provide more training for staff using Edumate – Canvass and Edval programs	<ul style="list-style-type: none"> - Two Edumate training sessions provided
11. Strengthen and expand our Support Dept. – with more time for Head of Primary and more T.A. support for larger classes	<ul style="list-style-type: none"> - Release time increased for Hof primary

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

1. Create coherence through the revision of the TLCC vision and mission by Term 3 2020
 - a. Community engagement group (CCM, PFF, Staff)
 - b. Staff consultation process to develop common language and framework
 - c. Refine morning devotions
2. Improve student achievement by increasing our capacity to differentiate for student abilities and interests
 - a. Create common understanding of differentiation
 - b. Understand how differentiation contributes to NCCD supports
 - c. Increase access to technology enhanced learning & supports
 - d. Develop portfolio of evidence of impact of differentiation in each classroom
3. Improve community wellbeing through stakeholder interventions based on biblical principles
 - a. Students – revise Discipline Policy & Procedure moving to PB4L and Restorative Discipline, build school culture in house system intramurals & rewards, provide more outdoor learning space
 - b. Staff – offer wellbeing programs that nurture spiritual formation (teaching from Christian perspective, fitness, love languages)
 - c. Community – Offer minimum 1 parent information session in Terms 1, 2, and 3 (eg. digital awareness, bullying & peer pressure, support for exceptional children)

TEACHER RETENTION RATE

Data for Staffing Information (Based on 2019 data) (Excludes casual staff)

No. Staff	No. of School Days	Total Days Staff Absences (up to 5 days)	Average Staff Attendance Rate
28	200	183	96.73%
For permanent and temporary classroom teachers and school leaders the average staff attendance rate was 96.73% in 2019			

No. of Permanent Teaching Staff at end of 2018	No. of these staff retained in 2019	% Retention Rate
30	28	93.3%
From the end of 2018 93.3% of staff were retained for the entire 2019 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 2019 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.	29

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 discipline to teach, we discipline to provide a safe environment, and we discipline with encouragement and positive expectations.

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.

A copy of these policies is available from the College office or website. www.thelakescc.nsw.edu.au

STUDENT OUTCOMES 2019

The Lakes Christian College focuses on core literacy and numeracy skills, using programs to develop confident students. We provide additional support for those who do not progress in the core areas. 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 after school play, music tuition and Art and Music afternoons.

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 the National Assessment Program.

The National Assessment Program – Literacy and Numeracy (NAPLAN) is conducted annually for Year 3, 5, 7 and 9 students. We also use 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 strongly encourage every Year 3, 5, 7 and 9 students to participate in the assessments each May. Students achieve across the full range of scores.



STUDENT RETENTION Yr 10-12

	<u>2017 Yr 10</u>	<u>2018 Yr 11</u>	<u>2019 Yr 12</u>
# of students	12	9	6
50% retention of students Yr 10-12			

HSC POST SCHOOL DESTINATIONS

We presented 8 candidates for the 2019 HSC exam.

- 1 student studying Midwifery
- 1 student studying Engineering – WSU
- 1 student studying Engineering – Macquarie University
- 1 student studying Social Work – WSU
- 1 student employed doing carpentry until commencing further Carpentry studies - TAFE
- 3 students gained HSC but undecided about future study or employment, or on a gap year.

THE LAKES CHRISTIAN COLLEGE 2019 NAPLAN RESULTS

The Lakes Christian College had a 100% participation rate for NAPLAN assessments in 2019. We are particularly pleased with our Year 9 results that indicated the highest improvement of any school in our municipal region. Our staff use a variety of teaching and learning methods that raise the bar for all students and closes the gap for those with academic challenges. All our NAPLAN results are available on www.myschool.edu.au

RECORDS OF SCHOOL ACHIEVEMENT – YEAR 10

Course	School Total	A(%)	B(%)	C(%)	D(%)	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

Course	School Total	A(%)	B(%)	C(%)	D(%)	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 uni	1		100			

We presented 8 candidates for the 2019 HSC exam.

SUBJECT	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6
Business Studies		1		2	1	
Community & Family Studies	1		2	3	1	
Design & Technology		1		1	2	
Drama				3		
English Standard		1	6	1		
Investigating Science				2		
Mathematics			2			
Mathematics Standard 2		2		2		
Studies of Religion 1	1		4			
Studies of Religion 2			2	1		
Visual Art				1		

HSC BAND HISTORY OVER TIME COMPARED TO STATE

Course Name	Students	TLCC Mean 2019	STATE Mean	Variation	TLCC 2018
Business Studies 2 unit	3	66.67	72.18	-5.51	--
Community and Family Studies 2 unit	7	66.09	74.03	-7.92	70.6
Design and Technology 2 unit	3	80.67	77.82	2.98	--
Drama 2 unit	3	74.8	78.31	-3.51	56.27
English Standard 2 unit	8	64.73	69.16	-5.23	61.24
Investigating Science 2 unit	2	75.4	68.71	6.69	--
Mathematics Standard 2 2 unit	6	62.2	70.68	-8.58	--
Mathematics 2 unit	2	67.5	78.01	-10.71	68
Studies of Religion I 1 unit	5	28.24	38.24	-10.34	27.42
Studies of Religion II 2 unit	3	66	76.58	-10.58	78.07
Visual Arts 2 unit	1	77.6	80.77	-3.17	82.2

VOCATIONAL TRAINING

In 2019, 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

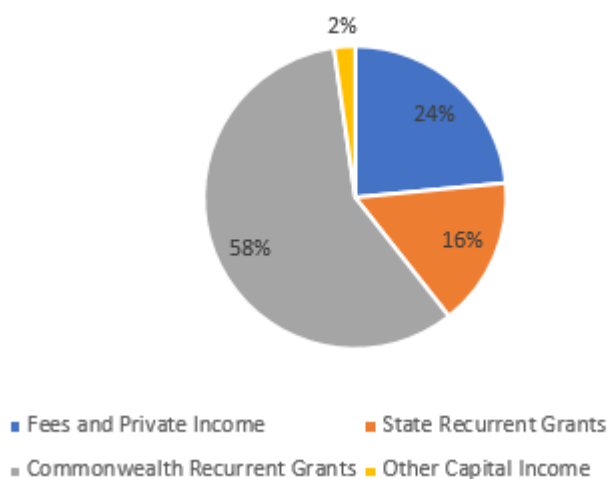
Satisfaction Data: Ensuring a high level of satisfaction among the school community is of utmost importance for the College. The feedback we receive from members of the school community is valued and welcomed. The College sought feedback in relation to the 2019 school year through surveys that parents, staff and students completed and received a high level of satisfaction in all areas.

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 2020.

Regular emailing to parents is a continuing part of the student welfare system – ie – newsletters, extracurricular events, pastoral care matters etc. Also, the school face book page continues to be used to keep parents up to date and informed.

INCOME AND EXPENDITURE 2019

Breakdown of Income



Breakdown of Expenditure

