



2018 Annual Report

North West Christian

Email: nwcs@iinet.net.au

Website: www.northwestchristianschool.com.au

Tel: 03 6437 2705

18 Ling Street, Penguin 7316



Welcome to the 2018 Annual Report of North West Christian School. In addition to reporting on the many facets of the school year, this report also paints a picture of the school's **special character**.

North West Christian School is located on 20 acres, overlooking the sparkling waters of Bass Strait, in beautiful north-west of Tasmania. The school is situated adjacent to the foothills of the Dial Range.

North West Christian School draws students from Wynyard in the west, to Devonport in the east. The majority of students come from the population hubs of Burnie, Ulverstone and Penguin.

The school is a Kindy to Year 10, co-educational facility that has an 'Open' enrolment policy ie: available to students from all faiths (or no faith), cultures and academic abilities.

North West Christian School commenced as Penguin Adventist Primary School in 1975 in the Burnie SDA Church Hall. In 1976 the school re-located to the present site, where two new class rooms had been constructed. Since this time the school has developed to include High School rooms, Learning Support area, an additional Primary classroom, Computer & Library Lab and in 2010, a new Primary Library. During 2013 the old High School Library was transformed into a High School Humanities Room. From 2006 to 2012, Commonwealth Government funding assisted in upgrading the school facilities. We are grateful for the many grants we were able to obtain. During 2012 we saw the completion of an extension to the Industrial Arts Department and the building of a new Bus/Farm Shed. Since then we have been making ourselves comfortable in the buildings we have. But the school's Master Plan has been growing and evolving to include how we utilize our resources and how we manage these resources and future development for the betterment of our community.

VISION STATEMENT

Nurture for today
Learning for tomorrow
Character for eternity

MISSION STATEMENT

Our mission is to
promote a quality Christian education,
that promotes values and positive relationships,
leading to a commitment to Christ,
and service to others.



Principal's Report:

Reflecting forms a major component of each teacher's life. We reflect on each lesson and unit we teach, often leading us to change various aspects of the topic being taught, in readiness for the next year.

Reflecting on this year gives us the same privilege of looking back over the good and the not so good; allowing us to make improvements for the year ahead.

A decision was made in late 2017 to reduce staff numbers. This was based on enrolment numbers and financial responsibility. So, 2018 started with consolidated classes in the primary where we had one less staff member. The new class structure was a Kindy to year 2 class, and a Years 3 to 5 class. The class sizes were still smaller than other primary schools. A part of the restructure was the creation of Middle School. The new Middle School consisted of Year 6 and 7, with future plans to expand Middle School to include Year 8.

There were a number of reasons for the creation of Middle School. Below are three of the more significant reasons:

1. The transition from primary to high school has been seen to be 'big'. So, to help with this part of the transition, we created a Middle School and thus broke one big step into two smaller steps.
2. We wanted to continue the culture that had been fostered and developed in the primary school into the high school. We felt this would be best supported by a 'semi-detached' class that had limited interaction with the high school.
3. Our community believed that we wanted to extend the nurture of the students before becoming independent high-school students.

2017-18 found a move to go digital for marks books, daily workbooks, programming and class rolls. Adventist Schools Australia was encouraging their schools to move in the direction of SEQTA. This required NWCS to appoint a local SEQTA coordinator and to have significant in-servicing. A SEQTA guru was brought in to up-skill the staff. Steve Cowley spent a lot of time looking at the intricacies of the software package. Over time, teachers transitioned to the more digital base.

With the decommissioning of the computer lab, space was created for the setting up of an art room. Art had needed its own home for a few years now. New desks were ordered along with stools, and art classes began in its new home. Steps were taken to build new cupboards and benches with a sink with a water supply. Even with all the planning the new benches weren't able to be installed in 2018. This plan was rolled over to 2019.

Our great Outdoor Education Programme, until 2018, had to hire kayaks and safety equipment. 2018 saw funding available to buy their own equipment. This included the purchase of inflatable kayaks, sit-on kayaks, helmets and floatation devices, and a trailer. This was exciting! Not relying on borrowed equipment gave the programme more versatility, flexibility and longevity of activities.

For quite a while the internet infrastructure needed some TLC. With the transition to NBN looming it was decided to take steps to upgrade and make the transition at the same time. ICT specialist, Ashley Bailey was commissioned to over-see the upgrade process. His first step was to replace all the hardware needed for internet access. Step two was to replace the school's servers and rewire the network. Finally, the school was connected to the NBN. The contractors spent a couple of days digging a trench across the playground, laying cables and connecting us up. After a few hick-ups with off-site connections we were up and going!

This year also saw the primary staff do a stocktake on our class readers. Once that was done and missing readers replaced, new sets of readers were purchased. This brought a much-needed boost to the literacy programme. In the end, approximately \$12,000 was spent on books.



And finally, 2018 saw NWCS undergo the process of reregistration with the Non-Government School Registration Board (NGSRB). Our first meeting with the officers appointed by the NGSRB was July. At this meeting, the officers highlighted a number of points that they felt needed more work. A second appointment was made for October to allow us to address these points. At the appointed time two new officers arrived to spend 2 days with us, looking at documents, exploring policies and timetables, and to chat with staff and members of our parent body. At the end of the two days the officers were glowing in their comments about our schools and told us that we should be proud of the work we have achieved. We have continued, and will continue, working with the NGSRB to make our school the best it can be.

I am grateful to each staff member of North West Christian School for providing the best possible care and opportunities for learning for the students in their classes. The staff recognizes it is a privilege to be able to model Christian ethics and values to the children and to introduce each one to God, their Creator and Friend.

Mr David McNeill
Principal



Professional Engagement

Staff Attendance

A typical school year has 190 days which students are legally required to attend. Of these days, there are five that are student-free to allow teachers to complete reports and to attend the professional development program organized by Adventist Schools Tasmania Ltd and IST. Of these five days only four were utilized, two for professional development and two for report writing.

Teaching staff allocation of sick leave is a maximum of 12 days. These days are to aid in teacher wellbeing. These accrue if not taken. Staff are also granted three days for compassionate leave or carer's leave.

Of the seven full time teaching staff members, all but one utilized sick and personal leave. The amalgamated days taken were equivalent to 33% of available leave. Two teachers also utilized compassionate leave.

Staff Retention:

The year saw the losing of one member of the teaching staff. Due to a drop in student numbers NWCS Board of Directors felt it financially prudent to cut back on teaching staff. Apart from this, there was no other change in teaching staff. Two of our TA's made the decision to move on to other employment and one left because her position became redundant.

We started the year with five full-time and two-part time teachers with two of the full-time teachers caring for the Curriculum and Learning Support. During the year we were blessed with IST's assistance, visiting to help us update our Personal Learning Plans, developing new programs and documentation.

Teacher's Aides fill a vital role at North West Christian School. Three part time positions catered for Kindy and learning support in Literacy and Numeracy. Many children are blessed with this additional assistance.

Teacher participation in professional development:

With the introduction of the Australian Curriculum, teaching staff members were involved in corporate professional development with both Adventist Schools Australia and Independent Schools Tasmania as well as various other providers. Number of hours of PD: 235 hours.

Teachers and Teachers' Aides were also involved in additional training in:

- Australian Curriculum
- Disability Standards for Education
- Senior First Aid
- Safe Places – Child Protection
- Legal Responsibilities
- 'Encounter' Bible Curriculum
- Risk Management
- Moderation
- Outdoor Education
- Asthma Seminar
- IST sponsored literacy, numeracy, financial, legal and Workplace Health & Safety requirements seminars.
- Leadership Conference,
- QAS (Quality Adventist Schools – School improvement)

Volunteers:

We acknowledge the support of time and effort by many volunteers who contribute to the daily running of the school program. This includes assistance in the Technology Department, Primary Classrooms, Reading to students, Canteen, maintenance, Library, gardening and much more.



Teacher Qualifications:

Name of Teacher	Position	Qualifications	Years of Experience
Mr V Joel Ackland	Full time	B Ed – Avondale College (Indust. Tech & Design specialization) Cert IV Outdoor Rec. – Avondale Cert IV Training & Assessment/Fortress Training	13
Mrs Denise Kylie-Anne Bobongie	Full time	Dip. Teach - Avondale College (working towards Graduate Certificate of Early Childhood (UTas)	23
Mr David McNeill	Full time Principal	DipEd & B Ed – Avondale College	38
Mr Wayne Pepper	Full time	Dip Teach, BA, B Ed – Avondale College B Ed - South Australia M Ed, Advanced Dip in Design	36
Miss Jacqui Scott	Full time	B Ed – Avondale College B Ed Primary Honours	8
Mr Daniel Watson	Full Time	B Ed, BA – Avondale College	8
Mrs Cheryl Walsh	Part Time	Accountancy Cert, Avondale College Teaching Cert., Hobart Teachers College	37

Part Time Support Staff as at 1st December:

Mrs A. Kemmerer	Receptionist & Administration - Principal's Assistant	Miss C Bobongie	Cleaner
Mrs W McKay	Receptionist & Administration - Bursar	Pr R Berghan	Chaplain
Mr F L Cox	Bus Driver Groundsman	Pr R Celic	Chaplain
Mrs J Murfett	Bus Driver	Mrs J Sell	Teacher's Aide -Kindy
Mrs C Winchcombe	Cleaner Teacher's Aide	Mrs N Winchcombe	Teacher's Aide Media Relations



Student Progress & Achievements:

The School Program

The educational program at North West Christian School is designed to promote the development of the whole child. The curriculum incorporates a wide range of educational activities to cultivate each of the five facets (spiritual, academic, social, emotional, physical) of development and is soundly grounded on the Tasmanian Australian Curriculum.

Spiritual:

The study of Bible stories and Christian values is an integral part of the student's daily program. The School's Chaplain visits weekly, conducting Chapel programs and spiritual awareness programs, including Bible studies for those requesting further development. Students were involved in local church programs when requested as well as organizing daily worship segments.

Academic:

Excellence in academic achievement is encouraged with priority given to literacy and numeracy skills. Extra classes are allocated for English and Maths in High School at the request of the student. North West Christian School's teacher's aides deliver a comprehensive program to assist students to seek further academic success. This encourages them to develop in a personal manner.

2018 saw the continuance of the use of electronic testing and diagnosis program from ACER. The program enhances our knowledge of students' progressive achievement in Mathematics, Reading, Written Spelling, Punctuation and Grammar. The program can give immediate feedback on the potential of students and their current performance levels. This data proves to be invaluable for both parents and teachers. This data can also help in the setting up of ILPs where they are needed.

Computers are actively used as a learning tool in all classes. 2018 saw the purchase of a number of laptops to add to the bank of computers. This has made this tool more versatile and the learning richer. It was found that the purchase of touchscreen panels enhanced and broadened teacher presentations and created a new level of student engagement.

Music is a regular component of the curriculum involving singing, learning to play instruments, production of performances and displays. With the formation of the NWCStrings ensemble the music program has enhanced the music experience of the school. 2018 also saw the addition of a choir to the music program. Both of these programs has seen enthusiasm for music grow and now a significant number of students are taking lessons in a range of instruments including saxophone, ukulele, piano and violin.

As a part of our partnership with the broader community, NWCS was invited to take part in music masterclasses run by David Sansone from the UTAS conservatorium. Six classes were run over the year at school and other music students from the community were invited to participate. A great time was had by all who joined in. We were also visited by members of the Tasmanian Youth Orchestra. These young people performed for us and shared knowledge and understanding about their individual instruments.

Social & Emotional:

Each child is encouraged to be independent and to value themselves and others. This will assist them to positively integrate into the community in future years. Grade 10 students each year participate in Work Experience. Also Grade 9/10 students, who are seeking a skills-based future, are offered a position in the 'Dream Scheme', where partnerships with local businesses are obtained to assist in further development of the skills of the student.



2018 was a year that North West Christian School high school students were given the opportunity and encouraged to attend the School Camp to Canberra, Sydney and Newcastle. 19 students from Year 6 through to year10 flew out to Sydney airport to meet up with the school bus. From here we travelled to Canberra where we spent 3 days visiting places like Parliament House (both old and new). We left Canberra to spend 2 days in Sydney and from there up to Cooranbong and Avondale College of Advanced Education. We all learnt a lot, had a great time and created lasting memories.

Good Behaviour Days are held at the end of each term. This rewards the positive behaviour displayed throughout the school campus. Over the last few years we have had some fun days at Go-karting and skiing at Lake Barrington.

Each year students are involved in numerous community service projects which broaden their community awareness. These include:

- Tai Po Sam Yuk College - Chinese students hosted by school families
- Central Coast Council Youth Engaged Steering Committee
- MS Read-a-thon & Tasmanian Premier's Reading Challenge
- Earn & Learn Project
- Asian Aid & International Child Care sponsored students
- Operation Christmas Child Shoe Boxes
- National Youth Week
- Musical performances for aged care facilities
- Musical concerts
- Burnie 10 Fun Run and Burnie 321Go participation to name a few.



Physical:

Students participated in swimming lessons, the annual Walk-a-thon, Inter High Surf League, Inter High Swimming Carnival, Fitness Track, School Athletics Carnival, Inter High Athletics Carnival, sailing, Outdoor Education programming (including hiking, kayaking, ropes), morning PE and weekly sports programs.

Students are taught how to care for their bodies and encouraged to adopt a healthy lifestyle involving nutrition, regular exercise and a lifelong commitment to physical activity.



Student Enrolment, Attendance & Retention

Student Enrolment:

The school enrolment at the commencement of school in 2018 was 57.

Student Attendance:

Regular School attendance is taking positive steps forward with the average attendance by each student moving from 87.67% to being 92% of the total school days.

Student Retention & Post-school Destinations:

Students from North West Christian School, at the completion of year 10 either:

- Enrol at Hellyer or Don Colleges to complete Yrs 11/12,
- Enrol at Tas TAFE / PolyTech
- Leave the State of Tasmania or
- Obtain an apprenticeship / job.

Of the 2018 leavers, 100% continued their education at Hellyer College or Don College.

NATIONAL BENCHMARKS – 2017

(National Assessment Program in Literacy & Numeracy (NAPLAN) testing scores show how a school or an individual student is performing on a given day according to national benchmarks in Reading, Writing, Spelling, Grammar & Punctuation and Mathematics)

Year 3 & 5 Test Results

2015 TEST	Year 3	Year 5
	% of students achieving within the range of achievement for the middle 60% or above of Yr 3 students in Australia	% of students achieving within the range of achievement for the middle 60% or above of Yr 5 students in Australia
Reading	66%	66%
Maths	100%	66%
Writing	66%	66%



Year 7 & 9 Test Results

2013 TEST	Year 7	Year 9
	% of students achieving within the range of achievement for the middle 60% or above of Yr 7 students in Australia	% of students achieving within the range of achievement for the middle 60% or above of Yr 9 students in Australia
Reading	66%	75%
Maths	66%	75%
Writing	66%	100%

Results from National Testing:

A number of parents withdrew their students from the testing due the potential stress their children may experience. The Naplan results may seem a little skewed and the reason for this could be the small cohorts that we had sitting for testing this year. Administration and teaching staff have evaluated the above statistics and have established a number of strategies to assist the students who are below the National Benchmark. Some students have enrolled at North West Christian School in years 1 to 10 as a result of academic difficulties in their previous education experience.

Strategies established have been:

- Foundation English classes in Years 7/8 and 9/10
- Foundation Maths classes in Years 7/8 and 9/10
- Individual Educational Plans established for students
- Speech and hearing testing
- Tutoring out of school hours.

Positive Achievements:

We want to **congratulate** the students who exceeded way and beyond the average in each test. This year:

Seven (7) of the thirteen (13) students tested, achieved above the national average in one or more of the areas (Reading, Writing, Spelling, Grammar & Numeracy).



School Community Feedback & New Initiatives:

Stakeholder's satisfaction

During 2018 an annual survey was sent to school stakeholders as part of the Australia-wide survey collated by Adventist Schools Australia. Further Parent Information Surveys were carried out in 2015. The surveys netted usable responses.

The respondents commented on eight aspects of the school's operation:

- Special Character
- Quality Education
- Teacher Quality
- School Governance
- Health & Fitness
- Serving others / mission of the system
- Chaplaincy
- Views of System Administrators/Other personnel and bodies
- School Relationships.

The respective stakeholder responses demonstrate that:

- The special character of Adventist education is clearly evident in our school
- Curriculum delivery in our school clearly reflects the special character
- Curriculum development has been high on the Staff Meeting agendas
- Our school provides quality educational opportunities for students
- Governance structures are appropriate
- Quality teachers are available for employment at our school
- Leaders are positive with the school's progress within its academic courses and infrastructure
- Students are responding to new initiatives put in place through advice and suggestions from previous surveys

As a part of NWCS's commitment to school improvement, each year students and parents will be invited to participate in a voluntary survey, which helps in developing strategies as we work through the self-examining Quality Adventist Schools – School Improvement Framework.

Value Added



Front gate signage



Continued and New Incentives:

1. Community Service Projects: The students of North West Christian school have been supporting an Indian student through Asian Aid. This is funded by the annual walk-a-thon organized towards the end of the year. Each walk raises enough money to pay for the year's subscriptions and to buy a small gift for Surya whom we have been sponsoring for a while now.
2. Morning PE: This initiative continues with Kindy to Year 10 students exercising for 15 minutes, 4 days per week. Morning fruit breaks are made possible with the assistance of the families and staff.
3. Outdoor Education: This class was expanded in 2018 to include Grades 6 through to 10 students. Students participated in the activities such as kayaking, abseiling, rock climbing, and orienteering. This year we were able to purchase our own kayaking equipment which allowed us the opportunity to run a more thorough and prolonged program.
4. Central Coast Council Youth Engaged Steering Committee involvement has continued this year. This program for young leaders builds confidence in its participants to lead meetings and discussions.
5. NWCStrings began performing in public this year. They performed at Eisteddfods both in Burnie and Devonport and equipped themselves well. They also performed at an aged day care facility along with the choir and individual students. The Presentation night and concert nights were enhanced by the strings group performing. These performances gave the program a focus and purpose for their practice time together. 2018 also saw the formation of the NWCS Choir who also took part in a few performances as they were able.
6. This year we also saw the development of a relationship with Tasmania Police. The police have a Community liaison Officer that deals with a number of things including programs about bullying and cyberbullying. Senior Constable Dellar visited us to talk with the whole school about bullying with a focus on cyberbullying. This meeting was quite enlightening to many. As a staff, we are planning to broaden this program to include parent sessions next year.

