



**KERANG**  
Christian College



Annual Report  
**2022**







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In producing the 2022 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.

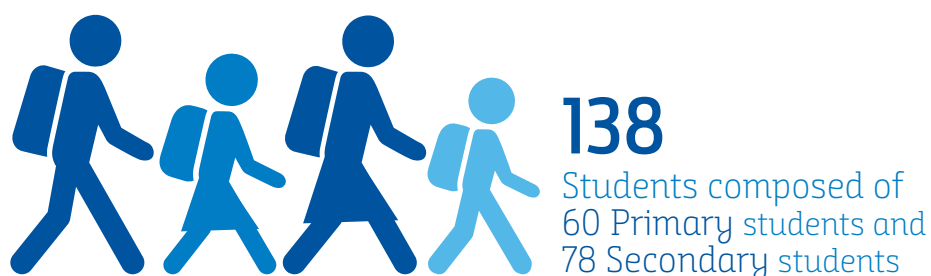
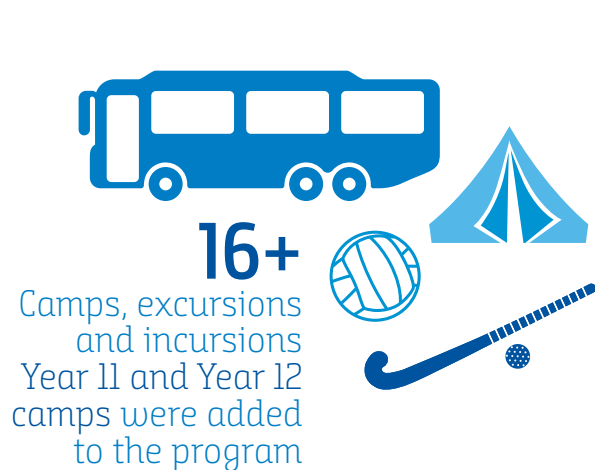
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### **Photography and Articles**

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

## 2022 At A Glance



# Our Vision

Kerang Christian College aims to encourage the pursuit of excellence and spiritual growth for the purpose of 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

Dear College Community,

It was hoped that this year we would have a more typical year as the impact of the COVID-19 pandemic seemed to be winding down. Unfortunately, this was not the case. The massive flood that inundated Victoria and southern NSW in the last quarter of the year had significant effects on our ability to run typical college programs for most of Term 4, not to mention the devastating impact that the floods had on properties and livelihoods for some of our school families.

I am yet again extremely thankful for the opportunity to lead as Principal at Kerang Christian College and very grateful for the ongoing prayer support of the College community. We rely so much on the prayer support of many people, and we continue to be blessed to have quality, dedicated staff at the College who meet for prayer, for the reading of God's Word, and for praise and worship each school day.

I would also like to thank the leadership team of Business Manager Mr John Clarke, who was ably supported by Mrs Gayle Smith, 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 efforts were indispensable in keeping the College running smoothly.

I would also like to particularly acknowledge and thank Mrs Leanne Pryor, our Office Manager and Personal Assistant to me as Principal, for her incredible and steadfast support and work throughout this year. I wish to extend my gratitude to our College Board for 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 their service to our College. Finally, I would like to thank our teachers who have worked tirelessly to help our students in their learning and have walked alongside them to achieve their best both academically as well as emotionally and spiritually. Our incredible staff at the College rely on the guidance and sustenance of God's Holy Spirit to be effective teachers and positive role models for living authentic Christian lives. We do this because we want our students to see that having a personal relationship with Jesus and living a life to which God is calling them is a life of fulfillment and purpose.

In 2022, there were limited effects as a result of COVID-19 yet still significant. A couple of classes were closed for a short time due to high incidence of COVID-19 in the cohort, and a

number of staff had to isolate after contracting COVID-19. As we were severely limited in relief teacher availability to cover staff absences, this added a significant load onto leadership and other staff members.

## Flooding

In week 3 of Term 4, Kerang township was isolated due to heavy flooding, and an evacuation order was put into place for the town. Consequently, the College closed from 23rd October for two and a half weeks. A number of our students were isolated due to ongoing flooding and unable to reach the College for a much longer period of time. The ability of secondary schools in Kerang to run VCE Exams was rescinded temporarily because of the evacuation order in place. Many of our students were traumatized as a result of the flooding, the isolation from the town, and the ongoing danger to their families and homes. Some senior students were not able to complete all of their VCE exams, however, our students were resilient and determined to sit the exams wherever they could. Head of Secondary, Michelle Café did an amazing and exhausting job of finding VCAA exam locations for our students that could be attended if road access was open and not flooded. Our VCE students sat exams in Swan Hill, Cohuna, Boort, and Bendigo.

When the evacuation order was lifted from Kerang, we were able to facilitate the remaining VCE Exams at the College during the final week of the VCE exam schedule. Our College also hosted VCE examinations for Kerang Technical High School. Unfortunately, a few of our students were still isolated by flooding.

## The changes to our program due to flooding in 2022:

- The closing of the College and reintroduction of remote learning for students.
- The Year 5/6 Canberra Camp was cancelled due to flooding and isolation.
- The Year 12 Valedictory Dinner at the Tudor Function and Reception Centre in Barham was cancelled. A modified version occurred after VCE exams had finished.
- Our College exam program for Year 7 - 11 was cancelled for Semester 2 2022.
- Some staff were cut off by flooding and could not attend the College to teach.
- The College Bush Dance and community event was cancelled.



## Accounting

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

Community – We continued to be affected by COVID-19 restrictions, but some improvement occurred. Events such as the local book parade were able to proceed again and many of our camps and excursions were held.

## Child Safety

The College continues to prioritise Child Safety. At the start of the year, 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 recognise and understand the diverse needs of students with disabilities. New Child Safe Standards came into operation in July 2022 with it now incorporating 11 standards. All staff have attended regular training on what the new standards are and how we implement them at the College. The board has also received training on this by our Child Safety Champion Miss Bronwyne Van Leeuwen.

## New Administration and Primary Building Government Grants

Due to our successful funding application for a new administration and student services building and refurbished primary building provided through the Victorian Block Grant Authority and State Government funding, we began construction for these facilities in later 2022 with our preferred builder, Brendon Steel Building. The Administration and Student Services building should be completed in Term 2 2023, and the renovations in the primary building should be finalised by the end of 2023.

## NCCD (Nationally Consistent Collection of Data)

The Government Census annually collects data about our students with disabilities so that it may better understand and financially support students who need help.

## Policies

In 2022, 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 2022, we again used SEQTA MyEdOnline to deliver remote learning for our students from Year 3 upwards during the flooding. This streamlined our delivery of at home learning. We will continue to enhance this functionality and use of this software in 2023 and beyond.

## Student Achievement

We continued to celebrate student achievement throughout the year, and after three years, we were finally able to run our Presentation Night to celebrate student effort and 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-half century” flood event. Unfortunately, the social, emotional, and educational effects of the isolation and flooding on our students, teachers, and families is still being felt.

## Staffing Changes

- I tendered my resignation as Principal of Kerang Christian College to take effect from the end of 2022. I expressed a desire to remain at the College in 2023 in a part time teaching capacity, which the Board accepted.
- In November 2022, we appointed Mr Tim Vellacott as Business Manager.
- The College Board appointed Mr Lance Davidson as Principal and CEO for the College from 2023.
- Mrs Jenny Moore indicated she will return to the College in a part time capacity after extended leave for the 2023 school year.
- Miss Aleisha Pryor was appointed as Chaplain to commence in 2023.

My wife, Pam, and I came to Kerang in 2017 because I felt the Lord had called us here, and in my 6 years as Principal, we have felt His leading and guiding not only in our personal lives but for the College. It has been an honour and privilege to lead His school, and I look forward to continuing to be a part of the College community.

## Wayne Barker

Principal / CEO from 2017 to 2022

# Chairperson's Report

Greetings to the college community,

**James 1:12: "Blessed is the man who remains steadfast under trial, for when he has stood the test he will receive the crown of life, which God has promised to those who love Him."**

2022 has given us many blessings as a college. God continues to guide, challenge and encourage us as we journey with his leading.

Our college board has been prayerfully leading and governing the college. I am so grateful for each board member and the skill set they bring to our college. 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.

This last year has been a time when our leadership team and the whole college had to dig deep for strength from above as we faced the post covid challenge of major flooding to Northern Victoria! I am so impressed with Wayne and all of our staff and students as they weathered the storms literally and figuratively through the end of 2022. Well done. God has again shown us as a college He cares for each of us no matter the challenge we face. Praise be to God!

Our staff at Kerang Christian College have worked tirelessly to teach, love, guide, mentor and stand beside our students and their families. 2022 brought all of us out of our comfort zones with unprecedented floods as term four commenced. As a college we are so blessed by the many prayers from the college community through a trying time.

The board has been so encouraged and blessed by our College community throughout 2022. We as a board are so thankful for those who lift our college up in prayer regularly.

I would like to thank my fellow board members Principal Wayne Barker, Tim Nitschke, Peter Boal, John Van Groningen, and new board members Pastor Fred Mugambi, and Brett Vine. We say farewell and thank you to Sarah Thorne for her time on the board. We pray God will continue to guide and bless Sarah in the next chapter in her life.

Also, thanks to Kirstie Ford, Board Treasurer, Gayle Smith, Board Secretary, and Leanne Pryor, Office Manager. We are pleased to welcome Tim Vellacott as Business Manager. Thanks to John Clarke for his skills as part time Business Manager over the last year. His experience has been so appreciated.

At the end of 2022 the board appointed a new principal to start in 2023, Lance Davidson. The board looks forward to working with Lance. God has generously brought people with the right skills at the right time. We feel God's timing and provision as Lance joins us on our journey at Kerang Christian College.

The board would like to thank Wayne Barker for his six years as principal. Wayne has been an inspiration through his calm, genuine and loving Christian manner he has executed his role. We are so much the better as a college for having Wayne's leadership. We are pleased Wayne has stayed on in a teaching role with us.

I am humbled by the talents and selflessness of the board and staff, it is such a privilege to work with each of them.

We are very excited with funding from the Victorian Government, through the Non-Government Schools Capital Fund facilitated by Victorian Independent Schools Block Grant Authority. The construction of the new administration building began towards the end of 2022 and will finish in early 2023. At the end of 2021 we were encouraged to hear we were successful in our application for funding for refurbishment of the primary building. We look forward to the progress of this infrastructure. We will start to see a fresh look in the primary building in the coming months.

**Ephesians 6:18: "With every prayer and request, pray at all times in the Spirit, and stay alert in this, with all perseverance and intercession for all the saints."**

Yours in Christ,

**Pennie Gill**

Chair – Kerang Christian College Board

## College Board

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

**Gayle Smith** – Treasurer/Secretary | **Peter Boal** | **Tim Nitschke** | **John Van Groningen** | **Brett Vine** | **Fred Mugambi**





## 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. VET Sport and Recreation was added in 2022.

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. The official opening was held at the end of the 2021 school year.

In 2021 the State Government Approved funding for an Administration Building Construction & Primary Building Refurbishment to commence in 2022. The administration building will be completed in the first half of 2023 followed by the commencement of work on the primary building

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.

# 2022 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 2022 school year.
- Year 12 students commenced the school year with a 3-day camp at Billabong Ranch. This was a great start to the year and was a highlight for the students.

## February

- A whole school BBQ was held to begin the year.
- 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 this event.
- Selected students progressed to the Primary Zone Swimming in Kerang and Mallee Division.

## March

- Parent Teacher Interviews were held.
- Year 7 Students enjoyed being on camp at the Pioneer Settlement.
- Selected Secondary Students competed in the CSEN Swimming at MSAC.
- Several students and a staff member participated in Shave 4 a Cure - World's Greatest Shave.





## April

- Senior secondary students organised an egg hunt for the primary students.
- We finished the term with primary students participating in Jump Rope 4 Heart and raising money for the Heart Foundation.
- Secondary students participated in a dodgeball competition on the last day of Term 1.
- Students participated in the ANZAC Day march and memorial service with the community.
- Term 2 commenced.
- Primary students participated in a badminton clinic.
- The whole school cross country was held with Baker House winning this event.

## May

- A Year 12 encouragement evening was held with a coffee and dessert night.
- The Parent's and Friends Club held a Mother's Day stall for students to purchase gifts.
- Students in Year 3, 5, 7 and 9 participated in NAPLAN.
- Our Primary Student Leaders attended GRIP Leadership in Bendigo and a Christian schools leadership day.
- Primary Zone Cross Country was held in Swan Hill.
- Year 9 students enjoyed a camp at Roses Gap.
- The Year 10 -12 Students attended a Careers Day in Bendigo.
- Year 8 Camp was held at the end of May with students going to Kryal Castle.
- CSEN Netball was held in Bendigo with selected secondary students participating in this event.

## June

- Lightning Premiership was held with primary students participating in T-Ball and Netball.
- Year 7 – 11 Exams were held.
- A Prep, Taste and See morning was held for prospective students for 2023.
- The Flying Doctor Dental Clinic provided a clinic onsite for students.
- Secondary students participated in Push for Better on the last day of term.



## July

- Term 3 commenced.
- Year 10 Camp was held at Camp Wilkin, Anglesea.
- Selected students participated in the CSEN Cross Country at Bundoora.

## August

- Parent Teacher Interviews were held.
- Year 7 Transition Day was held for prospective 2023 students.
- Selected secondary students participated in the CSEN Basketball in Geelong.
- Australian Defence Force visited the college to do a presentation for the senior secondary students.
- Year 11 Camp was held at Philip Island.
- Primary students visited the Gannawarra Library for Book Week.
- Primary students dressed up for the Book Parade as characters from the book Jungle Drums by Graeme Base.

## September

- The Parent's and Friends Club held a Father's Day stall.
- The GAT was held onsite.
- Selected students attended CSEN Secondary athletics.
- Selected primary students participated in the annual Spelling Bee.
- Students finished the term with a Crazy Hair and Footy Colours Day with money raised going to Cystic Fibrosis.





## October

- Term 4 commenced.
- Step into Prep was held for preschool children to have a morning at school.
- Year 7 Orientation Day was held.
- Year 12 students enjoyed a sleepover at school.
- An evacuation order was issued for the town of Kerang due to the impending flood situation.
- Year 12 Celebration Day, Year 12 Dinner, the Bush Dance and Year 5/6 Canberra trip were all postponed or cancelled due to the flooding and road closures within the district.
- External VCE Exams were impacted by the flood situation with students attending some exams at alternate locations.

## November

- Year 3/4 Camp was postponed due to the ongoing flood situation. Unfortunately, this was unable to be rescheduled.
- VCE External exams were held onsite.
- Student Leaders attended the service at the Cenotaph for Remembrance Day.
- Some secondary students participated in work experience.
- VCE Orientation week was held in preparation for 2023.
- Prep Orientation Day was held as part of the transition program for students commencing in 2023.
- Year 12 Valedictory dinner was held onsite at the College in celebration of our students.
- Year 12 students enjoyed a celebration day together in Bendigo.
- Year 6 Graduation was held with staff and parents followed by a special supper.

## December

- Presentation evening was held at the Memorial Hall in Kerang. This was a wonderful opportunity to celebrate the achievements of students and to come together as a college community.
- Summer House Games were held onsite for students with a fun day of activities.
- End of year reports were sent home.



# Student Leadership

Our student leaders for 2022:



Sarah Copland  
School Captain



Georgia Ferguson  
School Captain



Logan Higgs  
Sports Captain



Amariah Bangay  
2022 Dux

# Dux

Congratulations to our Dux for 2022:

## 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. 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, also receive extra support.

## Numeracy

	2019	2020	2021	2022
Year 3	100%	N/A	100%	100%
Year 5	80%	N/A	100%	100%
Year 7	92%	N/A	100%	100%
Year 9	89%	N/A	86%	100%

## Grammar & Punctuation

	2019	2020	2021	2022
Year 3	100%	N/A	89%	88%
Year 5	40%	N/A	100%	80%
Year 7	83%	N/A	100%	93%
Year 9	67%	N/A	86%	87%

## Reading

	2019	2020	2021	2022
Year 3	60%	N/A	100%	100%
Year 5	80%	N/A	100%	90%
Year 7	92%	N/A	100%	100%
Year 9	78%	N/A	71%	81%

## Writing

	2019	2020	2021	2022
Year 3	100%	N/A	89%	100%
Year 5	80%	N/A	100%	80%
Year 7	75%	N/A	75%	93%
Year 9	63%	N/A	57%	75%

## Spelling

	2019	2020	2021	2022
Year 3	80%	N/A	100%	100%
Year 5	80%	N/A	100%	80%
Year 7	92%	N/A	89%	93%
Year 9	67%	N/A	86%	88%



# Community Engagement

In Term 2 of 2021, I 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.

2022 saw the completion of projects but also the return of events previously stopped by the ongoing COVID-19 pandemic.

A whole college handbook was completed to provide both prospective and new families a complete overview of the College and its operations.

An open day as well as multiple transition days were also organised and held successfully. We have also taken feedback from both parents and staff to improve our attendance numbers for next year's events.

Much of the year was spent working on different ways to promote our job vacancies with new sites trialed as well as making connections with Australian, New Zealand and US Christian universities.

Not wanting to see the demise of the annual community book parade, Jenni Vellacott and myself spent many weeks behind the scenes checking off the many requirements to hold and

publicise the return of the special event. Thankfully, the parade went to plan and the entire community seemed very happy to see it again.

Later in the year a limited Kerang Show returned where the College provided a promotional stall.

The College also took part in the WonderWhite Recycling Rewards program which saw our students collect five large boxes (the maximum allowed) of bread bags that would be recycled into playground equipment. While we did not win the major prize, the college received new sports equipment for its efforts.

My role also included supporting the Parents and Friends Club with its tasks in the College including operating the Mother's Day and Father's Day stalls.

However, the major success for me this year was the completion of our first Yearbook. It perfectly captured the year's events and has received very supportive feedback from both parents and students.

## Hayley Steel

Community Engagement Officer

# Parents and Friends

March 2022 saw the beginning of the College's Parents & Friends Club, with approximately 8 interested parents keen to be part of it. We meet once each term, then have a few informal meetings at other times to specifically organise and run the various activities with which we are involved. This has included the ordering of gifts, gathering gift donations, packing and wrapping, pricing, setting-up, displaying and running the Mothers' Day and Fathers' Day gift stalls; catering and serving the Teacher Appreciation morning tea; and along with Canteen Manager, Michelle Brady, helping to cater for the end of year Presentation Evening supper.

But this is not all we have done! We have also been keeping a keen eye on the new building project and watching how it is affecting the front playground area and garden. This has led to some brainstorming sessions and much discussion with

teachers, school Board, building project manager and others, to make sure that what ends up being there once the building works have finished, is a fantastic play space for our younger primary students, and a visually pleasing first impression of the College.

In the up-coming year, we will be looking to add to our current activities, and we would value more parent input, as we seek ways to encourage and serve our school community, and help out however we can.

## Ann Douthat

Secretary – Parents & Friends Club







## Parent Satisfaction Survey Results

Parents who send their students to Kerang Christian College do so for many reasons.

A recent study indicated that the small size of the classes and the college itself is a major motivation. Pastoral care and Christian ethos were also listed by almost 50 per cent of families as a reason to why they chose Kerang Christian College. Some parents spoke of the college's ability to meet the needs of the individual child as well as providing a compassionate and welcoming environment.

Most parents were also positive about the academic support their child received from the college with 78 per cent responding "somewhat" to "very" satisfied.

The latest survey indicates that most parents at Kerang Christian College are positive about the school's behaviour management, though the largest response by far was "somewhat satisfied". While "very" to "somewhat" satisfied responses totalled almost three-quarters, nearly a quarter answered "somewhat dissatisfied".

However, parents feel content about the communication between the college and themselves with 93 per cent of families responding with "mostly" or "always" when considering whether they receive information in a clear and timely way.

The survey indicated a mixed response amongst parents in regard to the homework load. Fifty-one per cent answered "Yes" and 49 per cent answered "No" when asked whether they were satisfied with the homework program. When this result was broken down further, it indicated that 70 per cent of the "Yes" answers were parents of secondary students. Meanwhile, 65 per cent of the "No" answers came from parents of primary students. Eighty-three per cent of the parents who were not satisfied with the homework listed "too much" as the reason.

The look of our uniforms is mostly supported by parents with 74 percent providing a satisfied response. However, when the survey asked parents how satisfied they were with the comfort level of the uniform, there was a more mixed response. Only 20 per cent were "very satisfied", 27 per cent were "somewhat dissatisfied" and the highest response was 40 per cent of parents who responded "somewhat satisfied".

It is great to hear parents' thoughts on how the school is operating, several parents even thanked the school for the opportunity to share their thoughts. Allowing our parents to express their views helps to strengthen connections between the staff, students and families. It also helps the college to have a better understanding of what we do well and where we can improve, as we strive towards excellence in Christian education.

# 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).

## Workforce Composition

Teaching Staff FTE	13.0
Non-Teaching Staff FTE	6.6
Full Time	17
Part Time	7
Aboriginal or Torres Strait Islander Staff	0
Male Staff	5
Female Staff	19

## Teaching Staff Qualifications

Carolyn Anderson	BAGSc, GradDipEd (Secondary), GradDip (Religious Education)
Wayne Barker	BA (Sci), GradDip (Teaching), GradDip (Computing)
Melissa Butler	BEd (Early Childhood)
Michelle Café	BBus (Accounting), GradDipEd
Samantha Cordingley	BEd (Secondary Science), MTESOL, DipCouns
Patrick Featonby	BAppSc, GradDip Ed
Steven Ford	BSc (EleEd)
James Graham	BEd Phys Ed, GradDip Exercise & Sports Sci, Cert IV Training & Assess
Rachel Lowe	BEd (Primary), Cert Christian Education
Jennifer Moore	BEd (Primary), TPTC (Trained Primary Teacher Certificate)
Brooke Nitschke	BEd (Mus/Eng), DipMus
Nathanael Ottosson	BA (Humanities, History)
Karen Rothacker	BEd (Secondary)
Bronwyne Van Leeuwen	MEd, BEd (Primary), BAarts, GradCert (History)
Jennifer Vellacott	BEd (Primary), Cert 3 Ed Support





## Professional Development

The Professional Learning attended by staff aims to provide staff with the opportunities to strengthen their academic knowledge, 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.

In 2022 primary staff attended training sessions on Protocols for Koorie education in Victorian schools.

Image: 2022 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	13
Number of VCE VET certificates with enrolments	2

### 2022 Senior Secondary Outcomes

VCE Median Study Score	33
VCE Completion Rate	100%
VET Completion Rate	100%
VCAL Completion Rate	N/A
Percentage of Study Scores of 40 and over	16.7%

### 2022 Post-School Destinations

Tertiary Study	30%
TAFE	0%
Apprenticeship / Training	20%
Deferred Tertiary Study	10%
Employment	40%
Unknown	0%

### Apparent Retention Rates

- The Apparent Retention Rate (ARR) for Kerang Christian College is 100%.
- In 2017 the enrolment in Year 7 was 7 students.
- 10 students out of 12 from the Year 10 class of 2020 completed Year 12 at Kerang Christian College in 2022.
- 10 students in total graduated from Year 12 at Kerang Christian College in 2022.

## 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 has been affected throughout the COVID-19 pandemic and also the 2022 floods in our district.

### Student Attendance

	2021	2022
Prep	91%	90%
Year 1	93%	86%
Year 2	93%	88%
Year 3	88%	88%
Year 4	95%	83%
Year 5	93%	85%
Year 6	87%	90%
Year 7	91%	83%
Year 8	95%	83%
Year 9	89%	86%
Year 10	93%	77%
Year 11	89%	84%
Year 12	94%	86%
Overall	92%	85%



# Child Safety

## Statement of Commitment to Child Safety

Kerang Christian College is a child safe organisation which welcomes all children, young people and their families.

Kerang Christian College is committed to providing environments where our students are safe and feel safe, where their participation is valued, their views respected, and their voices are heard about decisions that affect their lives. Our child safe policies, strategies and practices are inclusive of the needs of all students.

Kerang Christian College has no tolerance for child abuse and take proactive steps to identify and manage any risks of harm to students in our school environments.

Kerang Christian College promotes positive relationships between students and adults and between students and their peers. These relationships are based on trust and respect.

Kerang Christian College take proactive steps to identify and manage any risk of harm to students in our school environment. When child safety concerns are raised or identified, we treat these seriously and respond promptly and thoroughly.

Child safety is a shared responsibility. Every person involved

in our college has an important role in promoting child safety and wellbeing and promptly raising any issues or concerns about a child's safety.

Kerang Christian College is committed to regularly reviewing our child safe practices, and seeking input from our students, families, staff, and volunteers to inform our ongoing strategies.

## 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 Safety and Wellbeing Policy
- Child Protection Policy
- Procedures for responding to and reporting allegations of suspected child abuse.



# 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.

## 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 the following Chapel services – Primary School and Secondary School. During 2022, primary students met together once a week, whilst secondary students met in their individual year levels.

## 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.

## 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 Safety and Wellbeing 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.

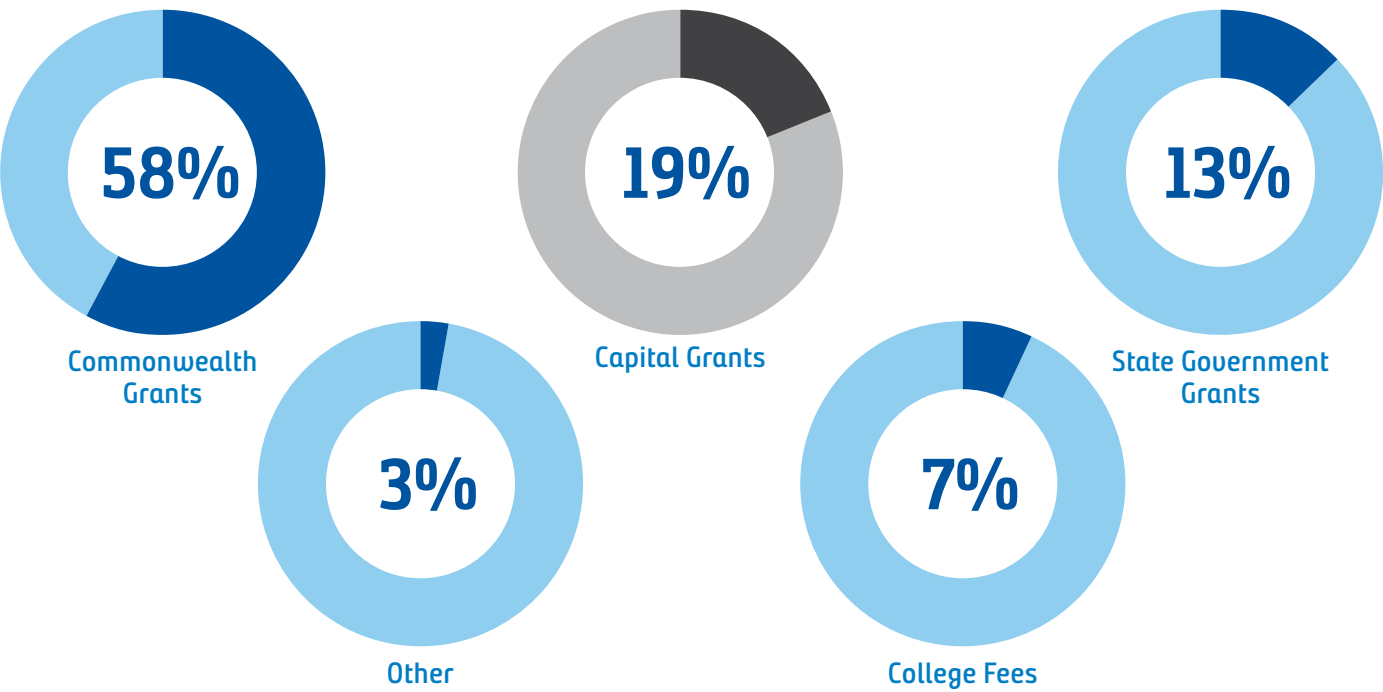
## Staff Induction

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.

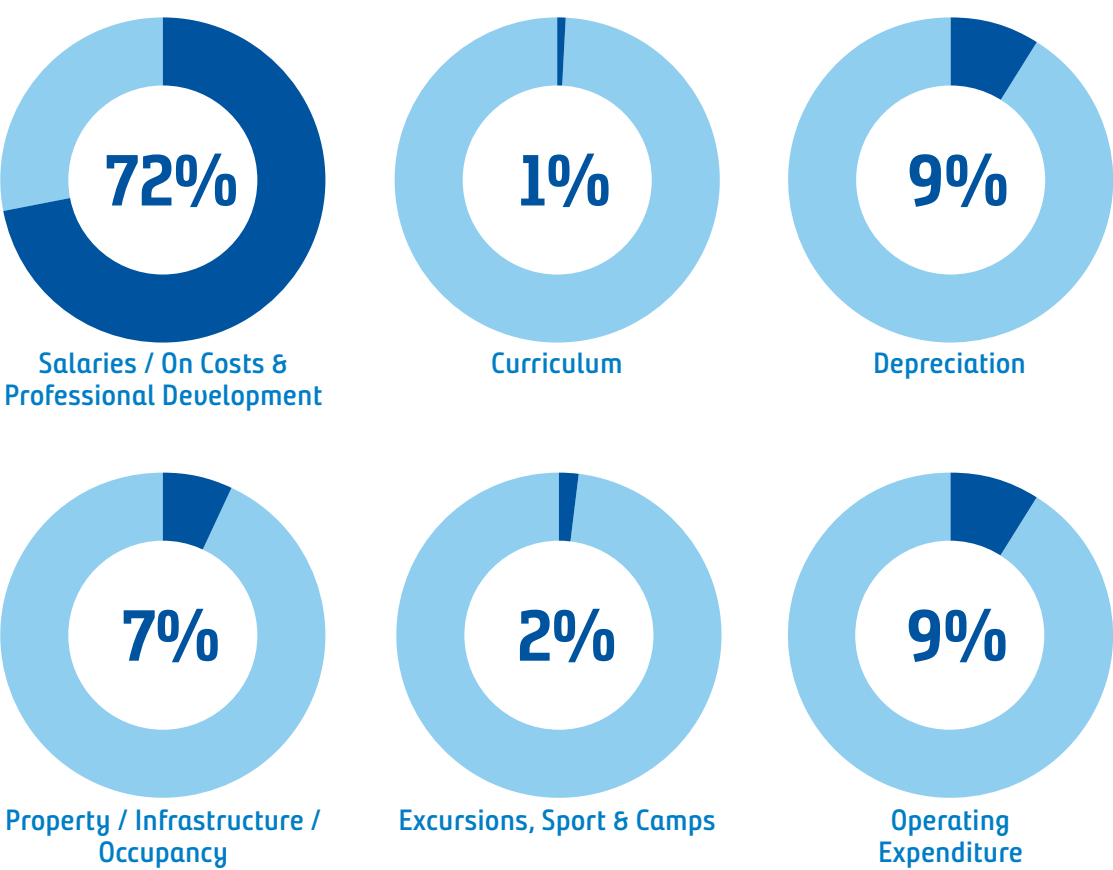


# Financial Data

## Income



## Expenses





## Notes

**"And now, dear brothers and sisters, one final thing.  
Fix your thoughts on what is true, and honorable,  
and right, and pure, and lovely, and admirable.  
Think about things that are excellent and worthy of praise."**

**Philippians 4:8 (NLT)**

