



**KERANG**  
Christian College



Annual Report  
**2020**





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In producing the 2020 Annual Report, information has been gathered from a diverse range of sources, including various College databases, internal and external reports and the College Strategic Plan.

#### **Feedback and Interpretation Requests**

Kerang Christian College values your feedback on our Annual Report. Please provide any feedback, interpreter requests or suggestions to the Business Manager at the undernoted address.

#### **Public Availability**

Copies of this report are available on the College website and on the Victorian State Register which is managed by the VRQA. Please contact the College office if you would like to request a hard copy.

#### **Published by**

Kerang Christian College  
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#### **Photography and Articles**

A big thank you to everyone who collaborated to create this edition of the Kerang Christian College Annual Report.

# 2020 At A Glance

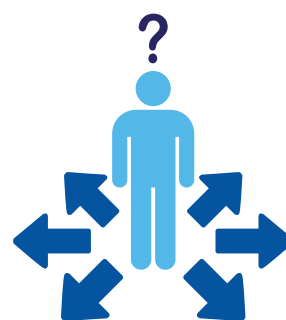
**2011**  
Year the College  
Commenced  
Secondary  
Education



**37**  
Years in  
Operation



**50+**  
Elective and  
Specialist Classes  
During the Past 5  
years



**8**  
Students Graduated  
from our College  
in 2020



Camps, Excursions  
and Incursions were  
greatly impacted  
by COVID-19  
restrictions



**21**  
VCE Subjects  
Offered



**126**  
Students in 2020  
Including 72 Secondary  
Students





# Our Vision

Kerang Christian College aims to provide a solid foundation of academic excellence and spiritual growth towards authentic Christian living.

# Our Mission

The school aims to see the following achieved:

- An integration of Christian faith and character in students.
- Excellence in Christian education from a Biblical Christian worldview.
- A Christian education community where every person is valued and nurtured in their faith and healthy relationships are promoted.
- Enhanced partnerships between parents, students and staff, strengthening the teaching and learning process.
- The provision of high quality facilities and resources.
- The effective stewardship of assets, both human and physical.
- Students equipped for service and citizenship as an expression of their Christian faith.
- Students achieving personal excellence in academic, social, physical, cultural and spiritual outcomes.
- A culture of continuous improvement, professional development and pastoral support among staff and the school community.
- Effective communication with parents and the wider community.
- Provision of a safe environment.

More information can be found on our College website: [www.kccs.vic.edu.au](http://www.kccs.vic.edu.au)



# Our Motto – Integrity, Faith, Family

## Integrity

Proverbs 22:6 (KJV) states, “Train up a child in the way he should go: and when he is old, he will not depart from it.” We aim to teach and guide our students to act with integrity, to be an honest person, one who knows right from wrong and who has the inner strength to stand for that which is right, good or just.

## Faith

We aim to nurture the growth and development of the whole person – intellectually, physically, emotionally, spiritually and socially. We believe that this growth should be firmly based on the student’s growing personal relationship with God and other people.

## Family

We work in close partnership with our parents and value the role of family and acknowledge parents as the primary educators of their children. We aim to promote a family inclusive environment that acknowledges and celebrates the diversity of our students and their unique gifts and talents. We recognise that we are all members of God’s family and are called to “Love one another”.

# Our Philosophy

We see our role as forming partnerships with parents to educate their children. The Bible clearly teaches that children should be brought up to base their lives on the commandments of God. Deuteronomy 6:5-7 records the greatest of all commandments: “You shall love the Lord your God with all your heart, with all your soul and with all your might”.

Within a Christian context, we aim to nurture the growth and development of the whole person – intellectually, physically, emotionally, spiritually and socially. We believe that this growth should be firmly based on the student’s growing personal relationship with God and other people.

We believe growth should be nurtured in a supportive environment that has clear boundaries within mutual respect and a healthy working relationship between parents, teachers and students. Respect involves treating other people as you would like to be treated yourself, and a discipline program which aims for restoration of relationships. We are committed to embedding a culture of child safety. We have a zero tolerance of child abuse in our school.

Students at Kerang Christian College are challenged to become active participants in their own educational journey. Our students are encouraged to develop a love of learning and to embrace challenges as growth opportunities.

It is our prayer and desire that every student will have a positive experience at school. A positive experience involves students developing healthy relationships, achieving their personal best, maintaining physical and emotional wellbeing and developing a greater understanding of Christian faith and character.



# Principal's Report for 2020

I am once again extremely thankful for the opportunity to lead as Principal at Kerang Christian College and for the ongoing prayer support of the College community. We rely so much on the prayer support of many people in our community and continue to be blessed to have quality, dedicated staff at the College. I would like to thank our teachers who have worked hard to help our students in their learning and beyond. I would also like to thank the leadership team of Business Manager Mrs Kirstie Ford (and Mrs Gayle Smith whilst Mrs Ford was on maternity leave), Head of Secondary and VCE Coordinator Mrs Michelle Café, and Head of Primary Ms Bronwyne Van Leeuwen for their dedicated and committed work over the last year. Their work is indispensable in keeping the College running smoothly. I would also like to acknowledge and thank Mrs Leanne Pryor, our office manager and PA to Principal, for her incredible efforts throughout this year. Finally, I wish to extend my gratitude to our College Board in helping to set and maintain the strategic direction and policies of our College. Our Board members, led by Board Chair Mrs Pennie Gill, have worked sacrificially whilst using their talents and skills in service to our College.

As a College staff, we continue to meet every day for praise, prayer, and devotions as we commit the school, its staff, and our students to God's care and leading. Staff are conscious that it is only as we are guided and sustained by God's Holy Spirit that we can be effective teachers and positive role models for living authentic Christian lives among the students in our care.

2020 had many highlights and achievements in so many areas that were unfortunately overshadowed in many areas by the COVID-19 pandemic which has had a significant impact on our school.

The delivery of educational pedagogy delivery in 2020 was modified significantly as a result of the stay-at-home orders for our students and their families due to the pandemic. The school term was ended prematurely by the State Government on the 24th March, and for the final three days of Term 1 2020, only the children of essential service workers were allowed onsite.

Term 1 school holidays lasted until 14th April, and Term 2 commenced with students learning remotely except for children of essential service workers. This continued until a staggered return of students from 21st May, and by 27th May, all students returned on site until the end of Term 2. Term 3 commenced as normal until yet another remote learning period commenced from 5th August and lasted through the Term 3 school holidays.

Yet again, there was a staggered return of students through to the 14th October when all students were again learning on site.

Students from Years 3 to 12 learned remotely using our SEQTA

Portal and MyEd Online as the mode of delivery while Prep to Year 2 students worked through packs prepared by teachers and education support staff.

## There were many changes to the normal program this year due to the COVID-19 Pandemic.

- Our camping program was suspended across all year levels due to COVID-19 as was our Presentation Evening at the end of 2020.
- Sporting programs were also suspended for 2020 apart from the Swimming Carnival held in early 2020.
- The Year 7 Information Evening in Term 1 was cancelled, and families were given access to a videoclip of Year 7 pertinent Information.
- The Prep Taste and See and Step into Prep programs were conducted without parents onsite.
- The Year 12 GAT and Exams were postponed until later in the year.
- The NAPLAN testing program was cancelled for 2020.
- The Term 3 Parent/Teacher interviews were conducted via phone.
- The VCE Valedictory Dinner was postponed and heavily modified with reduced numbers allowed.
- The College Board Meetings were conducted via ZOOM.
- A number of staff worked from home during the remote learning periods for students.
- The Year 12 VCE subjects were reduced in scope to cater for the impact of the pandemic.
- The College had to produce a COVID Safe Plan. Increased cleaning of the College was implemented along with mask wearing and disinfection procedures for all on site.
- Bubbler taps were modified to water bottle fill taps and students were all required to bring a water bottle to school.
- Most excursions were cancelled.

**Accounting** – Xero, our accounting system which was implemented first in 2019, came to a degree of fruition in streamlining tasks and saving administration staff time.

**Community** – We were very limited in our community involvement this year due to the impact of the restrictions.

**Child Safety** – The College continues to prioritise Child Safety. At the start of the year, all staff were required to renew their understanding of what it means to be a Child Safe School



through passing an online training module. Staff also undertook responding to the COVID-19 Pandemic by completing a training module as well as ongoing training pertaining to strategies which will assist students with special educational needs. The College Board members also undertook several training sessions amongst which were Child Safe Training.

**Federal and Other Grants** – Due to our successful funding application of \$1.3 million for a Science, Technology, and Canteen building through the Victorian Block Grant authority, we went to tender for the delivery of this building project. This was awarded to Brendon Steel Building who commenced building in late October 2020. At the commencement of the Christmas break, the building had the concrete slab down and the frame up.

The College also investigated the commencement of applying for funding for additional stages of the 2015-2025 Master Plan which involves the construction of an administration building and refurbishment of our primary building.

We also were successful in gaining a grant from the Foundation for Rural & Regional Renewal (FRRR) for \$7,360 to take all primary students to the Melbourne Zoo. Unfortunately, due to COVID-19, this planned excursion was deferred until 2021.

We applied for Drought Relief Special Circumstances Funding from the Australian Government and were granted \$42,000. The College Board decided to use the funds to forgive debts for the farming community children where families had been adversely affected by the drought.

Finally, the College received \$2,000 from the Local Schools Community Fund that allowed us to purchase an all-weather table tennis table and some outdoor seating. Dr Anne Webster MP Member for Mallee visited our College to announce this grant in February. She also presented the College with three new flags: the Australian flag, the Aboriginal Flag, and the Torres Strait Islander flag. Photos were taken which appeared in the Gannawarra Times.

**ICT** – We were able to purchase another 20 laptop computers for the primary school in October 2020 to supplement the technology available to students.

**NCCDSD (Nationally Consistent Collect Data of Students with Disabilities)** – The Government Census annually collects data about our students with disabilities so that it may better understand and financially support students who need help. We successfully passed an audit on this data which ensured that we accurately reported the levels of needs of our students with disabilities.

**Policies** – In 2020, the College Board and staff were able to update or review key policies.

- Emergency Management Plan
- Child Protection Policy
- Curriculum Review Policy
- Bushfire Preparedness Policy
- Anaphylaxis Management Policy
- Uniform Policy
- Occupational Health and Safety Policy
- COVID Safe Policy – Its creation and implementation
- ICT Internet and Acceptable Use Policy for Students and Staff
- Grievance Policy
- Duty of Care Policy
- Staff Dress Code Policy
- Working with Children Check Policy
- Volunteer Policy
- Students Travel in Staff Cars Policy
- Reimbursement Policy
- Camps and Excursions Policy
- External Use of School Facilities Policy

Additionally, the College developed a COVIDSafe Plan, COVID-19 Outbreak Response Plan, and a Disclosure Protection “Whistle-blower” Policy.

**SEQTA** – Our Learning Management System is a suite of software used by teachers, parents, and staff at Kerang Christian College to manage marks, timetables, and student data. This software was initially rolled out in 2018, and we continue to increase our staff, parent, and student access to online learning and engagement. In 2020, we released the SEQTA MYED online component which allowed for the smoother transition to remote learning for our students from Year 3 upwards. We will continue to enhance this functionality as staff continue their training.

**Student Achievement** – We continued to celebrate student achievement throughout the year, and although our Presentation Evening was cancelled due to the restrictions being in place, we were able to produce a booklet which was sent to families at the end of the 2020 school year.

Our entire College community – students, parents and guardians, extended families, and staff—showed tremendous resilience as we navigated through a once-in-a-century event impacting not only our community but the entire world.

**Wayne Barker**  
Principal/ CEO – Kerang Christian College

# Chairperson's Report

Once again, it is exciting to present the Annual Report for Kerang Christian College. We are constantly reminded of God's goodness and provision at the College.

Colossians 3:17 reads, "And whatever you do, in word or deed, do everything in the name of the Lord Jesus, giving thanks to God the Father through Him."

2020 was certainly a unique year! The College had a full year of learning even through lock downs and restrictions.

The College Board met regularly, mostly via Zoom, which we found to be an effective way to communicate in difficult times.

A huge thank you to Wayne Barker, Principal, and to the leadership team, Michelle Café and Bronwyne Van Leeuwen, for all they did to steady the ship through uncharted waters, with remote learning, and an adjusted calendar in 2020.

Also, I would like to thank the staff for their dedication through such a trying year in education. The staff at the College are to be commended for the wonderful efforts they made to continue to strive for excellence in every area at the College.

Our students, parents, and entire college community have been an inspiration to the Board with their ongoing prayers and support through what was a challenging 12 months.

I would like to thank my fellow board members – Tim Nitschke, Peter Boal, John Van Groningen, Sarah Thorne, as well as Kirstie Ford - Board Secretary, and Gayle Smith - Board Treasurer. I also express gratitude to Leanne Pryor for filling in when Kirstie was on leave. It is such a privilege to work with this amazing group of Christians.

The College Board worked through an extensive list of policy review during 2020, ever mindful of our governance role. Each of our monthly meetings also included a segment about Child Safety. The Board members worked through 10 units of Child Safe modules during 2020 to keep current with government guidelines.

The College Board continually reviews the need for infrastructure upgrades, and the building project was of high priority as the Board continues to follow through the points of the 2015-2025 Master Plan. We were blessed with funding from VISBGA to construct our Design & Technology Makerspace, Canteen, and undercover seating area. This will be an exciting addition to the campus.

As a Board, we wait expectantly for what God reveals at His College in 2021 and beyond. In a time of constant change, Our Father is the one true unchanging foundation. The College Board would like to thank the School Company for your support, prayers, and encouragement.

Psalm 33:4 says, "For the word of the Lord is upright, and all His work is done in faithfulness."

Yours in Christ,

**Pennie Gill**

**Chair – Kerang Christian College Board**

## College Board

**Wayne Barker** – CEO / Principal | **Pennie Gill** – Chair | **Kirstie Ford** – Secretary | **Gayle Smith** – Treasurer

**Peter Boal** | **Tim Nitschke** | **Sarah Thorne** | **John Van Groningen**

# Background Information

Kerang Christian College is a non-denominational, coeducational, Christian College that commenced in 1983. It was relocated to its current location of 98 Wyndham Street in 1995.

In 2010 the name of the school was changed from Kerang Christian Community School to Kerang Christian College, and the school board and school community committed to expand the college into a prep to year 12 school. The first Year 7 students commenced the following year.

During 2016, the College participated in an innovative video conference partnership with other Christian Schools in our region. This provided the College with greater flexibility to best meet the individual needs of each student undertaking the VCE.

The College aims to challenge each student to achieve their best, while providing students with an opportunity to study a broad range of subjects. The College curriculum, while developed to meet the requirements of the Australian Curriculum Framework and government requirements, provides students with a great opportunity to study subjects across a wide range of learning areas. The College has developed the school curriculum to place a significant emphasis on Literacy and Numeracy.

Primary School students enjoy studying a range of specialist classes including Health and Physical Education, ICT, LOTE (Auslan), Performing Arts and Visual Art.

Some of the elective and specialist classes that have been offered to Students in the Secondary School include: Food on a Budget, Money 101, Micro Business, Band, Life Skills, Cycle Up and more! The College is pleased to be able to offer a broad range of VCE studies to our Senior School students. Students are studying a wide range of VCE subjects, including: Accounting, Biology, Business Management, Chemistry, Computing, English, Health and Human Development, Legal Studies, General Mathematics, Mathematical Methods, Physical Education, Physics, Psychology and Systems Engineering.

Students are encouraged to participate in a wide variety of extra-curricular activities. Many of these activities have a community focus, but are also in place to make learning authentic. Students have an opportunity to participate in camps, excursions, sporting events, musicals, competitions, incursions, chapels, assemblies and much more.

Our beautiful school grounds include a mixture of original buildings and modern facilities such as our Visual Arts Wing, landscaped, eco-friendly gardens as well as specialist classrooms in the Secondary School. Our modern learning environments provide our students with a flexible learning space to learn in ways that best meet their needs.

In December 2019, the College received approval from the Commonwealth Government to commence construction on a new Design & Technology Centre as well as a canteen with an outdoor seating area. Construction commenced in 2020, and the new facilities should be ready for use in Term 2, 2021.

Kerang Christian College is a member of Christian Schools Australia, a National body with member schools in all states.

It is our prayer and desire that every student will have a positive experience at school. A positive experience involves students developing healthy relationships, achieving their personal best, maintaining physical and emotional well-being, and developing a greater understanding of Christian faith and character.





# 2020 Year in Review

## January

- Over January, the College remained closed while students and staff enjoyed Summer holidays.
- Staff returned for Professional Development and to get ready for the 2020 school year.

## February

- The Primary School students enjoyed swimming lessons at the Kerang Swimming Pool.
- Students participated in the annual House Swimming Carnival at the Kerang Swimming Pool with Baker house winning.
- Student Leaders were elected.
- Dr Anne Webster MP Member for Mallee visited the College to present new flags for our school.

## March

- VCE Physics Class had an excursion to Luna Park in Melbourne.
- Primary School students participated in a Hockey Victoria clinic at the school.
- School Holidays commenced early in Victoria due to COVID-19 Government Guidelines. Students of essential workers were onsite.
- Year 7 Camp, CSEN swimming competition, Cybersecurity Parent Sessions, and Pink Stumps Day were all cancelled or postponed due to COVID-19 restrictions.



## April

- School Holidays and Easter were spent with COVID-19 restrictions in place.
- Term 2 commenced with remote learning. Students in Prep – Year 2 were provided with work packs to complete. Students in Year 3 – Year 12 completed work online through SEQTA Learn.
- Our School Captains ran a Colouring Competition for students to remember Anzac Day.
- Year 9 Camp, the Whole School Cross Country, and the Year 12 Information and Encouragement Night were postponed or cancelled due to COVID-19 restrictions.

## May

- CSEN Netball, Prep Taste and See, Year 8 Camp, Primary Zone Cross Country, School Photos, Year 7 Information Evening, and our College Open Day were postponed or cancelled due to COVID-19 restrictions.
- Towards the end of May, students returned to school onsite.
- The College AGM was held via Zoom with voting done electronically.

## June

- Year 7 - 11 Exams, the Regional Cross Country, Year 10 Work Experience, and the GAT were postponed or cancelled due to COVID-19 restrictions.
- Prep to Year 12 students and staff participated in Crazy Hair Day with money raised going to Cystic Fibrosis Victoria.





## July

- Pre-School Students attended a Prep Taste and See morning. Parents were unable to attend due to COVID-19 restrictions.
- Students attended a Year 7 Transition Day at the College in preparation for 2021.
- Year 9 Camp was once again cancelled due to ongoing COVID-19 restrictions.

## August

- Remote learning commenced once again from the first week of August for the remainder of Term 3.
- Parent Teacher Interviews were conducted via phone calls due to COVID-19 restrictions.
- Whole School Athletics, the Book Parade, Year 10 Camp, and CSEN Basketball were all cancelled due to COVID-19 restrictions.

## September

- Remote learning continued.
- The Rotary Annual Spelling Competition, Athletics Zone Trials, and CSEN Athletics were cancelled due to COVID-19 restrictions.
- Students were encouraged to participate in Footy Colours Day, wear their footy colours, and have a kick of the footy in their back yard at home on the last day of Term 3. Students who were onsite also wore their footy colours for the day.





## October

- Term 4 commenced.
- Students returned to school for onsite learning.
- All students who enrolled in VCE subjects completed the GAT.
- Primary School students participated in the Gannawarra VicHealth Walk to School Program.
- Students participated in Step into Prep as part of the transition program at the College.
- Year 7 Orientation, Year 12 Celebration Day and Valedictory Dinner, Year 7 Camp, and the Year 5/6 Excursion to Canberra were postponed or cancelled due to COVID-19 restrictions.

## November

- VCE Students sat their examinations.
- Prep Orientation Day was held as part of the transition program for students commencing in 2021.
- Unit 2 Examinations were held.
- Year 10 Assessment Week was held.
- VCE Orientation ran for one week.
- Year 3/4 Camp and Presentation Evening were cancelled due to COVID-19 restrictions.
- Awards were presented individually to students or posted home.

## December

- Year 7-9 Assessments were held.
- Year 12 Graduation was held with Staff and Parents.
- Year 6 Graduation was held with Staff and Parents.
- Summer House Games were held onsite for students.
- End of Year Reports were sent home.



## Student Leadership

Our student leaders for 2020:



Blake Van der Drift  
School Captain



Victoria Farrant  
School Captain



Samuel Nitschke  
Sports Captain



Shaun Davey  
2020 Dux

## Dux

Congratulations to our Dux for 2020:

## Student Progress and Achievements

### Student Performance

Kerang Christian College uses a variety of assessment strategies to guide curriculum and instruction. These include teacher observation, projects, presentations, formative and summative assessment and various standardised tests. The College also participates in the National Assessment Program – Literacy and Numeracy (NAPLAN).

The combination of all this data is used to determine individual learning needs. Information on student progress is communicated on a regular basis and opportunities exist for external assessment results to be discussed with parents on an individual basis annually.

### My School

The My School website enables you to search the profiles of schools throughout Australia. My School is an Australian Curriculum, Assessment and Reporting Authority (ACARA) information service. ACARA is an independent authority with functions including the publishing of nationally comparable data on all Australian schools.

The performance of schools on NAPLAN tests is greatly affected by a range of student intake and school location characteristics. When comparing schools, it is important to compare like with like. The My School website allows and encourages comparisons with schools that are statistically similar in terms of a range of factors known to affect test performance. Parents may access the College's profile by going to [www.myschool.edu.au](http://www.myschool.edu.au).

### NAPLAN Comparisons

NAPLAN test results are a point in time view of the literacy and numeracy skills of individual students. NAPLAN data is used with a wide variety of other data sources in order to develop an education program that best addresses the needs of each student.

A number of the year levels at Kerang Christian College are small. Using this data to compare Kerang Christian College with schools with larger cohorts raises some validity questions. A smaller than normal cohort means that the percentage results are effected significantly by the result of one student.

A change in the population of a cohort of students will radically affect any tracking of progress over time. It is important to keep this in mind particularly when tracking the results from Year 5 into Year 7 over a two-year period.

### Standards

For NAPLAN results, a 'National Minimum Standard' is defined and located on the assessment scale for each year level. Band 2 is the minimum standard for Year 3, Band 4 is the minimum standard for Year 5, Band 5 is the minimum standard for Year 7 and Band 6 is the minimum standard for Year 9. These standards represent increasingly challenging skills and require increasingly higher scores on the NAPLAN scale.

# National Assessment Program

The table below indicates the performance of Kerang Christian College students against the National Minimum Standards for Literacy and Numeracy. It also indicates the percentage of students in Years 3, 5, 7 and 9 who have reached or exceeded the National Minimum Standards. The school supports students who have not reached the National Minimum Standards. Students who are below the mean, but not below the Minimum Standards, are also offered extra support.

NAPLAN for 2020 did not proceed due to COVID-19 restrictions.

## Numeracy

	2017	2018	2019	2020
Year 3	100%	100%	100%	N/A
Year 5	100%	100%	80%	N/A
Year 7	88%	100%	92%	N/A
Year 9	100%	100%	89%	N/A

## Grammar & Punctuation

	2017	2018	2019	2020
Year 3	100%	100%	100%	N/A
Year 5	100%	90%	40%	N/A
Year 7	88%	100%	83%	N/A
Year 9	100%	89%	67%	N/A

## Reading

	2017	2018	2019	2020
Year 3	100%	88%	60%	N/A
Year 5	100%	100%	80%	N/A
Year 7	100%	100%	92%	N/A
Year 9	100%	100%	78%	N/A

## Writing

	2017	2018	2019	2020
Year 3	100%	100%	100%	N/A
Year 5	100%	90%	80%	N/A
Year 7	100%	100%	75%	N/A
Year 9	80%	89%	63%	N/A

## Spelling

	2017	2018	2019	2020
Year 3	100%	88%	80%	N/A
Year 5	100%	90%	80%	N/A
Year 7	100%	100%	92%	N/A
Year 9	90%	78%	67%	N/A

Note: Two of the 2019 cohorts had small class sizes. Some small class sizes can affect percentages.





# Community Feedback

An online survey was offered to parents of the College assessing their overall opinions for 2020. There were 32 respondents from the parent/guardian body.

There was a 5-point scale used to assess each of the assessment items, 5 being “strongly agree” with the statement made and 1 “strongly disagree” with the statement being made.

For the question “Does the college expect a child to do its best?” the weighted average response was 4.36. Of the responses, 100% either strongly agreed or agreed to the question. To the question “Do the teachers provide a student with useful feedback?” the weighted average was 4.08. To the question “Do the teachers treat the students fairly?” the weighted average was 4.08. Parents were asked whether the college was well maintained, and the weighted average response was 4.56, suggesting parents were on average strongly agreeing with this proposition. Parents were asked whether their child felt safe at school with the weighted average response at 4.44.

To the question “I can talk to the teacher about my concerns,” the weighted average response for this proposition was 4.44, down slightly from 4.50 in 2019.

A few areas for follow up are behaviour management, motivation for learning, and evidence of progress made by students. The weighted average for the statement, “Student behaviour is well managed at this school” was 3.76, down from 4.09 in 2019. To the statement “Teachers motivate my student to learn,” the weighted average response was 4.20, down from 4.38 in 2019. To the proposition “My child is making good progress at this school,” the weighted average was 4.16, down from 4.34 in 2019. Another area of growth that the College will focus on is that for the statement “This school works with me to support my child’s learning,” the weighted average was 4.19 in 2020 as opposed to 4.50 in 2019.

Another area of positive growth was in response to the statement “My child’s learning needs are being met at the College,” the weighted average was 4.20 compared to 4.19 in 2019.

The overall survey responses were generally positive in terms of attitude towards the College and the quality of education being provided. The Board appreciates the involvement and prayer support of our College families. Due to the COVID-19 pandemic, 2020 was a challenging year for all members of the College community. While teachers and students found new ways to engage in online and remote learning, a new level of involvement was required from parents and guardians, often at short notice due to government regulations. The College leadership values feedback from parents and guardians and continues to seek strategies for improvement.

Image: 2020 Year 12 Graduation Students and Staff



# Senior Secondary Outcomes

Kerang Christian College has been committed to expanding towards offering Senior School studies for over ten years. The College has recruited staff with VCE teaching and leadership experience to be able to offer VCE studies. Furthermore, the College has developed modern facilities designed to engage students and best meet the needs of 21st century learners.

## School Programs

Number of VCE 3&4 Units with enrolments

Number of VCE VET certificates with enrolments

## 2020 Senior Secondary Outcomes

VCE Median Study Score	25
VCE Completion Rate	100%
VET Completion Rate	N/A
VCAL Completion Rate	N/A

## 2020 Post-School Destinations

Tertiary Study	25%
TAFE / VET	38%
Apprenticeship / Training	13%
Deferred Tertiary Study	12%
Employment	0%
Unknown	12%

## Apparent Retention Rates

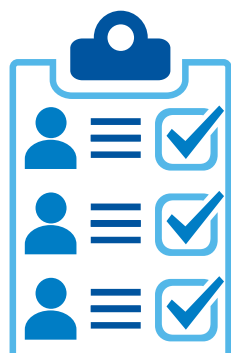
- The Apparent Retention Rate (ARR) for Kerang Christian College is 89%.
- In 2015 the enrolment in Year 7 was 9 students.
- 8 students out of 10 from the Year 10 class of 2018 completed Year 12 at Kerang Christian College in 2020.
- 8 students in total graduated from Year 12 at Kerang Christian College in 2020.



# Student Attendance

Student attendance during COVID-19 remote learning was marked once daily. Year 3 – Year 12 students were expected to sign in with their home group teacher each morning. Parents/Guardians of Prep – Year 2 students emailed the College at the commencement of each day to advise commencement of remote learning for the day.

## Student Attendance



	2019	2020
Prep	90%	95%
Year 1	92%	96%
Year 2	95%	93%
Year 3	89%	94%
Year 4	91%	94%
Year 5	95%	91%
Year 6	94%	91%

	2019	2020
Year 7	94%	98%
Year 8	93%	88%
Year 9	93%	96%
Year 10	91%	94%
Year 11	95%	97%
Year 12	89%	97%
Overall	92%	94%

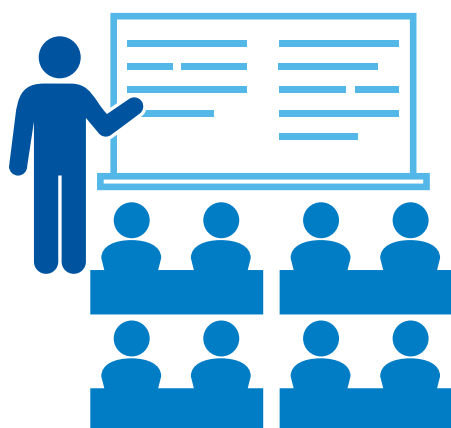
# Teaching Staff

## Our Teachers

At Kerang Christian College, we believe that our teachers are one of our greatest assets. We are very proud of our staff and recognise that they work tirelessly to produce outstanding outcomes for their students. The teaching staff at Kerang Christian College is a dedicated team of passionate teachers. The Professional Learning attended by staff was part of the School's Professional Learning Plan which aims to provide staff with the opportunities to strengthen their academic knowledge and teaching skills whilst at the same time encouraging participation in broader areas of interest. Teachers have completed a wide variety of professional learning and development activities with a focus on the Australian Curriculum, curriculum writing, use of standardised testing data, the integration of technology, classroom behaviour management and the overall wellbeing of students. The staff at Kerang Christian College are committed to implementing the aims of the College and is a team of committed teachers.

## Qualifications

Kerang Christian College is committed to securing and keeping qualified and experienced staff who assist in the development of the culture of the College. Every Kerang Christian College staff member must comply with the College's Child Safety Policy and must have completed a satisfactory Police Check, holds a current Working with Children Check card or Victorian Institute of Teachers Registration (which includes a police check).



## Teaching Staff Qualifications

Carolyn Anderson	BAGSc, GradDipEd (Secondary), GradDip (Religious Education)
Wayne Barker	BA (Sci), GradDip (Teaching), GradDip (Computing)
Michelle Café	BBus (Accounting), GradDipEd
Samantha Cordingley	BEEd (Secondary Science), MTESOL, DipCouns
Patrick Featonby	BAppSc, GradDip Ed
Steven Ford	BSc (EleEd)
Rachel Lowe	BEEd (Primary), Cert Christian Education
Jennifer Moore	BEEd (Primary), TPTC (Trained Primary Teacher Certificate)
Brooke Nitschke	BEEd (Mus/Eng), DipMus
Nathanael Ottosson	BTch, BA (Humanities, History)
Genna Parker	BA (Eng), GradDipSecEd (English, History)
Karen Rothacker	BEEd (Secondary)
Konrad Slack	BCom (Accounting and Information Systems Management), BEEd (Primary), GradDip (Divinity), Cert 3 Office Administration
Patricia Stratton	BEEd (Primary)
Bronwyne Van Leeuwen	MEd, BEEd (Primary), BArts, GradCert (History)
Jennifer Vellacott	BEEd (Primary), Cert 3 Ed Support

## Workforce Composition

Teaching Staff FTE	13.7
Non-Teaching Staff FTE	6.3
Full Time	15
Part Time	11
Aboriginal or Torres Strait Islander Staff	0
Male Staff	6
Female Staff	20



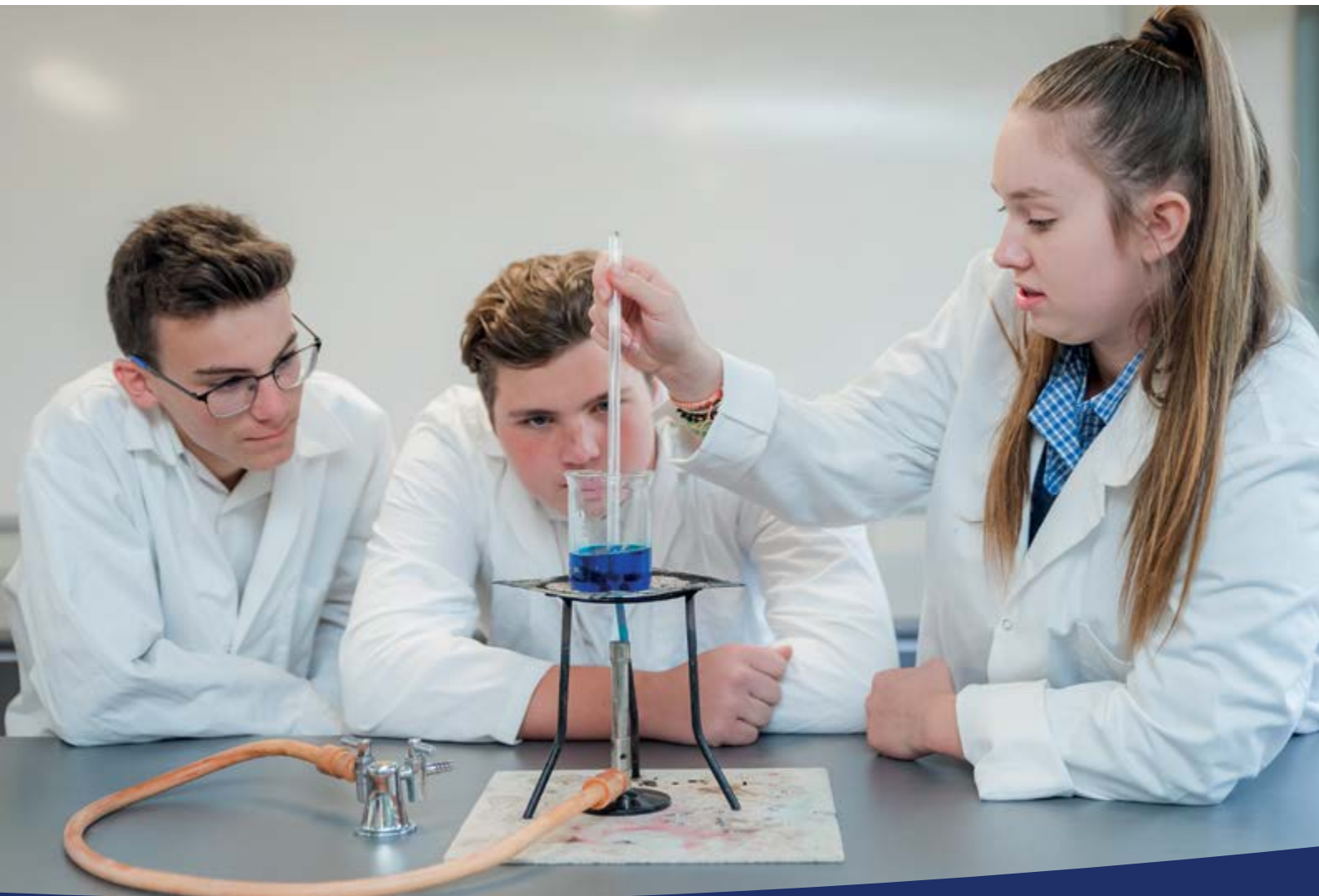
## Professional Development

The Professional Learning attended by staff aims to provide staff with the opportunities to strengthen their academic knowledge and teaching skills, and technical skills whilst at the same time encouraging participation in broader areas of interest. Teachers have completed a wide variety of professional learning and development activities with a focus on the Australian Curriculum, curriculum writing, use of standardised testing data, the integration of technology, classroom behaviour management, differentiation for students with disabilities, and the overall wellbeing of students. The staff at Kerang Christian College are committed to implementing the aims of the College and is a team of committed teachers.

All teachers are required to declare they have undertaken a defined quantity and scope of professional learning and development activities when applying for renewal of registration with the Victorian Institute of Teaching (VIT). Teachers are required to undertake at least 20 hours of professional learning and development that is referenced to the Australian Professional Standards for Teachers (APST) each year.

Professional learning and development sessions at Kerang Christian College are organised by the Leadership Team in line with annual goals and priorities. Kerang Christian College is committed to providing staff with access to ongoing Professional Development consistent with the Australian Charter for the Professional Learning of Teachers and School Leaders.

Teaching staff regularly participated in staff meetings, curriculum meetings and individual professional learning and development.



# Student Wellbeing and Pastoral Care

Student wellbeing programs are an important aspect of the schooling experience at Kerang Christian College and are complimentary to the Christian Studies program. The College values the unique needs of each student and aims to support students to develop spiritually, academically, socially and emotionally. We recognise the importance of students feeling safe and respected in our school community. Pastoral Care at Kerang Christian College aims to develop Christian values in our students and assist them in discovering their purpose in life. Some of the programs and initiatives currently being offered at the College are outlined below. Throughout 2020, our Chaplains continued to be available to support the College Community through the impact of COVID-19 restrictions with a welfare phone being put in place for this purpose.

## Home Group Teachers

Every year level at the College has a Home Group Teacher. All staff are committed to the personal and spiritual wellbeing of their students. The Home Group teacher has a special concern for the student as an individual and encourages personal growth.

## School Chapels

Weekly Chapel services offer encouraging presentations designed to be relevant to students. All our students attend and are given the opportunity to participate. Students are encouraged to offer musical presentations, sing along with songs lead by staff and students, interact with presenters and celebrate student achievements. Normally, Kerang Christian College conducts two weekly Chapel services – Primary School and Secondary School. During 2020, Chapel services were affected by the restrictions in place due to COVID-19 and students were not able to mix across year levels. Students met in their individual year levels whilst the restrictions were in place. Throughout remote learning, Year 3 – 6 participated through MyEd Online.

## Buddy Time

Buddy time takes place each Friday afternoon for 44 minutes for students in the Primary School at Kerang Christian College. Students in the upper grades are paired with a student who is typically two or more years younger. During this time the students complete a variety of hands on activities together. This special time allows students to learn a variety of skills including leadership, responsibility, taking turns, listening, sharing and even teaching. Buddy time was another program that was restricted at times throughout the year due to the impact of COVID-19 as year levels were unable to mix due to Government guidelines.

## Restorative Practices & Revision of Behaviour Management Policy

The College implements a Behaviour Management Policy, which has a focus on Restorative Practices. Restorative Practices assist teachers, students and parents to build, maintain and restore relationships. Restorative measures help students learn from their mistakes, grow in self-discipline, take responsibility for their actions, recognise the impact of their actions on others, and reconcile and resolve conflict with others. The College Leadership Team in consultation with the staff revised the Behaviour Management Policy in 2018, taking Restorative Practice one step further in providing resources and tools for teachers to use in fostering restorative conversations. By creating a common language among primary and secondary students and staff, we have already seen a positive shift in establishing purpose in discipline and having restoration at the centre of our practice.



As the College expands, we are continuously reviewing our strategies to ensure our students' needs are being met. However, we also recognise that we are in partnership with our students and parents. We acknowledge our parents as the most important people in the life of their children.

### Scripture Memorisation

Throughout the year, the Primary students learn Scriptures from the Old and New Testament that help them to develop a greater understanding of how God wants us to live. Each month the Scripture is explored during Chapel and Devotion times. The memorisation and discussion encourages students to explore how to apply God's work to their lives.

### Student Wellbeing and Pastoral Care Policies

Kerang Christian College is a Christian school that comes under the authority of the Commonwealth and State Governments. In line with our duty before God, the parents who entrust us with their children and the authorities of the land, we promote and provide a supportive learning environment in which all students can expect to feel safe, supported and respected. We recognise the need for clear and transparent and explicit programs and policies to ensure students' physical, social, spiritual and emotional wellbeing.

The College Board have approved a wide range of strategies, policies, procedures and practices that are inclusive of the needs of all children, including students who are vulnerable due to age, family circumstances, abilities, or Indigenous, cultural or linguistic background.

The College updates our wellbeing and pastoral care policies on a three-year cycle. Student wellbeing and pastoral care policies at the College include:

- Anaphylaxis Management Policy
- Asthma Policy
- Behaviour Management Policy
- Child Protection Policy
- Child Safe Policy First Aid Policy
- ICT and Internet Acceptable Use Policy
- Medication Policy
- Pastoral Care Policy Police Checks Policy
- Staff Contact With Student Policy Student Bullying Policy
- Student Code of Conduct Supervision Policy
- Working With Children Policy and more

### Staff Induction

Kerang Christian College recognises that effective induction is critical to ensuring that staff are able to contribute to the College's Vision and Mission, are aware of their legal obligations as members of staff of the College and are able to undertake their work roles quickly and effectively. The College is committed to providing induction to all new members of the College staff. The College also implements a detailed Staff Induction Policy.





# Child Safety

## Statement of Commitment to Child Safety

Kerang Christian College is committed to promoting and protecting, at all times, the best interests of children involved in its programs.

All children, regardless of their gender, race, religious beliefs, age, disability, sexual orientation, family or social background, have equal rights to protection from abuse.

Kerang Christian College has zero tolerance for child abuse. Everyone working at Kerang Christian College is responsible for the care and protection of the children within our care and reporting information about suspected child abuse.

Child protection is a shared responsibility between the Kerang Christian College, all employees, workers, contractors, associates, and members of the Kerang Christian College community.

Kerang Christian College will consider the opinions of children and use their opinions to improve child protection policies. Kerang Christian College supports and respects all children, staff and volunteers. Kerang Christian College is committed to the cultural safety of Aboriginal children, and those from culturally and/or linguistically diverse backgrounds, and to providing a safe environment for children living with a disability.

## Child Safety Resources

The Child Safe Standards aim to drive cultural change in organisations that provide services for children so that protecting children from abuse is embedded in everyday thinking and practice. The College has published a wide range of resources on the College website at the following address: <http://www.kccs.vic.edu.au/child-safety>.

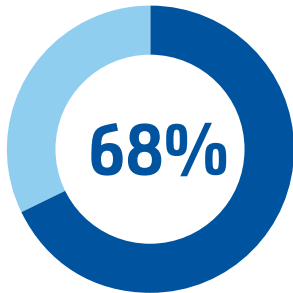
Resources include:

- Child Safety Code of Conduct
- Child Safe Strategy Document
- Child Safe Policy
- Child Protection Policy
- Procedures for responding to and reporting allegations of suspected child abuse

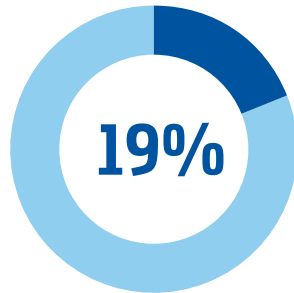


# Financial Data

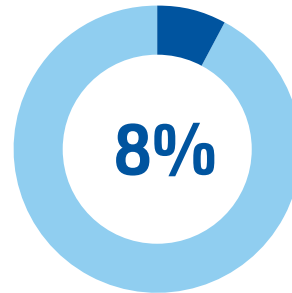
## Income



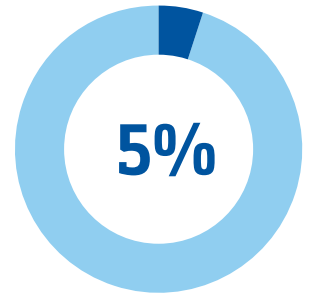
Commonwealth Grants



State Government Grants

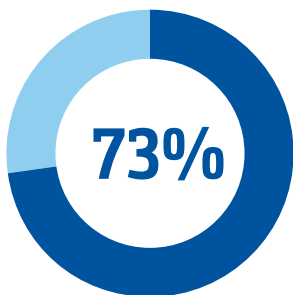


College Fees

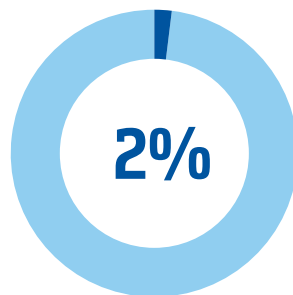


Other

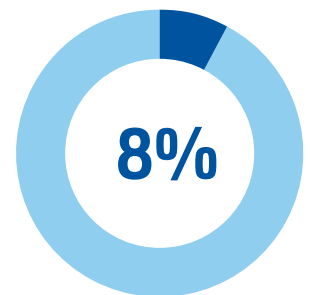
## Expenses



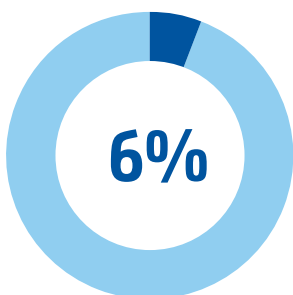
Salaries / On Costs & Professional Development



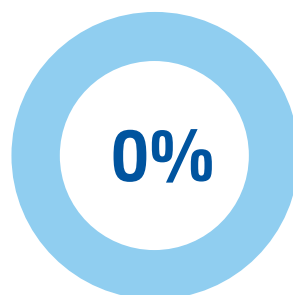
Curriculum Expenses



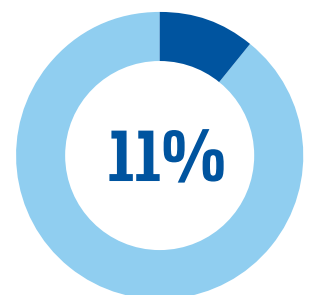
Depreciation



Property / Infrastructure / Occupancy



Excursions, Sport & Camps  
(less than 1% due to COVID-19)



Operating Expenditure

## Notes





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"Train up a child  
in the way he should go  
and when he is old, he will not depart from it."

Proverbs 22:6

