





Contents

5	At A Glance
6	Our Vision and Our Mission
7	Our Motto and Our Philosophy
8	Principal's Report
10	Chairperson's Report
10	College Board
11	Background Information
12	2021 Year in Review
16	Student Leadership and Dux
16	Student Progress and Achievements
17	National Assessment Program
18	Community Engagement
19	Senior Secondary Outcomes
19	Student Attendance
20	Teaching Staff
22	Student Wellbeing and Pastoral Care
24	Child Safety
25	Financial Data
26	Notes



In producing the 2021 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 Office 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.

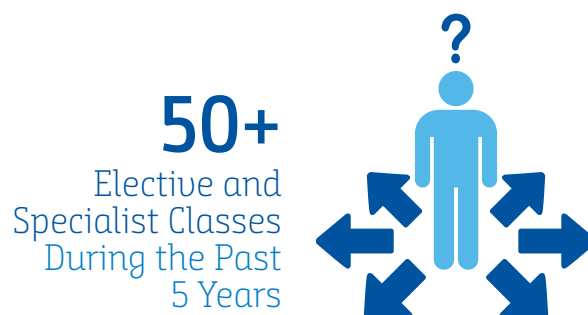
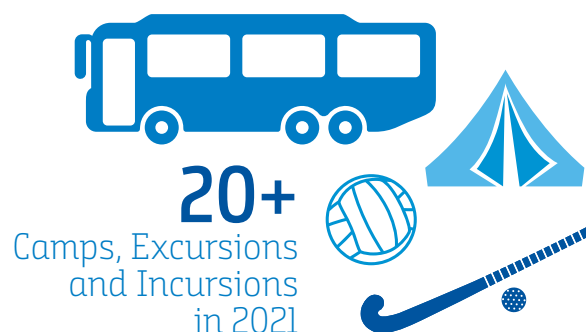
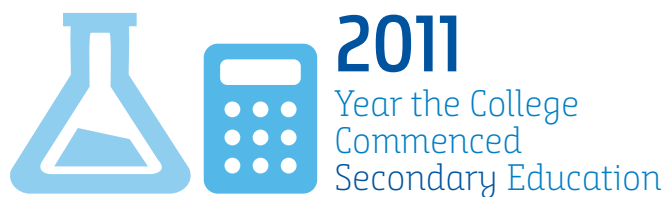
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Kerang Christian College
98 Wyndham Street, Kerang VIC 3579
P: +61 3 5450 3894
www.kccs.vic.edu.au

Photography and Articles

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

2021 At A Glance



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



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

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 Miss Bronwyne Van Leeuwen for their dedicated and committed work over the last year. Their work continues to be indispensable in keeping the College running smoothly.

I would also like to acknowledge and thank Mrs Leanne Pryor, our Office Manager and Personal Assistant to me as 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 yet again 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 they are guided and sustained by God's Holy Spirit that they can be effective teachers and positive role models for living authentic Christian lives among the students. We do this because we want our students to see that living God's way as authentic Christians is what God is calling them to and the best hope for humanity. We want them to have a personal relationship with Jesus and to see His love work out through their daily living.

In 2021, the COVID-19 Pandemic and our state's response affected our many activities and special events that we tried to run. The delivery of educational pedagogy in 2021 was again modified significantly as a result of the stay-at-home orders for our students and their families. We continued to have long periods of learning from home and only the children of essential service workers or students at risk were allowed onsite. Many staff were required to work from home with only a skeleton staff allowed on site.

During this time, students from Years 3 to 12 learned remotely using our SEQTA Portal and MyEdOnline as the mode of delivery while Prep to Year 2 students worked through packs

prepared by our Teachers and Education Support staff. This greatly added to the load and stress of our teachers, support and admin staff.

There were yet again many changes to our normal programs in 2021 as a consequence of the pandemic.

- Our camping program, sporting events, and excursions continued to be impacted due to COVID-19 with cancellations or postponements.
- 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 Term 3 Parent/Teacher Interviews were conducted via phone.
- The VCE Valedictory Dinner was postponed and modified with reduced numbers allowed on site.
- The College Board Meetings were mainly conducted via ZOOM.
- Many staff worked from home during the remote learning periods for students as required by Government mandates.
- Unfortunately, the Year 12 VCE subjects were not reduced in scope to cater for the impact of the pandemic unlike 2020, even though the amount of remote learning was similar, if not greater, than 2020. VCAA did allow all students to apply for consideration of disadvantage.
- The College had to continually modify our COVID Safe Plan due to the constant restriction modification amendments coming out, often weekly. Increased cleaning of the College continued along with mask wearing and other hygiene procedures.

Accounting – Xero, our accounting system which was implemented first in 2019, continues to make our accounting procedures more efficient and effective.

Community – We were again very limited in our community involvement this year due to COVID-19 restrictions.

Child Safety – The College continues to prioritise Child Safety. At the start of the year, all staff were again required to renew their understanding of what it means to be a Child Safe School through passing an online training module. Staff also undertook training responding to the COVID-19 Pandemic.

In addition staff were trained in strategies to assist students with special educational needs. Finally, the College Board members were trained in child safety through the Commission for Children and Young People.

New Science and Technology Building and Government Grants – Due to our successful funding application of \$1.3 million for a Science, Technology, and Canteen Building through the Victorian Block Grant Authority in 2019, we completed construction of our new building at the end of Term 2, 2021.

We began using these facilities in Term 3 of 2021 which greatly increased our capacity to offer high quality programs in Science and Technology. Our new Canteen space has quickly become an indispensable part of our community and our Canteen Manager Mrs Michelle Brady has done an amazing job in providing high quality breakfasts and lunches. The College approved a new healthy eating policy which provided guidance on what we serve from the canteen.

New Administration and Primary Refurbishment in 2022

The College Board also put in an application for state funding for a new administration building and a refurbishment of the current primary building. We were successful in obtaining a grant of 1.918 million dollars for this project in August and hope to start construction in early to mid-2022. My thanks to our Business Manager, Mrs Kirstie Ford who oversaw this application and for her significant expertise in allowing us to be successful. Kirstie will transition to the role of Project Manager in 2022 in a part time capacity to facilitate building works.

We continue to thank and praise God as a board, staff, and community, for the many blessings He has bestowed on our College. On the last day of Term 4 2021, Dr Anne Webster, Federal Member for the Mallee joined us for the official opening of the new building. This was a joyous event on the basketball court, and we utilised our new Canteen facilities to celebrate. We thank the Federal Government for its generosity in supporting our College in so many ways,

ICT – At the end of this year, we were able to purchase a new bank of laptops for the Secondary College. We were also able to purchase 25 Surface Pro tablets for the Science and Technology building for students from our Federal Funding.

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 were not audited this year which means NCCDSD were quite happy with our reporting for the year before.

Policies – In 2021, the College Board and staff were able to continue their cyclic review of many key policies.

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 through it.

In 2021, we again used SEQTA myEdOnline to deliver remote learning for our students from Year 3 upwards during lockdowns. This streamlined our delivery of at home learning. We will continue to enhance this functionality as staff continue their understanding and use of this software in 2022 and beyond.

Student Achievement – We continued to celebrate student achievement throughout the year, and although our Presentation Evening was again 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 2021 school year highlighting student achievement.

Resilience

Our entire College community, students, parents and guardians, extended families, and staff continued to show tremendous resilience as we navigated through a “once-in-a-century” event impacting not only our community but the entire world. Unfortunately, the social, emotional, and educational effects of the isolation and lockdown on our students, teachers, and families is still being felt. Some of our community still need ongoing support in dealing with the COVID-19 effects.

Towards the end of the 2021 school year, the College community was greatly impacted and saddened by the loss of one of our Year 9 students after a very short diagnosis of AML, Acute Myeloid Leukemia. Counselling and welfare assistance were put in place, including support from Creek Street Christian College, to help our staff, students and families during this time. On behalf of our College, I had the difficult, yet incredible honour of sharing at the graveside service. While we deeply grieve, we do not grieve in vain as we believe that one day, we will see her again. This is the hope of the Christian message. We are therefore reminded of our purpose as a Christian College to share the love of Christ with those around us.

Wayne Barker

Principal / CEO

Chairperson's Report

Once again, it is exciting to present the Annual Report for Kerang Christian College. It has been another year of blessing from our great God in a time of uncertainty.

Exodus 15:2 "The Lord is my strength and my song; he has given me victory. This is my God, and I will praise him— my father's God, and I will exalt him."

2021 was yet again another unique year! The College had a second year of COVID-19 challenges.

The College Board continued to meet through the year, sometimes face to face and sometimes through Teams, an added option with internet meetings now common place due to COVID-19.

Again, I would like to say a HUGE thank you to Wayne Barker, Principal, and to the leadership team, Michelle Café and Bronwyne Van Leeuwen. Through 2021 our team had to juggle between face-to-face learning and remote learning, sometimes on a daily rotation! Well done to Wayne and the team.

Our staff at Kerang Christian College have continued to be amazing in their ministry and teaching of the students. It was a year of change and demands and our staff have yet again amazed me with their capacity to adapt and lead the students in a positive Christian environment.

The board has truly been aware of the prayers and encouragement from our entire College community throughout 2021.

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, Gayle Smith, Board Treasurer, and Leanne Pryor, Office Manager.

We welcome John Clarke as Business Manager, we pray Kirstie Ford will enjoy family time as she steps down from Business Manager at the College and look forward to her working as Project Manager of the new Building project.

It is a personal blessing for me to be able to work with a talented and Godly group of people.

The College Board finalised the new constitution which was an involved process. It was a great time to meet and pass the new constitution by the school company in late 2021. Thank you to all involved for the hours of concentration and prayer to bring the new constitution into reality.

We are very excited with funding from VISBGA to finish construction of our Design & Technology Makerspace, Canteen, and undercover seating area. At the end of 2021 we were encouraged to hear we were successful in our application for funding for refurbishment of the primary building and a new administration block. We look forward to the progress of the infrastructure.

Joshua 1:9 "Be strong and courageous; do not be frightened and do not be dismayed, for the Lord your God is with you wherever you go."

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 subjects that have been offered to Students in the Secondary School include: Food on a Budget, Money 101, Micro Business, Band, Life Skills, Cycle Up, Event Management, Community Service, Wood Tech, 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, with the new facilities ready for use in Term 3, 2021.

In 2021 the State Government Approved funding for an Administration Building Construction & Primary Building Refurbishment to commence in 2022.

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.



2021 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 2021 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 Adams house winning.
- Victoria went into a snap lockdown for 5 days with remote learning required for 3 school days.
- Selected students progressed to the Primary Zone Swimming in Kerang and Mallee Division at Swan Hill.

March

- Year 9 Students attended 'MacBeth' in Melbourne.
- Year 7 Students enjoyed being on camp at the Pioneer Settlement.
- Selected Secondary Students competed in the CSEN Swimming at MSAC.
- Students attended the Primary Regional Twilight Swimming Championships.
- Primary Students in Prep – Year 6 travelled to Melbourne for an excursion to the Melbourne Zoo.
- Students participated in a hockey clinic.



April

- We finished the term with Primary Students participating in Pink Stumps Day, raising money for the McGrath Foundation.
- Term 2 commenced.
- Students participated in the ANZAC Day march and memorial service.
- Primary students participated in a Badminton Clinic.
- Year 9 students attended camp.

May

- A Year 12 Encouragement Evening was held.
- A Taste and See morning was held for prospective 2022 Prep Students.
- Year 9 -12 Students attended a Careers Day.
- Students participated in the Whole School Cross Country.
- Students in Year 3, 5, 7 and 9 participated in NAPLAN.
- The College AGM was held at Kerang Baptist Church.
- Our Primary Student Leaders attended GRIP Leadership in Bendigo.
- Primary Zone Cross Country was held in Swan Hill.
- In the last week, Victoria went into a 7 day lockdown and remote learning recommenced.
- Year 7 Information Night and Year 8 Camp postponed due to COVID-19 restrictions.

June

- CSEN Netball, Year 6 Speech Night and the Lightning Premiership were cancelled or postponed due to COVID-19 restrictions.
- Year 7 Information Evening was held via ZOOM for parents and students.
- Staff and Students returned on-site after a short lockdown.
- Year 7 – 11 Exams were held.
- Year 5/6 Speeches were held during class. The speeches were videoed and made available to the class families.
- Year 8 Students were able to attend their camp.
- Prospective Year 7 students for 2022 attended a Transition Day.
- Prep to Year 12 students and staff participated in Crazy Hair Day to raise money for Cystic Fibrosis Victoria.



July

- Students were back on-site for one day when a lockdown was called with remote learning in place until the 27th July.
- A number of excursions and incursions were cancelled or postponed along with Parent Teacher Interviews due to COVID-19 restrictions.

August

- Year 5/6 Camp was held at Sovereign Hill.
- Parent Teacher Interviews were conducted via phone call.
- Two separate lockdown and remote learning periods took place in August.

September

- Remote learning continued until the 8th September.
- The Father's Day Stall planned for on-site was moved to online.
- The official opening of the new building was postponed.
- Staff and students returned to school for the last 7 days of Term 3, finishing off the term with Footy Colours Day.



October

- Term 4 commenced with some restrictions in place.
- All students enrolled in VCE subjects completed the GAT.
- Step Into Prep, Year 7 Orientation, a Bush Dance and the Year 12 Graduation Dinner were cancelled or postponed due to COVID-19 restrictions.

November

- Year 3/4 Camp was postponed to later in the month, with students enjoying a camp at the Grampians.
- VCE Students sat their examinations.
- Student Leaders attended the service at the Cenotaph for Remembrance Day.
- Year 11 Exams were held.
- VCE Orientation commenced.
- Prep Orientation Day was held as part of the transition program for students commencing in 2022.
- Primary Students finally had their 'Book Day' Parade at school and dressed up in their 'I Got This Hat' costumes. Prizes were awarded for the best costumes on the day.
- Year 12 Valedictory was held.

December

- Year 6 Graduation was held with staff and parents.
- Summer House Games were held onsite for students.
- The official opening of the new Design & Technology Centre and Canteen was held on the last day of Term 4, with Dr Anne Webster MP unveiling the plaque. A wonderful finish to the 2021 school year.
- End of Year Reports were sent home.



Student Leadership

Our student leaders for 2021:



Kevin Rich
School Captain



Nateisha Nethercote
School Captain



Darcy Murphy
Sports Captain



Kevin Rich
2021 Dux

Dux

Congratulations to our Dux for 2021:

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.

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.

Numeracy

	2018	2019	2020	2021
Year 3	100%	100%	N/A	100%
Year 5	100%	80%	N/A	100%
Year 7	100%	92%	N/A	100%
Year 9	100%	89%	N/A	86%

Grammar & Punctuation

	2018	2019	2020	2021
Year 3	100%	100%	N/A	89%
Year 5	90%	40%	N/A	100%
Year 7	100%	83%	N/A	100%
Year 9	89%	67%	N/A	86%

Reading

	2018	2019	2020	2021
Year 3	88%	60%	N/A	100%
Year 5	100%	80%	N/A	100%
Year 7	100%	92%	N/A	100%
Year 9	100%	78%	N/A	71%

Writing

	2018	2019	2020	2021
Year 3	100%	100%	N/A	89%
Year 5	90%	80%	N/A	100%
Year 7	100%	75%	N/A	75%
Year 9	89%	63%	N/A	57%

Spelling

	2018	2019	2020	2021
Year 3	88%	80%	N/A	100%
Year 5	90%	80%	N/A	100%
Year 7	100%	92%	N/A	89%
Year 9	78%	67%	N/A	86%

Note:

- NAPLAN did not proceed in 2020 due to COVID-19 restrictions.
- Two of the 2019 cohorts had small class sizes. Some small class sizes can affect percentages.



Community Engagement

In Term 2 of 2021, Hayley Steel commenced at Kerang Christian College in the role of Community Engagement Officer. This role was formed to help the College better promote itself to the College community and the wider community.

Unfortunately, this role has had its ups and downs for Hayley as “community engagement” is a struggle during a pandemic. However, there have been several achievements during this time.

The biggest has been the formation of a Parents and Friends Club. There are currently nine members, but we hope it will grow as the understanding of the club’s role grows. It is a great team of people and it is clear they will be a positive addition to the College.

Other tasks taken on in this role have included promotion outside of the College. This has seen several advertising campaigns completed through the local newspaper and radio, with several articles and photos accepted into the local paper, promoting various activities around the College.

With the help of Hayley, the College is also working to update our college handbooks that will be an additional advertising tool for potential parents to get a full 360 view of what the College has to offer.

Hayley also examines a variety of assessment tools provided to her to see where the school is succeeding and where we can improve. This includes the Christian Schools Australia Community Profile Survey.

In 2021, Kerang Christian College’s results from this survey were overall positive and indicative that the College is providing a great environment for their students.

When asked to describe the general feel of the College, 73% of families chose “Safe”. Other highly rated answers were “Professional” (53%), “Respectful” (47%) and “Nurturing” (40%).

Families were also asked to rate their satisfaction with their experience at Kerang Christian College. With nine statements to be rated from “Extremely/Very Satisfied” through to “Extremely/Very Dissatisfied”, the College had some great results.

Ninety-three percent of respondents chose “Extremely/Very Satisfied” to rate the following:

- Accessibility of school in relation to their location
- Pastoral care and support programs at school
- Quality of buildings and learning spaces
- Quality of relationships with your child’s teachers
- Safety and supportiveness of school
- Uniform and dress code standards

Eighty-seven percent of respondents also gave the same rating to “Quality of academic performance” and “Quality of the leadership”. A fantastic result.

Overall, while we can always be improving, it is great to hear that so many of our families are happy with the service we provide and our growing student intake supports this view.

Image: 2021 Year 12 Graduation Students and Staff



Senior Secondary Outcomes

Kerang Christian College has been committed to 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	12
Number of VCE VET certificates with enrolments	2

2021 Senior Secondary Outcomes

VCE Median Study Score	27
VCE Completion Rate	100%
VET Completion Rate	N/A
VCAL Completion Rate	N/A
Percentage of Study Scores of 40 and over	4.2%

2021 Post-School Destinations

Tertiary Study	50%
TAFE	25%
Apprenticeship / Training	0%
Deferred Tertiary Study	0%
Employment	25%
Unknown	0%

Apparent Retention Rates

- The Apparent Retention Rate (ARR) for Kerang Christian College is 73%.
- In 2016 the enrolment in Year 7 was 11 students.
- 8 students out of 9 from the Year 10 class of 2019 completed Year 12 at Kerang Christian College in 2021.
- 8 students in total graduated from Year 12 at Kerang Christian College in 2021.



Student Attendance

Student attendance is recognised as a significant factor that contributes towards academic success at Kerang Christian College. The College highlights the importance for students to arrive on time and be present at school for as many days as possible. The College regularly communicates with families regarding any absence from school. Student attendance at Kerang Christian College has historically been very good. Attendance is recorded twice daily for Primary School and all classes for Secondary School. Unexplained absences are followed up promptly, via a telephone call from the school office and/or letter.

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 via SEQTA Learn. 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

	2020	2021
Prep	95%	91%
Year 1	96%	93%
Year 2	93%	93%
Year 3	94%	88%
Year 4	94%	95%
Year 5	91%	93%
Year 6	91%	87%
Year 7	98%	91%
Year 8	88%	95%
Year 9	96%	89%
Year 10	94%	93%
Year 11	97%	89%
Year 12	97%	94%
Overall	94%	92%

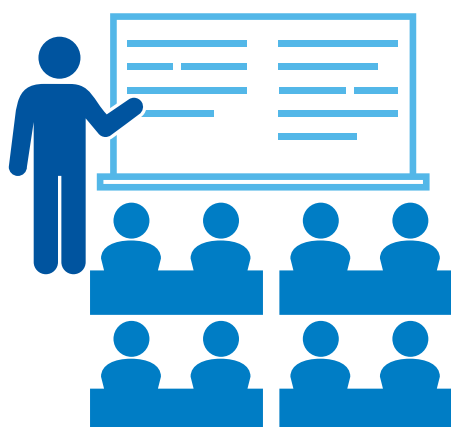
Teaching Staff

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)
Melissa Butler	BEEd (Early Childhood)
Michelle Café	BBus (Accounting), GradDipEd
Frith Cheatley	DipEd (Primary), BBSci (Psychology)
Samantha Cordingley	BEEd (Secondary Science), MTESOL, DipCouns
Patrick Featonby	BAppSc, GradDip Ed
Steven Ford	BSc (EleEd)
Nirmala Lazar	GradDip Ed (Secondary), BSci, MSci (Biochemistry)
Rachel Lowe	BEEd (Primary), Cert Christian Education
Jennifer Moore	BEEd (Primary), TPTC (Trained Primary Teacher Certificate)
Brooke Nitschke	BEEd (Mus/Eng), DipMus
Nathanael Ottosson	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
Bronwyne Van Leeuwen	MEd, BEEd (Primary), BAarts, GradCert (History)
Jennifer Vellacott	BEEd (Primary), Cert 3 Ed Support

Workforce Composition

Teaching Staff FTE	14.5
Non-Teaching Staff FTE	7.2
Full Time	16
Part Time	12
Aboriginal or Torres Strait Islander Staff	0
Male Staff	6
Female Staff	22

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 2021, our Chaplains continued to be available to support the College Community through the impact of COVID-19 restrictions.

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 2021, Chapel services

continued to be affected by the restrictions in place due to COVID-19 and students were not always 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 MyEdOnline.

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 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. The Behaviour Management Policy was further amended in 2021.

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>.

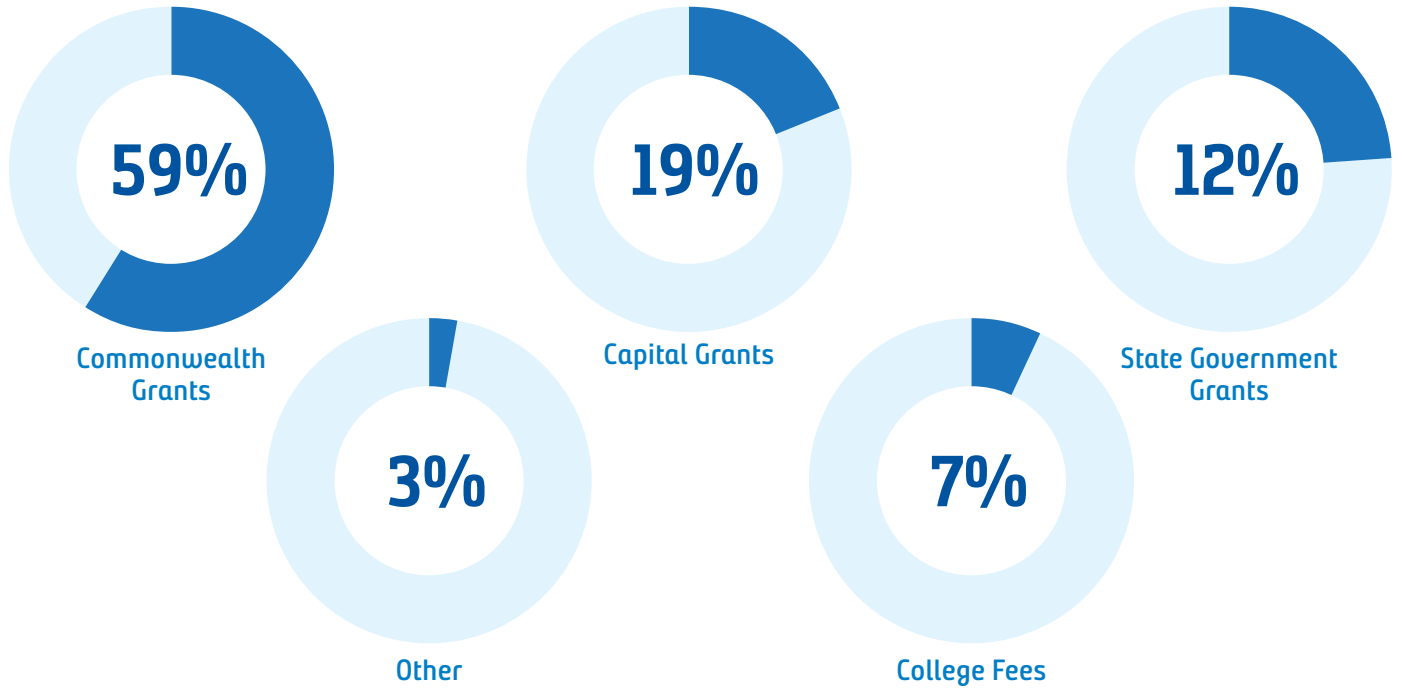
Resources include:

- 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

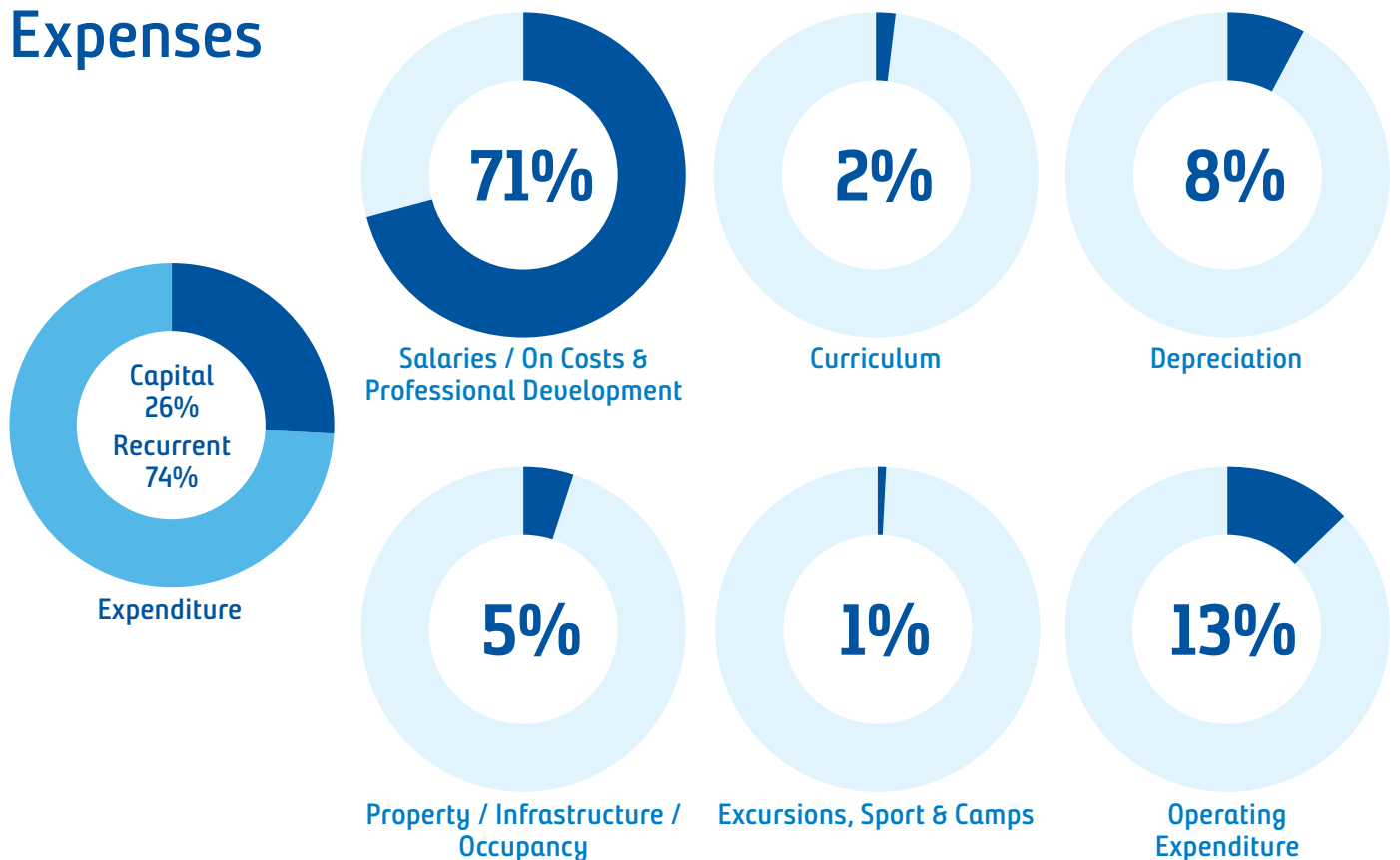


Financial Data

Income



Expenses



Notes



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"All scripture is God breathed and is useful for teaching,
rebuking, correcting and training in righteousness."

2 Timothy 3:16

