

KERANG Christian College **Annual Report** **2016**



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www.kccs.vic.edu.au



In producing the 2016 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.

This report was prepared by the former College Principal, Mr Michael Bond.

Feedback and Interpretation Requests

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

Public Availability

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

Published by

Kerang Christian College
98 Wyndham Street, Kerang VIC 3579
P: +61 3 5450 3894
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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.

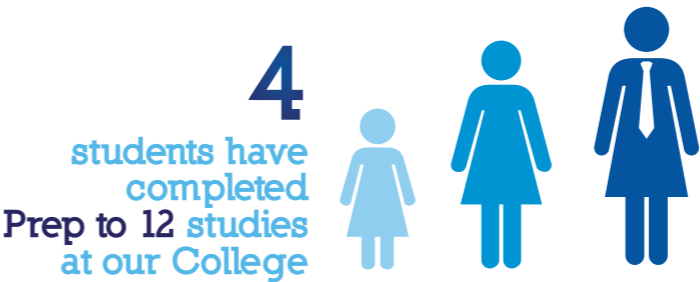
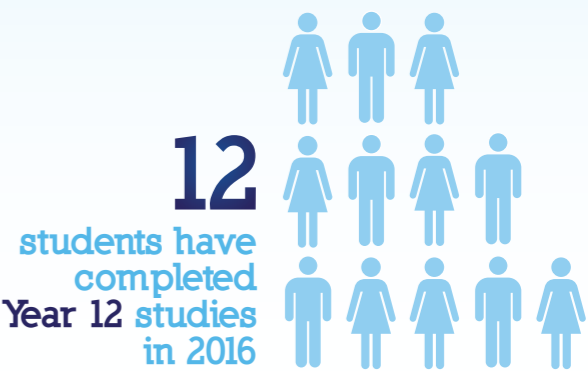
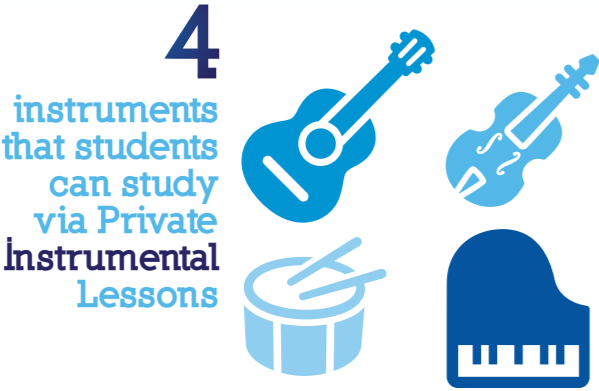
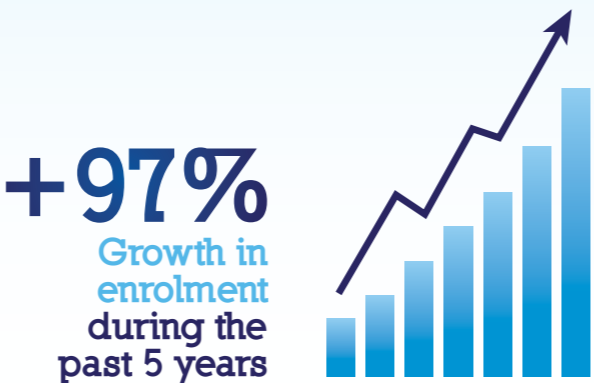
Front Page Image:

Sarah Brown, Madeleine Frost, Amy Steel and Olivia Slatter graduated from Year 12 at Kerang Christian College in 2016. All four students completed their Prep to Year 12 studies at College. They are the first four students to complete their Prep – Year 12 schooling at Kerang Christian College.

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2016 Highlights



2016 at a Glance

January

- Teaching staff completed a week of professional learning, development and planning in preparation for the 2016 academic school year.
- Commenced Prep – Year 12 studies with the College offering Year 12 for the first time in the College's history.

February

- The Primary School students enjoyed swimming lessons at the Kerang Swimming Pool.
- VCE Video Conference classes commenced for the second year at the College.

March

- The Year 6 students attended Young Leaders Day in Melbourne.
- Secondary School students elected a Student Representative Council for 2016.
- Year 12 Information Evening conducted at the College.
- House Dogeball Competition and Jump Rope for Heart activities took place on the last day of Term 1.

April

- Students represented the College at ANZAC Day services and the Primary School District Cross Country.
- The Secondary School Classroom Wing (Stage 2) was officially opened by Mr Andrew Broad MP, Member for Mallee.
- Primary School students participated in Active April and also the Hockey Victoria Clinic.
- Student Leaders represented Kerang Christian College at the Gannawarra Shire Youth Council.

May

- Primary School students participated in the District Cross Country, Kerang Badminton Association Clinic, National Simultaneous Storytime and Responsible Pet Ownership Program.
- Secondary School students participated in the WCSSA Netball in Bendigo.
- Year 8 students participated in the annual Medieval Camp.
- Year 3, 5, 7 and 9 students participated in NAPLAN.

June

- The Year 5/6 students participated in the Kerang Lions Club Primary School Public Speaking Competition and the Lightning Premiership competition.
- Prep to Year 12 students participated in Crazy Hair Day. Money raised went to Cystic Fibrosis Victoria.
- All students enrolled in VCE subjects completed the GAT.
- Term 2 concluded with Assessment Week, Midyear Exams and Midyear Reports.
- Year 10 students participated in the work experience program.

July

- Year 10 students participated in the VicRoads Keys Please program.
- Selected students in the Secondary school travelled to Melbourne for the CSEN Cross Country Championships.
- Selected Year 5/6 students participated in the Division Winter Sports Finals in T-Ball.
- Year 12 students attended a Tertiary Information Session in Swan Hill.

August

- Our Prep students celebrated 100 days at school with a wide range of special activities.
- Year 10 students attended camp at Phillip Island.
- Year 5/6 students travelled to Canberra for a week.
- Primary School students enjoyed participating in the Book Parade and the District Athletics.
- Years 7-9 welcomed Nathan Want for a Social Media Incursion.
- Senior School students attended the Spot Jobs Careers Expo at the Melbourne Exhibition Centre and toured Australian Catholic University.

September

- Year 4-6 students participated in the Rotary Annual Spelling Competition.
- Prep to Year 12 students enjoyed Footy Colours Day on the last day of Term 3.
- The Middle School Information Evening was a great opportunity to welcome some visitors and prospective families to our College.

October

- The Year 3/4 students participated in the Billabong Ranch Camp.
- Primary School students participated in the Gannawarra VicHealth Walk to School Program.
- The SRC finished packing our shoe boxes for the Samaritan's Purse Operation Christmas Child.
- The Year 9 students travelled to Melbourne and attended sessions at ACMI and enjoyed a stopover at Bounce on the way home.

November

- Primary students attended Northaven Garden Party.
- Our school community celebrated Year 12 graduation at the annual Presentation Evening. This event also included the presentation of the Year 6 graduates and the Year 9 students graduating from Middle School.
- Year 10 and 11 students participated in Unit 2 VCE examination week.
- Year 12 students completed their end of year examinations.

December

- Senior School students participated in VCE Orientation Week in preparation for 2017.
- The year concluded with a number of traditional activities including the Year 7 Orientation Day, Year 6 Graduation and End of Year Reports.

Background Information

Kerang Christian College is a non-denominational, coeducational, Christian College that commenced in 1983.

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.

Students in the Secondary School have studied over twenty elective and specialist classes during the past two years. Some of the subjects that have been offered include: Advanced Mathematics, Advanced Science, Athlete Development, Business Studies, Horticulture, ICT Multimedia, Legal Studies, Passport to Asia, Psychology, Science Design and Engineering, Sports Performance, Survival 101, Textiles 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 & Human Development, Legal Studies, General Mathematics, Mathematical Methods, Physical Education, Physics, Psychology, Systems Engineering and Theatre Studies.

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. In 2017, we will once again look for the most appropriate way to deliver VCE studies to all of our VCE students.

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.

The motto at Kerang Christian College is Integrity, Faith and Family. The College believes it is important for students to develop sound values and aims to develop Christian faith and character in students. Furthermore, the College aims to equip students for service and citizenship as an expression of their Christian faith.

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.

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.



Our History

1981

Discussions around beginning a new school were occurring within the Church community for many years prior to 1981, however, no serious developmental steps were taken until the forming of the steering committee for the Kerang Christian Community School. In 1981, the steering committee began investigating different models of independent schools and visited many schools. The committee worked tirelessly for two years to develop the foundations for the Kerang Christian Community School. Two members of the steering committee are still actively involved in the College, one being Mr Trevor Adams and the other a class teacher and former principal, Mrs Jennifer Moore.

1983

Born out of the vision of a team of Christians during the early 1980s, Kerang Christian College commenced as Kerang Christian Community School in simple buildings on the Kerang Baptist Church grounds. Kerang Christian Community School was established in 1983 as part of the ministry of the Kerang Baptist Church.

A small group of thirty-six Primary School students and two teachers gathered in the playground, about the size of a residential back yard, to witness the fulfillment of a vision – the opening of a Christian School to serve the community of Kerang and the district. This Vision of the inaugural school Board has had a significant impact of what the school looks and feels like today.

1995

In 1995, Kerang Christian Community School was relocated to 98 Wyndham Street. The new building provided a modern open plan classroom layout that fostered a community atmosphere within the school. This building remains the home of the Primary School students at the College today.

2001

The Kerang Christian Community School's longest serving principal, Mr Ken Provis, concluded 16 years of service from 1986 to 2001. Mr Ken Provis was dedicated to seeing the College grow and develop. He was instrumental in planning, building and developing the new campus in Wyndham Street, which opened 1995.

2010

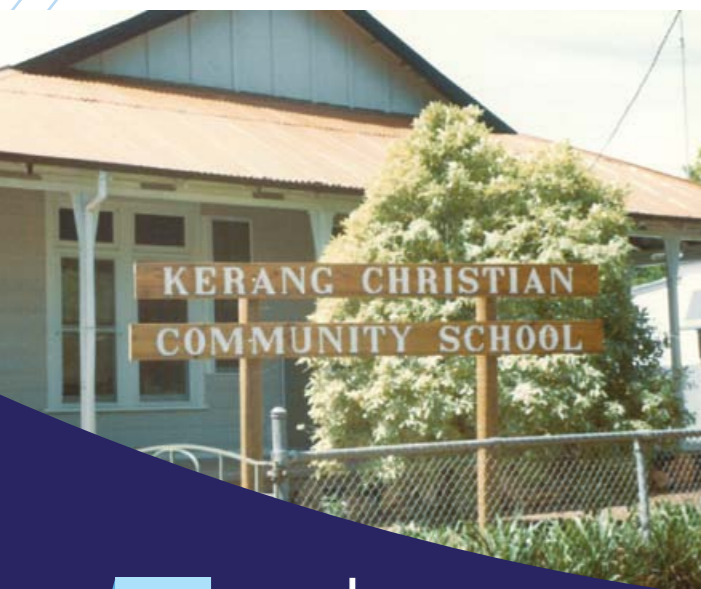
In 2010, the school opened two additional classrooms in the Primary School building and completed construction of the Library Complex with the assistance of BER funding. The new facilities provided a Food Technology kitchen, the College Library and general purpose classrooms.

By 2010, the school Board and the school community were committed to expanding Kerang Christian Community School into a Secondary School with a vision of growing to a Prep – Year 12 school. The name of the school was changed to Kerang Christian College.

2011

Mrs Jenny Moore concluded her decade long service as principal of the College from 2002 to 2011. She worked towards developing a school with a reputation for quality Christian education. Mrs Moore successfully gained several grants from the Federal government to assist in building essential infrastructure at the College, including the Library Complex.

In 2011, Kerang Christian College expanded into Secondary education. Twelve students started 2011 as pioneers of our Secondary School and commenced their Year 7 studies.



Our History continued...

2012

Mr Michael Bond was appointed principal in 2012 with the specific goal to establish the Secondary School. One year level was added each year during this period, as well as new facilities to accommodate Secondary education. Mr Michael Bond, the College Leadership Team and the College Board strategically designed the College to cater for growth.

In 2012, Kerang Christian College commenced offering Year 8 studies. The size of the College enrolment and teaching team at the College continued to grow.

2013

In 2013, the College completed construction of a Visual Arts Wing and a Year 9 Learning Centre. The Visual Arts Wing facilities incorporated a new computer lab, a Primary and Secondary School Art Room, general-purpose classroom, Textiles facilities, storage and staff offices.

The Year 9 Learning Centre was constructed at the College behind the Secondary School at the North end of the College property. The classroom area was designed to be a flexible learning environment where students can learn in a variety of ways. The classroom layout was carefully considered with plenty of space and colour, giving Year 9 students and their specialised staff their own separate area on the campus.

2014

In 2014, the College introduced Year 10 studies. This provided the College with an opportunity to clearly define the sub-schools within the College. The Primary School at Kerang Christian College consisted of Prep to Year 6, the Year 7 to 9 students made up the Middle School and the Year 10 students became our first ever Senior School students.

During July 2014, the College was granted permission to proceed with Year 11 and Senior Secondary VCE in 2015 by the Victorian Registration and Qualifications Authority (VRQA). The approval acknowledged compliance with government standards and provision of an effective curriculum framework.

Kerang Christian College received a grant as part of the 2014 schedule of the Australian Government Capital Grants Program. The College constructed Stage 1 of the Secondary School Classroom Wing, which encompassed a modern classroom, Primary and Secondary School video conferencing facility, break out room, teachers' office and student amenities. Furthermore, the College also constructed a beautiful garden area outside to form a VCE courtyard area for Year 10 – 12 students.

2015

Students commenced studying the Victorian Certificate of Education (VCE). Kerang Christian College offered Prep – Year 11 studies, with over 100 students and 20 staff, led by a highly capable Board of Directors.

Kerang Christian College was grateful to receive a grant as part of the 2015 schedule of the Australian Government Capital Grants Programme. The College constructed the second stage of the Secondary School Classroom Wing, which included a fully furnished modern classroom, Primary and Secondary School video conferencing facility, break out room and teachers' office. Additional landscaping works were also completed as part of this project.

A key feature of this building project was the development of a second state-of-the-art video conferencing facility. This facility provided an opportunity for students and teachers to work collaboratively with other schools and resource providers. This technology also provided scope for maturing the College's video conference offerings. The College worked closely with VCE staff at Ballarat Christian College, Shepparton Christian College and Victory Christian College during 2015.

2016

During 2015, the Victorian Registration and Qualifications Authority (VRQA) notified the College that Kerang Christian College received approval to offer Prep – Year 12 studies for the first time in 2016. This was a significant milestone for the school community. 2016 marked the first year the College offered Prep to Year 12 studies.

The College officially opened the second stage of the Secondary School Classroom Wing in April. A highlight of the year was the inaugural Year 12 graduation at Presentation Evening.

Mr Michael Bond concluded his five years as Principal at Kerang Christian College at the conclusion of the 2016 academic school year.

Today

The College is blessed with modern facilities that meet the needs of 21st century learners and provides for rich curricular opportunities and a wonderful environment for students and staff. Technology is integrated in the curriculum, together with learning and teaching methods that are informed by the most recent research.

Christian perspectives and values form the basis of all activities and students are encouraged towards personal Christian faith and character. Students are taught in a caring environment that recognises their uniqueness, with individual gifts and talents that are to be encouraged for the good of the community.

Kerang Christian College is committed to furthering the development of the facilities and improving learning and educational opportunities for all students.



Sources:

Adams, T. (2015, April 9). Personal interview with B Van Leeuwen.

Van Leeuwen, B (2015). *The History of Kerang Christian College* (Unpublished assignment). Curtin University, Bentley, Australia.

Chairperson's Report

The 2016 school year was a milestone year for the Kerang Christian College community, with the College offering Year 12 studies for the first time in the school's history. The Board have been working closely with the Principal and College Leadership Team to achieve this goal over a number of years. We give thanks to God for all that he has provided our school community.

The essence of the College Board's governance role is to oversee all aspects of the College, appoint the Principal, and ensure a strategic approach to the College's future by setting major objectives, policy frameworks and strategies. The Board also takes responsibility to ensure compliance with legal obligations, undertake periodic performance reviews and ensure the financial security of Kerang Christian College.

A key achievement of the Board during 2016 was the implementation of a new Risk Management Policy. Reviewing our systems of risk management has been a strategic priority for the Kerang Christian College Board.

I wish to advise our school community that our College Board and individual directors take the responsibilities assigned to them seriously. School boards, in 2016, carry all the ethical and practical demands of corporate Boards and that is why those with specific corporate skills and experience are increasingly in demand by school boards. The Board at Kerang Christian College operates in a manner truly reflective of all these expectations and of the ethos of the School.

The working relationship between College Board and the Principal is critical to the good governance and healthy environment of any school. At Kerang Christian College, we have a rich tradition of strong partnerships between the Board and the Principal, exemplified now through the manner in which the Board works with Mr Michael Bond and the alignment of values and aspirations for our College.

During 2014, the Board and College Leadership Team launched the 2015 – 2020 Strategic Plan for Kerang Christian College. This document is intended to set the overall direction

for the College until 2020. It also outlines the key values that the Board and staff agree should be at the heart of how the school operates and develops. Significant progress has been made in many areas of this Strategic Plan during 2016. I wish to acknowledge the work of the College Leadership Team and teaching staff for their dedication in this area during the 2016 academic school year.

The College Board is responsible for developing policies to reflect the school's values and support the school's broad direction, as outlined in the strategic plan. These policies are documents that are made available to the school community as a means to clarify functions and responsibilities, manage change, promote consistency, meet standards and make decision-making transparent. The College Board are reviewing the current school policies on a three-year cycle with some policies reviewed on an annual basis. A range of the College policy documents have been published on the College website.

The implementation of the Child Safe Standards and the guidelines outlined in Ministerial Order No. 870 was a key priority for the Board during the 2016 academic school year. The Board have approved a new Child Safe Policy, Child Safety Code of Conduct, Child Safe Strategy Document and a wide range of supportive policies and documents to ensure that the College maintains a culture of child safety. A wide range of resources have been published on the College website.

In 2015, funding assistance through a grant as part of the Australian Government Capital Grants Program was used to assist with the construction of the second stage of the Secondary School Wing. These facilities were officially opened by Mr Andrew Broad MP during 2016.

The Resource Planning Subcommittee and the College Board re-developed the College Master Plan during 2015. The new Master Plan document was approved by the Board in 2015. The College Master Plan outlines a vision to deliver the provision of high quality facilities for our school community. Since 2010, Kerang Christian College has been realising this

vision, through the rollout of major new buildings, facilities and significant upgrades. This rollout reinvented our campus in the lead up to Year 12 in 2016.

Our dedicated staff at the College continued to inspire our children. Their efforts have been greatly valued by the College Board in 2016. The tireless hours that teachers and administration staff put in to our College make us who we are today. We are so blessed to have a wonderful mix of confident experience and youthful enthusiasm among our team of staff. The Board deeply values the genuine Christ-like love and concern the staff have for each student and the priority the staff put into educating each child every day. A huge thank you to all staff for their individual skills and talents that they share so unselfishly.

I would like to formally thank my fellow board members for their service in 2016 - Trevor Adams, Treasurer; Dee Slatter, Secretary; Michael Bond, Principal; Peter Boal, Tim Nitschke and John Van Groningen Snr. I appreciate the role each played to make up a diverse and extremely effective Board at the College. Thank you for a job well done in 2016.

On behalf of my Board colleagues, my thanks and appreciation go to Mr Michael Bond for his leadership of Kerang Christian College, his commitment to growing our school into a Prep – Year 12 College, care for staff and students, and his openness and trust in the Board.

It is after reflecting on what has been achieved during the past

five years, that Mr Bond has considered his role within the College. Though Mr Bond continued to enjoy his role at Kerang Christian College, he believed he has now completed the brief for which he was called. Mr Bond indicated to the Board in August 2016, that 2016 will be his last year at the College. The Board is sad to see Mr Bond leave, but are appreciative of his efforts during the past five years.

The Kerang Christian College College Board is pleased to announce the appointment of Mr Wayne Barker as our new Principal to start in January 2017. Mr Barker comes to us from Northside Christian College where he has been Deputy Principal for six years.

Mr Barker is passionate about Christian education and has spent much of his teaching career at Christian schools in Australia and he has also worked in education overseas. His background includes teaching VCE Mathematics, Physics and Biology.

We pray that you will join us on our journey in 2016 to provide a solid foundation of academic excellence and spiritual growth towards authentic Christian living for our students. We look forward to the 2017 academic school year at Kerang Christian College.

Yours in His service,

Pennie Gill
Chair – Kerang Christian College Board



College Board

Commitment to good governance is essential for the success and ongoing planning of directions for any school. At Kerang Christian College we are blessed with a Board that embodies integrity, and the Directors bring their expertise gained from their professional involvement in the broader community. Time is given generously for monthly meetings of the whole Board and subcommittees for Resource Planning, Marketing and Finance. The strategic directions of the College have been determined through thorough Board and Senior Staff discussions and ensure alignment between policy directions and the daily management and leadership of the College.



Trevor Adams

Trevor has served as a member of the Kerang Christian College Board of directors since our inception in 1983 and has remained on the Board until 2016. He has served as Board Treasurer since 1989. He is a current member of the Board Executive. Trevor has been a member of the Finance and Resource Planning subcommittees. He is an accomplished businessman, formerly operating a variety of businesses in Kerang. He brings a variety of valuable business skills to the Board. He sold A.G. Adams & Sons 10 years ago. He also operated Adams Mitre 10 Hardware. Trevor served for two years in the Australian Army including one year in the Vietnam War. He is currently an active member of the Kerang Baptist Church. Trevor is married and all three of his children attended Kerang Christian College.



Michael Bond

MScEd (K-6), BIS (Electronic Commerce), MACEL, MACE, FAICD

The Principal, who is appointed by the College Board, is the Chief Executive Officer of the School and is responsible for its management and development. He is the primary source of advice to the Board in relation to the overall management of the School.

Michael joined the Board on his appointment as Principal of Kerang Christian College in 2012. His current role involves leading the College, whilst growing the school into a Prep to Year 12 Christian College. Michael is a member of the Finance, Marketing and Resource Planning subcommittees. Michael has worked in Government and Independent Christian schools and has taught in Australia and the United States of America. He has experience as a Primary and Secondary school teacher and Head of Gifted and Talented Education.

Michael was the Vice President of the Victorian Association for Gifted and Talented Children (VAGTC) in 2010 and 2011 and has served on the VAGTC committee since 2009. He is a Fellow of the Australian Institute of Company Directors (FAICD) and a member of the Australian Council for Educational Leaders (MACEL) and the Australian College of Educators (MACE). Michael enjoys running and is a former Tasmanian and Alabama State Champion runner in middle distance events and qualified for the 2000 and 2004 Australian Olympic Trials in the 1500m.

Michael concluded his five year commitment as Principal / CEO at Kerang Christian College on the 16th January 2017.



Peter Boal

BSc, GradDipEd, AssDipAppSc

Peter was appointed to the College Board in 2007 and has served on the Resource Planning subcommittee. Peter was employed as a secondary teacher prior to commencing work as a paramedic. He has worked as a paramedic and CFA volunteer for the past 23 years. Peter's contribution to the Board includes his understanding of issues in education, and a commitment to good communication between the School and the community. He is currently an active member of the Kerang Baptist Church. Peter is married and has four children; three of his children are enrolled as students at the College.



Pennie Gill

BSc (Animal Science), BA (Journalism)

Pennie has served on the College Board since 2002 and has been Chairman of the Kerang Christian College Board since 2007. She is also a member of the Board Executive. She has been a member of the Finance, Marketing and Resource Planning subcommittees. Pennie is a valuable member of the Board bringing with her business expertise and a passion for Christian education. Pennie was born and raised in South Dakota, USA and travelled to Australia in 1988 on a farm exchange. She currently operates a farm business called Dakota Pastoral. Pennie is a Sunday School teacher and previously a youth leader at Boort Baptist Church. Pennie is married and has three children, two who are currently attending the College.



Tim Nitschke

BAppSc (Resource Management), DipAppSc (Resource Management), Certificate IV (Conservation and Land Management)

Tim has served on the College Board for 10 years and is a member of the Marketing and Resource Planning subcommittees. Tim's knowledge of grant writing is invaluable as he assists with the implementation of the School's Master Plan projects. He is very interested in the School's development into a highly respected Prep to Year 12 School. Tim currently works for Goulburn Murray Water as a Customer Service Co-coordinator (West) for Aquatic Plants. He previously worked for the Department of Sustainability and the Environment as a Catchment Management Officer. He is a deacon and Sunday school teacher at Kerang Baptist Church. Tim is involved in a number of community groups including Landcare, Kerang Football Club and the Kerang Amateur Basketball Association. Tim has four children, one former student and three who currently attend the College.



Dee Slatter

Dee currently holds the position of Secretary on the College Board and has served in this role since the 31st May 2007. Dee is currently employed as the Principal's Personal Assistant and Business Administrator at Kerang Christian College. She has been employed at the College since 2002. Dee completed studies in Secretarial Studies at the Box Hill College of TAFE. She was previously working at the Loddon Shire Council and was formerly the coordinator of the Boort Resource and Information Centre. Dee has also worked in customer service at the AMP Society in Melbourne and Box Hill. Dee attends the Boort Baptist Church and was a youth leader with her husband Craig for many years. Dee is married and has three children, one formerly attended the College and two are currently studying in the Secondary School at Kerang Christian College.



John Van Groningen

BS MA ACEL

John hails from Macedon and was on the inaugural board at Braemar College. Kerang Christian College welcomed John to the Board during the 2012 academic school year. John's experience as a past board member of another College is greatly valued. John is an Adjunct Professor with the School of Public Policy at Monash University, and Adjunct Professor, Department of Justice and Youth Studies, at RMIT University. His area of expertise is Criminal Justice including corrections, drug law enforcement, sentencing, juvenile justice, drugs, crime trends, CJ Policy and related areas. He has extensive experience in all aspects of Corrections spanning all levels from base grade prison officer to Senior Executive (Commissioner of Corrections Victoria 1992-1998).

Principal's Report

I am sincerely grateful for the opportunity to lead in the role of College Principal during the past five years at Kerang Christian College. At Presentation Evening, we gathered together as a Christian School community to celebrate and give thanks for all the blessings we have received. The 2016 school year was a historic year for Kerang Christian College and we give thanks to God for the addition of Year 12 studies for the first time in our College's history.

During the past five years, I have appreciated the opportunity to lead in the change management and expansion of Kerang Christian College from a Prep to Year 8 school of 59 students in 2012 to a Prep to Year 12 school of 115 students in 2016. During this time, I have been passionate about seeing the following being implemented at the College:

- **Culture of Excellence:** I am passionate about creating a culture that encourages a pursuit of excellence. Each student at the College has been encouraged to aim to achieve their personal best in all their endeavours. This includes their academic pursuits, participation in sport, their behaviour and interaction with others, their presentation in school uniform and how they challenge themselves when presented with a new opportunity in the school setting.
- **High Expectations:** I have challenged our staff and families to hold the bar high for our students and challenge them to achieve their best. Furthermore, I want to see our students have high expectations for themselves. If we continue to maintain high expectations for our students, I believe they can achieve some amazing things.

- **Development of Modern Learning Environments:**

Our students deserve to be educated in an inspiring, modern learning environment. Great care has gone into the design of our new facilities during the past five years with consideration for flexible learning environments, different learning styles, the integration of technology and the use of colour and design to motivate students. Likewise, we have worked to design an outdoor environment that compliments the classroom learning spaces. A wide range of outdoor spaces have been created to inspire students, while also creating areas to relax during break times.

- **Community:** The development and maintenance of our sense of community has been a personal challenge and goal of mine during our expansion. Our school has a special history of having a small, family-like atmosphere. I felt challenged to maintain this during our expansion, while also ensuring that we further connected with our local community and others throughout the region. I have a desire to see our older students express great care and concern for our younger students.

- **Personal Faith:** As a Christian school, we have an opportunity to introduce students to the Lord and to provide them with an opportunity to develop a relationship with God. It has been a real privilege to watch students grow in their faith and take greater ownership of their faith.

Throughout the year we have celebrated many individual student achievements. Our students have excelled in academic competitions, art shows, sporting competitions and more. The Presentation Evening provided the school community with a chance to recognise a wide range of outstanding achievements of our students during the 2016 school year.

A special part of leading in a school environment is the opportunity to develop effective working relationships with a wide range of people. I have valued the opportunity to work with our team of twenty-one teachers, administration and support staff. I believe each one has been called by God to work at the College and to share God's love with our community. I express my sincere thanks to our team of staff who play such a pivotal role in the everyday experience of each child at our school. Our teaching staff are dedicated to providing a challenging curriculum that meets the unique needs of each student at our school. We are also blessed to have a wonderful team of office staff and contract workers. I appreciate everything each of these people have contributed to our College during 2016. God has truly blessed us with a team of passionate staff.

I am most grateful for the support and dedication of the administration staff for whom I have worked closely with during the past five years. I wish to thank Mrs Dee Slatter, Business Administrator / Principal's PA; Miss Meghan Stewart, Business Manager; and Mrs Leanne Pryor, Receptionist for their efforts throughout the year and for their ongoing commitment to serve God while working at the College. I also wish to acknowledge Mrs Miriam Adams and thank her for her assistance and Godly wisdom for which I highly valued. Miriam retired at the end of the 2015 school year. Miriam was a long-term employee at the College.

I wish to express my sincere appreciation to the 2016 Leadership Team. I wish to thank Mrs Michelle Café, Head of Senior School (Years 10-12) and Mrs Michelle Bond, Head of Secondary School (Years 7-12). I have appreciated the opportunity to work with you both during the past three years and highly valued the challenge of growing the Senior School together during our journey.

Our College Board have been determined to see Kerang

Christian College expand into a Prep to Year 12 Christian school. It has been a blessing to see their vision come to fruition over the past five years. The College is guided by a skilled Board who are passionate about Christian education. I appreciate our Board having a clear direction for the future of the College and a commitment to expand the school to Year 12. I would like to express my gratitude to all of our Board members for the expertise and care which they devote to the governance of the College. May I once again express a sincere thanks for the privilege given to me to take up the role of Principal by the School Board in 2012. Furthermore, I wish to thank Mrs Pennie Gill for her contribution as Board Chair during my time at the College and for her dedication and commitment to this role. I have thoroughly enjoyed and appreciated the working relationship we have maintained during this period of time.

Looking Ahead

When the Australian Education Act 2013 was introduced, it required all Australian schools to have prepared a School Improvement Plan by 1st January 2015. This included details on the content of the School Improvement Plan, how it was to be developed and how schools were required to publish, report against and update their Plan. A copy of Kerang Christian College's School Improvement Plan is available on the College website. This document should be read in partnership with the College's Strategic Plan and provides an exciting glimpse of the future and the strategic priorities of the College during the next few years.

There are some really exciting initiatives happening at Kerang Christian College. We can look forward to seeing many exciting things happen during this next strategic phase at Kerang Christian College. It was an honour and a blessing to lead our school once again in 2016. We give all glory to God and thank Him for his provision and protection.

Michael Bond
Principal / CEO -
Kerang Christian College



Strategic Planning and Development



Strategic Plan

The 2015 – 2020 Strategic Plan for Kerang Christian College is intended to set the overall direction for the College for the next three years. It also outlines the key values that the Board and staff agree should be at the heart of how the school operates and develops. Our strategies are designed to support and deliver the mission statements, values and intended outcomes as outlined in the College's Strategic Management Plan.

The College Leadership Team has developed a range of strategic priorities with short and long-term goals. These have been presented, discussed and approved by the College Board and now form the basis of the College's Strategic Plan for 2015 – 2020.

The College Strategic Plan is published on the Kerang Christian College website.



School Improvement Plan

School improvement requires a targeted and focused approach on key areas within a school community. After careful consideration, Kerang Christian College has identified a manageable set of priorities to guide the College's improvement efforts over the next few years. These improvement areas have been carefully referenced with the College's Board approved 2015 – 2020 Strategic Plan. The School Improvement Plan is a valuable tool to assist in driving continued improvement in the quality of teaching and learning at Kerang Christian College. The Kerang Christian College School Improvement Plan satisfies the Commonwealth Government's criteria, including having regard to the Aboriginal and Torres Strait Islander Education Strategy 2015 and the National Safe Schools Framework.

The College School Improvement Plan is published on the Kerang Christian College website.



Master Plan

The Master Plan at Kerang Christian College is a document that outlines the physical environment at the College and the future plans and scenarios for development in the future. Since early 2010, a significant amount of strategic planning and future thinking has occurred at Kerang Christian College. The outcome of this process has been the development of the Secondary School at Kerang Christian College and the associated infrastructure. During 2015, the College Board updated the Master Plan for Kerang Christian College. In addressing the future development of the College, a staged program has been proposed over a 10+ year period. With each stage of this development, the educational requirements will need to be revisited and confirmed prior to preparing sketch plans for new or upgraded facilities.

Strategic Plan

Six Strategic Priorities for 2015 – 2020

Between 2015 and 2020, Kerang Christian College will undertake the following six strategic initiatives to assist in launching the College into Senior Secondary School. The implementation of these initiatives is phased over the five-year period of the plan. Implementation will occur through an annual planning and budget cycle. The strategic actions and business plans will be reviewed annually.



1. Academic Excellence

"Develop a culture of a passionate pursuit of academic excellence."



2. Technology as an Enhancer of Teaching and Learning

"Create a culture where technology is seen as an enhancer of teaching and learning."



3. Further Developing the School Culture

"Further develop a caring, Christian environment that meets the needs of individual students."



4. Designing a Connected Learning Environment

"Design a learning environment that meets the needs of 21st century learners with consideration for local, state, national and global connectivity."



5. Effective Business Practices

"Implement effective business practices in relation to Finance, Marketing, Human Resources, Risk Management, Regulatory Compliance, Development and Planning, Facilities Planning and Management."



6. Good Governance

"The College Board will continue to oversee all aspects of Kerang Christian College, appoint the Principal, and ensure a strategic approach to the School's future by setting major objectives, policy frameworks and strategy."

Targets & Priorities Achieved 2016

During 2016 the following targets and priorities were achieved:

Focus Areas	Outcomes
Education	<ul style="list-style-type: none"> • Staff training and preparation for further implementation of the VCE • Curriculum auditing across the Primary and Secondary School • Further implementation of the Australian Curriculum • Further development of the whole school Chapel program • Initial implementation of the House System • Professional Development around the Victorian Special Needs Plan
Human Resources	<ul style="list-style-type: none"> • Developed a Child Safe Strategy Document and a Child Safe Policy • Implemented the requirements of Ministerial Order No. 870 • Updated the Employment Policy, Staff Induction Policy and Grievance Policy • Reviewed a wide range of existing student wellbeing and pastoral care policy documents • Updated Child Protection Policy, Anaphylaxis Policy and First Aid Policy • Developed a Sexual Harassment Policy • Reviewed the Occupational Health and Safety Policy • Reviewed the Emergency Management Policy
Information and Communication Technology	<ul style="list-style-type: none"> • Further implemented Edmodo as a Learning Management System • Reviewed the Electronic Devices Policy • Utilised Video Conference technology to enhance learning opportunities • Further implemented the BYOD program for Secondary School students • Increased our computer facilities and the use of IT across the curriculum
Community Relations	<ul style="list-style-type: none"> • Reviewed the Community Use of School Facilities Policy • Participation in a wider range of community events • Maintained involvement in Christian Schools Australia Principal's Network • College represented in local community committees including the Gannawarra Principals and the Gannawarra YouthWorks & Schools Wellbeing Network
Development and Planning	<ul style="list-style-type: none"> • Further implementation of the 2015 – 2020 Strategic Plan • Updated the School Business Plan, including the 5 Year Financial Plan • Prepared for implementation of the School Improvement Plan • Reviewed the College Master Plan
Strategic Communication	<ul style="list-style-type: none"> • Regularly updated the Kerang Christian College website • Increased interaction with the community through social media • Published advertisement and editorial in the Victoria's Independent Schools Guide
Physical Resources	<ul style="list-style-type: none"> • Official Opening of Secondary School Classroom Wing Stage 2 • Further implemented regular cyclical maintenance programs • Continued landscaping works around the College
Governance	<ul style="list-style-type: none"> • Further development of policies and procedures for good governance • Reviewed Board performance • Reviewed the Strategic Plan, Master Plan, School Improvement Plan and Business Plan • Developed Terms of Reference for Board Subcommittees

Targets & Priorities 2017

Priorities, Initiatives and Targets for 2017:

Focus Areas	Outcomes
Education	<ul style="list-style-type: none"> • Staff training in curriculum differentiation • Continue Curriculum auditing across the Primary and Secondary School • Further implementation of the Australian Curriculum • Further develop whole school Chapel program • Further Implementation of the House System • Implementation of School Improvement Plan • Review Student Attendance Policy
Human Resources	<ul style="list-style-type: none"> • Develop Professional Development programs around the School Improvement Plan • Ongoing implementation of the Child Safe Standards • Review Privacy Policy, Medication Policy and Staff Induction Policy • Ongoing review of Emergency Management Planning • Ongoing review of administration systems and processes • Review Student Bullying Policy and Behaviour Management Policy • Review Camps and Excursions Policy and Supervision Policy
Information and Communication Technology	<ul style="list-style-type: none"> • Review the ICT and Acceptable Use Policy • Increase our computer facilities and the use of ICT across the curriculum • Participate in a video conference network with other Christian schools for VCE
Community Relations	<ul style="list-style-type: none"> • Review the Volunteers Policy • Planning for missions programs – local, national and international • Further develop links with local churches • Continue to develop links with community organisations • Further develop video conference partnerships
Development and Planning	<ul style="list-style-type: none"> • Implement School Improvement Plan • Review progress of the College Master Plan • Review progress of the 2015 – 2020 Strategic Plan • Update the School Business Plan and 5 year Financial Plan
Strategic Communication	<ul style="list-style-type: none"> • Further utilise social media to connect with the community • Further development of the College diary, newsletter and website
Physical Resources	<ul style="list-style-type: none"> • Further implement the regular cyclical maintenance programs • Continue landscaping works around the College
Governance	<ul style="list-style-type: none"> • Review Board Subcommittees and their Terms of Reference • Review Board Performance and Processes • Review Board Induction Policy • Professional learning opportunities for Board members in governance

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

	2013	2014	2015	2016
Year 3	100%	100%	100%	100%
Year 5	100%	100%	86%	100%
Year 7	100%	100%	100%	91%
Year 9	100%	100%	100%	83%

Grammar & Punctuation

	2013	2014	2015	2016
Year 3	100%	100%	100%	82%
Year 5	100%	89%	100%	100%
Year 7	90%	100%	100%	91%
Year 9	100%	94%	100%	71%

Reading

	2013	2014	2015	2016
Year 3	100%	100%	100%	100%
Year 5	100%	89%	86%	100%
Year 7	90%	100%	100%	100%
Year 9	100%	94%	100%	100%

Writing

	2013	2014	2015	2016
Year 3	100%	100%	100%	91%
Year 5	100%	89%	100%	78%
Year 7	100%	86%	100%	82%
Year 9	100%	81%	89%	71%

Spelling

	2013	2014	2015	2016
Year 3	100%	100%	100%	82%
Year 5	100%	78%	86%	100%
Year 7	100%	86%	100%	91%
Year 9	100%	100%	89%	71%

Students with Special Needs

Learning Support

The College has hired a Learning Support Assistant (LSA) who works with students and staff across all levels, with an emphasis on remediation in literacy and numeracy. The LSA works closely with key staff and with classroom teachers in implementing relevant individual education programs. The LSA works with students individually, in the classrooms and in small groups. Expected learning outcomes include an improvement in student academic performance and self-confidence in literacy and numeracy. Outcomes are measured using a variety of standardised assessments.

Individual Learning Plans

Some students at the College have been provided with Individual Learning Plans (ILP) that have been developed in conjunction with parents. They are prepared for students with identified special learning needs, as well as those who are deemed at risk. These plans are reviewed each semester at a minimum. The College aims to develop a greater awareness of the individual learning needs of each student. Documentation of individual areas of strength and weakness in conjunction with evidence from standardised testing will assist teachers in the following years to best meet the needs of students identified with special learning needs. Appropriate successful strategies will also be documented in Individual Learning Plans.

Program Support Groups

Staff at Kerang Christian College work with families to ensure that effective planning occurs for all students with additional needs, and particularly for students with disabilities. A Program Support Group (PSG) provides an opportunity to exchange information concerning the student and the learning process. A PSG is effective for planning and evaluating a student's program, particularly for students who require ongoing monitoring and support, including a student with a disability.

Multilit

Multilit is a learning support program used at Kerang Christian College. Multilit is a researched based program designed by staff at Macquarie University for students struggling to acquire

aspects of reading for Years 2 – 6. It focuses on the explicit teaching of phonics, sight words and comprehension. It is presented on a 1:1 basis for approximately 10 minutes three days per week.

In-Class / Small Group Support Programs

Students with identified literacy, numeracy, social, behavioural or confidence needs may receive additional in-class or small group support from the Learning Support Assistant. Some students receive this support due to developmental needs or as a recommendation from a person with relevant qualifications such as a psychologist.

Nationally Consistent Collection of Data on School Students with Disability

The Standing Council on School Education and Early Childhood (SCSEEC) has determined that from 2015 all Australian schools will be required to collect and report new data on students with disability through the Nationally Consistent Collection of Data on School Students with Disability. To do this, teachers will need to make professional judgements regarding whether individual students are disabled, as defined by the Disability Discrimination Act, and to report the number and the extent of educational adjustments that need to be made. Kerang Christian College participated in the Nationally Consistent Collection of Data on School Students with Disability for the first time in 2015 and participated once again in 2016.

State Support Services Funding

The Victorian Government provides limited funds for the provision of specialised services to support students with demonstrated needs. Independent schools are able to apply for funding so that they can engage specialists to provide:

- Visiting teacher service for:
 - physically disabled/health impaired students;
 - hearing impaired students - vision impaired students.
- Speech therapy.

To be eligible under the Victorian State Support Services program, a student must be assessed by a person with relevant qualifications as requiring services to support learning and access to schooling, or to develop particular skills.

Independent Schools Victoria Student Assessment Project

During 2015, Kerang Christian College participated in the Independent Schools Victoria *Student Assessment Project*. The aim of the *Student Assessment Project* was to assist schools in the identification of currently enrolled Prep to Year 12 students who were experiencing difficulties at school. This process should assist schools to:

- identify students with a disability within the broader context of the *Disability Discrimination Act* and with other learning needs
- provide support for teachers to meet the needs of individual students
- communicate with parents regarding their children's needs.

This project was not designed to replace the Australian Government targeted funding for students with disability that ceased in 2013. It was not compulsory for schools to participate in this project in order to receive any kind of on-going funding for students with disability. Instead, the project aimed to provide schools with limited access to the services of qualified professionals with:

- tools to help teachers identify students with additional needs
- streamlined access to the services of qualified health professionals
- resources and recommendations to support individual

students, based on their particular circumstances

- professional learning to enhance the capacity of teachers to meet the needs of students with disability.

Feedback from the Independent Schools Victoria Student Assessment Project assisted staff in meeting the needs of a number of students during the 2016 academic school year.

Special Needs Plan for Victorian Schools

The Victorian Government made a commitment to establish Victoria as the Education State where every Victorian has an equal right to knowledge and skills to shape their lives. Part of this work is to promote inclusive practices in schools so they can better support all children and young people, including those with disabilities and special needs. The Special Needs Plan is part of this vision because every child deserves a great education to reach their full potential, especially those with special needs who already face additional challenges in their lives. Kerang Christian College provided teaching staff with additional professional learning and development opportunities in this area during 2016.

Disability Standards for Education

Education providers must comply with the *Disability Standards for Education 2005* (the Standards) under the *Disability Discrimination Act 1992* (Cth) (the Act). The Standards give students and prospective students with a disability the right to education and training opportunities on the same basis as students without a disability. In 2016, teaching staff at Kerang Christian College completed a suite of eLearning modules relating to the Disability Standards for Education 2005 developed by the University of Canberra.



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 develop 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
- Procedures for responding to and reporting allegations of suspected child abuse

2016 Update on Child Safety

Child safety is an ongoing key focus at Kerang Christian College. Providing a safe and supportive environment for children has always been an important part of being a Christian School. Legislation and compliance now demands all schools in Victoria to take child safety much more seriously. We are committed as a school community to doing our part to protect the children in our community.

As part of the Victorian Government's commitment to implementing the recommendations of the Betrayal of Trust report, there is a new regulatory landscape surrounding child safety, underpinned by new Child Safe Standards. We all have been entrusted with an obligation to do the best we possibly can to keep our children safe from harm. The abuse of children should not be tolerated in our community.

Biblically we are called to love one another. John 13:34-25(NIV) states: "A new command I give you: Love one another. As I have loved you, so you must love one another. By this everyone will know that you are my disciples, if you love one another."

I wish to highlight to our school community that we have high expectations that everyone in our school community is committed to child safety. Part of our School Mission is to see the "Provision of a safe environment" for our students. A safe environment includes developing a culture of child safety in the school, including a zero tolerance of child abuse.

Kerang Christian College is fully supportive of the Victorian Government's adoption of mandatory Child Safe Standards. We have embraced the opportunity to strengthen the safety of our operations and aim to further develop a culture of child safety.

During 2016, a key focus of my leadership at the College has been the review of existing policies and practices around student safety and wellbeing. A number of key policy documents have been updated to ensure childrens' safety and wellbeing is a priority and that the College is implementing procedures compliant with legislation. The Board has recently approved a Child Safe Policy (Policy No. 54). The Child Safe Policy is a comprehensive and overarching document that provides an overview of the key elements of Kerang Christian College's approach to creating a child safe organisation. The College has also published a Child Safe Strategy Document, to ensure we are actively embedding a culture of child safety.

The widely quoted traditional African proverb states, "It takes a village to raise a child". The "village" has never been more necessary than it is today. We look forward to working with you to protect the children in our community. Please do not hesitate to contact the College if you have any questions about our Child Safe Strategy Document or the student wellbeing policies at Kerang Christian College.

Extract from The Harvest on the 8th June 2016



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. During 2016, Kerang Christian College conducted three weekly Chapel services – Primary School, Middle School and Senior School.

Buddy Time

Buddy time takes place each Friday afternoon for 50 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.

You Can Do It

The You Can Do It program is a collaborative approach for developing the social and emotional capabilities of students of all ages. The five core social and emotional skills taught in You Can Do It are: confidence, persistence, organisation, getting along and resilience.

Character First

Students in the Primary School also participate in the Character First program. This curriculum takes 36 character qualities and teaches them specifically to children. The children learn what the word means, why it is important to have it in our lives, what it looks like and how to begin to apply it. Some of the character qualities studied include: Attentiveness, Obedience, Truthfulness, Gratefulness, Forgiveness, Sincerity, Virtue, Responsibility, Patience, Initiative, Self Control and more.

Connect

Connect is Christian Education Publications' Christian Religious Education resource for Primary School students. This resource is based on a three year cycle. Connect teaches students the key components and themes of the Bible and Christian beliefs while encouraging them to apply the learning to their own lives.

Restorative Practices

The College implements a Behaviour Management Policy, which has a focus on Restorative Practices. Restorative Practices assists 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.

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 sons and daughters.



Student Wellbeing and Pastoral Care continued...

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, 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.

During 2016, the College updated a number of our wellbeing and pastoral care policies. All College policies are reviewed 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.

Student Support

Kerang Christian College implements a number of strategies to ensure students reach their individual learning goals. The staff at Kerang Christian College are committed to discovering and providing the best learning conditions for all students with extra needs in an environment that promotes intellectual, social, emotional, physical and most importantly spiritual wellbeing.

Monitoring Literacy and Numeracy Progress

Student progress and growth is monitored and documented throughout the school year. Pre-testing and post-testing are used in classrooms throughout the school. The College has also implemented a standardised testing program throughout the Primary and Secondary School. Students complete a variety of standardised tests at the end of Term 2 and Term 4. This data allows the school to more accurately identify students who are at risk in different aspects of literacy and numeracy. This data is used in conjunction with classroom assessment data, NAPLAN data and other anecdotal evidence.

Parent-Teacher Interview Evenings

Parent-teacher interview evenings are conducted twice a year. These evenings present opportunities for parents and guardians to share information about their children and discuss goals for the semester ahead. Secondary School students are invited to participate in the Parent-Teacher Interviews.

Entrance Testing

Entrance testing in literacy, numeracy and comprehension is completed for all new students in Years 1 – 9. These tests are repeated each semester to keep staff up-to-date on their students' progress.

Parent Involvement in their child's education

The College welcomes and encourages parent involvement in their child's education. Parent Teacher interview days are very well attended as are subject selection and parent information evenings. Many parents keep in contact with teachers through the email system and by telephone. Home Group teachers liaise with parents if there are issues of concern and welcome contact from home.



Special Programs



Technology

As the College expands, it has been proactive in adopting technologies that will prepare students to be successful citizens upon graduating. Interactive White Boards or televisions have been installed in most of the classrooms throughout the College. A BYOD program has been implemented in the Secondary School, which has provided students with greater access to technology. Students in the Primary School have access to laptop computers with wireless capabilities. These computers are used regularly as a tool to complement the learning that is taking place in the classrooms.



Performing Arts

In 2016, the College continued to develop in the area of the Performing Arts. The College provided a Private Instrumental Program that offered tuition in Drums, Guitar, Piano and Violin. Students also participated in choir performances and a range of drama activities in the Primary and Secondary School.



Reading

Students at Kerang Christian College participated in the 2016 Premiers' Reading Challenge. Students in Years 2 – 7 have also had access to the Accelerated Reader Program. At Kerang Christian College we recognise that reading is an important skill for students to develop. Developing a love of reading is imperative if our students are to mature into lifelong learners.



The Lunch box

The College operated the school canteen "The Lunch Box" throughout the 2016 academic school year. The canteen operated three days per week. We are grateful for the work of the office staff and Mrs Joyce Gee who assisted in launching the canteen at the College. Joyce has volunteered to oversee the day-to-day operation of the canteen. The canteen also operated with the assistance of many parents.



Camps and Excursions Program

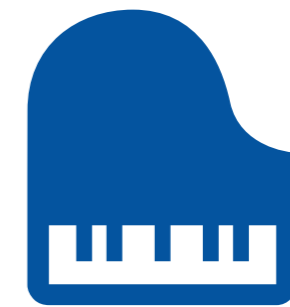
The Prep – Year 2 students enjoyed participating in a range of local excursions, including visits to the Kerang Library and a Geography Walk in Kerang. The Camp Program is growing as the College expands. The Year 3/4 students enjoyed a camp to Billabong Ranch in Echuca during Term 4, while the Year 5/6 students travelled to Canberra for a week long trip during Term 3. The Year 7 students travelled to an orientation camp during Term 4 at the Rowallan Recreation and Adventure Camp in Riddell's Creek. The students in Year 8 participated in the annual medieval evening and enjoyed a wide range of special activities. The Year 9 students travelled to Melbourne in Term 4 and attended sessions at ACMI and enjoyed a stopover at Bounce on the way home. Our Senior School students attended the Careers Expo at the Melbourne Exhibition Centre and toured Australian Catholic University. Year 10 students enjoyed a 3 day camp at Phillip Island.

Private Instrumental Program

Learning a musical instrument is a great way to extend the overall educational experience of your child, with benefits for students including discipline, creating a sense of achievement and building confidence. During 2016, the College operated a Private Instrumental Program with students participating in Drums, Guitar, Piano and Violin lessons.

We look forward to providing many opportunities for our students to perform each year. This may include musicals, Presentation Evening and various College functions. We also anticipate that there will be other community events such as instrumental recitals, eisteddfods, festivals and school assemblies conducted throughout the year to support our Performing Arts program at the College.

James 1:17 (NIV) says, "Every good and perfect gift is from above, coming down from the Father of the heavenly lights, who does not change like shifting shadows." The Bible encourages each of us to use the gifts God has provided us. We are always amazed at how many students at our school are blessed with musical gifts. We are grateful for our Instrumental teachers who are able to help develop the talents God has provided our students.



College House System

In 2016, Kerang Christian College implemented a House system for the first time in our school history. Students at Kerang Christian College have been allocated to a House for academic, sporting, cultural and service events. This allows recognition of effort and achievement in academic pursuits, College and community service, the demonstration of College values, and participation in the life of the College on top of sporting pursuits. A House Systems will assist the College in continuing to foster a family-like atmosphere within the school community. Furthermore, a House System will provide an opportunity for students to form a greater connection with their school community.

There will be a number of benefits for students being members of a school House. The Houses will provide students not only an increased sense of identity and belonging, they will also provide students with a sense of tradition over time. It will be another opportunity for whole school interaction amongst students and families.

The House system will also provide additional leadership opportunities for our students in the Primary and Secondary School.

Our School Board have approved the names of our Houses in preparation for 2016.



Baker House

This House is named after Mrs Val Baker, who volunteered as a librarian, teachers aid and yard duty helper for 31 years at the College.

Mrs Baker was a quiet, servant leader who passionately served the Lord through her work at Kerang Christian Community School and Kerang Christian College.

Mrs Baker was a much-loved librarian throughout much of our school history, ensuring our students were able to find and borrow books and maintained our library collection. Children and parents had the utmost confidence in her wise and loving care. Kerang Christian College has been blessed to benefit from her years of volunteering and dedication in creating a happy place for the students in the library.

Mrs Baker shared that she became a librarian to fill in a need. She highlighted that it was something she could do to serve the Lord.

A verse close to Mrs Baker's heart is from Psalm 121:2 (NIV): "My help comes from the LORD, the Maker of heaven and earth."



Adams House

Adams House is named after Mr Trevor Adams who has served on the College Board since its commencement in 1983. Prior to 1983, Mr Adams volunteered on the Steering Committee, which researched the different types of Christian Schools. His three children all commenced at Kerang

Christian Community School in its first year of operation.

Mr Adams' servant leadership at the College has been greatly valued. His attention to detail, passion for Christian education and commitment to excellence have been of great benefit to the College over many years.

In the early years, Mr Adams was on the Board, which planned and instigated the commencement of the College. In later years, he has served as the treasurer, taking responsibility to assure the College was always financially viable and running within budget. He also took on an active role assisting the College's relocation from the Kerang Baptist Church property to the present location. This involved many hours working on plans and grant applications.

Mr Adams is passionate about Christian Schooling. He has a real heart for seeing children educated from a Christian perspective. For many years, he attended the College's early morning prayer meetings. Mr Adams has shared that nothing at the College has been achieved without the prayer backing of the College community.

Mr Adams wishes to share the following verse with our students: "Give thanks to the Lord, for he is good! His faithful love endures forever." Psalm 107:1



Provis House

This house is named after our College's longest serving school principal, Mr Ken Provis. Mr Provis worked at Kerang Christian Community School for sixteen years.

He recalls three important phases during his time at the College.

The first was developing an authentic education option in our community. This is still something that he is passionate about.

The second phase was the development of the new building at 98 Wyndham Street, which is our Primary School building today. Mr Provis highlighted that the school had the unique opportunity to ask the questions, "What kind of school do we want to be?" and then, "What do we need building wise to achieve that?" He had a real desire to build something that developed a real sense of community. Our school is blessed to have that same atmosphere today.

Mr Provis recalls the third phase of his time at College as being around the time when he lost his wife in the second half of his time at the College. He reflected that the support from the school community was invaluable.

Mr Provis felt that God had used him to develop a school with a connection between the school, Church and Family.

Mr Provis selected a verse from Proverbs to encourage our students. "Trust in the Lord with all your heart, and lean not on your own understanding: In all your ways acknowledge Him and He will make your paths straight." Proverbs 3:5-6.

Extract from Principal's Address at Presentation Evening on 9th December 2015

Academic Excellence

Kerang Christian College is aiming to develop a culture of the passionate pursuit of academic excellence. The College attempts to provide students with a wide range of opportunities to participate in community-based, regional, state and national competitions.

During 2016, students at Kerang Christian College participated in the following initiatives:

- International Competitions and Assessments for Schools
 - Digital Technologies
 - Science
 - Writing
 - Spelling
 - English
 - Mathematics
- VCE Acceleration
- VCE Video Conference Partnerships
- Year 7 – 10 Elective Program
- Accelerated Reader Program
- Book Week Writing Competition
- Premiers' Reading Challenge
- Kerang Rotary Spelling Competition
- Lions Club Public Speaking Competition
- Kerang & District Agricultural Society Show

Academic Awards 2016

The Kerang Christian College Sport Team of the Year
The VCE Mixed Netball Team

The Award for the Outstanding Sportsman
Primary School: Lachlan Somerville

The Award for the Outstanding Sportsman
Secondary School: Alfritz Toledo

School Sport Victoria:
Academic and Sporting Achievement Medal
Lachlan Somerville

The Award for Excellence in Performing and Visual Arts
Primary School: Amariah Bangay

The Award for Excellence in Performing and Visual Arts
Secondary School: Elizabeth Kopec

The Christian Living Award
Primary School: Jack Pilgrim

The Christian Living Award
Secondary School: Truman Shipp



Award for Outstanding Academic Achievement
Primary School: Amariah Bangay

Award for Outstanding Academic Achievement
Secondary School: Jessica Nicholson

The Primary School Captains for 2016
In Recognition of Excellence in Leadership
Georgia Ferguson and Jason Vellacott

Mallee Excellence Award
Amy Steel

The ADF Long Tan Leadership and Teamwork Award
Year 10: Elizabeth Kopec
Year 12: Olivia Slatter

The Principal's Award
Primary School: Arya Banskota

The Principal's Award
Secondary School: Tamlyn Robinson



2016 College Dux
Sarah Brown

Student Leadership

At Kerang Christian College we have identified leadership as an important skill to develop in all of our students. Our students can serve as leaders in a variety of ways in our school community. Students can lead in sport, academics, chapel and community service. All students can be role models for others in our school community. We are encouraged in the Bible, "So let's not get tired of doing what is good. At just the right time we will reap a harvest of blessing if we don't give up" Galatians 6:9.

Home Group and House Captains

In 2016, students and staff at the College elected Home Group Captains for Years 7 – 9 and House Captains for Adams House, Baker House and Provis House. The Captains represented the students at Kerang Christian College on a Student Representative Council. These students served our school community in a wide variety of ways.

Middle Years Captains

This year, staff and students elected one Year 9 student as the Middle Years Captain. The Middle School captain represented students studying in Years 7 – 9 at Kerang Christian College.

Gannawarra Shire Youth Council

In 2016, a number of student leaders represented the College on the Gannawarra Shire Youth Council. This Council is made up of student leaders from a wide variety of schools in the region. The Gannawarra Shire Youth Council aims to establish and maintain an advice-giving framework to allow young people from the Shire to develop skills and knowledge and input into youth related issues and policies (Gannawarra Shire Youth Strategy Document, 2010, p. 6).

National Young Leaders Day

Annually our Year 6 students attend The National Young Leaders' Day in Melbourne. This event inspires and encourages our students to think about leadership in their own lives. This program inspires the Year 6 students and creates a greater awareness of the characteristics of leadership and the ways they can lead in the future.

Primary School Captains

At the end of 2016, the College acknowledged two Primary School students as Primary School Captains at Presentation Evening. This award is presented annually to a male and female Primary School student who has embraced the opportunity to lead while studying in Year 6 at Kerang Christian College.

Student Leaders 2016

Home Group Captains

Year 7
Emmer Pilgrim

Year 8
Shaun Davey

Year 9
Natasha Vellacott

Middle Years
Emily Steains

House Captains

Adams House
Captain
Thomas Gibson

Vice Captain
Alfritz Toledo

Baker House
Captain
Tamlyn Robinson

Vice Captain
Hannah Davey

Provis House
Captain
Hannah Pay

Vice Captain
Braley Brown

School Captain
Captain
Amy Steel

Vice Captain
Madeleine Frost

Sport

Kerang Christian College believes that school sport is an integral part of students' overall development, having the potential to impact on the physical, social, emotional and mental health of students.

Timetabled Health, Sport and Physical Education are part of the school curriculum and is set up for development, practice and mastery of skills whilst maintaining the main aims of the sports program.

Primary School

Students in the Primary School have an opportunity to participate in a wide variety of sporting programs throughout the academic school year.

Students in Prep – Year 6 participate in Learn to Swim lessons during Term 1 each year. This program provides a broad, balanced program of swimming, water safety and survival skills in preparation for a lifetime of safe activity in, on or near the water.

Our College participates in the Athletics, Cross Country and Swimming competitions against other local rural schools. Students have an opportunity to qualify for Zone, Regional and State level championships in these sports.

The Year 4 – 6 students also participate in the Lightning Premiership competition in Kerang each year at Riverside Park. The sports offered are Football, Netball and T-Ball. Students competed in a round robin format against a number of local schools in the region.

Our school has a rich tradition in hockey with the school regularly fielding players in the Kerang Rural Hockey 7's team. This team has qualified for the School Sport Victoria (SSV) State Hockey Finals most recently in 2012 and 2013.

Students participate in a wide range of clinics hosted by local sporting organisations. During the past year students have participated in organised clinics for hockey, athletics, basketball, badminton and football.

Secondary School

Students from Year 7 to Year 12 are encouraged to participate in a wide range of sporting activities that compliment the school based Physical Education program. Students are provided with the opportunity to participate and develop an understanding of the skills, concepts and rules in a wide range of sports.

Kerang Christian College is aligned with two key sporting bodies; the Christian Schools Sports Network (CSSN) and the Western Christian Schools Sports Association (WCSSA). The aim of these sporting networks is to promote friendship, goodwill and a spirit of sportsmanship and comradeship, together with healthy competition. These inter-school competitions cover a wide range of seasonal sports including: Netball, Volleyball, Soccer, Basketball, Tennis, Cricket and Softball. Annually, all students are challenged to compete in the CSSN Swimming, Cross Country and Athletics carnivals.

A future goal is to have students participate in House sporting competitions combined with many opportunities for our talented young sports men and women to compete at Regional, State and National level.

Sporting Opportunities in 2016

Primary School

- Scheduled Physical Education Lessons
- Scheduled Sport Lessons
- Primary School Swimming Lessons
- Zone Swimming Trials
- Mallee Division Swimming (Swan Hill)
- Regional Swimming (Swan Hill)
- District Cross Country (Murrabit)
- Mallee Division Cross Country (Swan Hill)
- Regional Cross Country (St Arnaud)
- Lightning Premiership
- Regional Winter Sports Finals (Swan Hill)
- District Athletics
- Kerang Zone Athletics
- Regional Athletics (Bendigo)
- State Athletics (Melbourne)
- Kerang Badminton Association Clinic
- AFL Football Clinic
- Hockey Victoria Clinic
- Jump Rope for Heart
- Active April
- Walk to School Program

Secondary School

- Scheduled Physical Education Lessons
- Sports Performance Elective Class
- Unit 3 and 4 Physical Education
- Unit 3/4 PE excursion to Melbourne
- Secondary School Swimming Lessons
- WCSSA Netball & Rugby Championship (Bendigo)
- CSEN Cross Country Championships (Melbourne)
- WCSSA Basketball Championships (Geelong)
- House Dodgeball Competition

Secondary School students assisted as volunteer helpers at the following events:

- Primary School District Athletics
- Primary School Zone Swimming competition
- Primary School District Cross Country



Community Involvement

Kerang Christian College 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. Below is a list of some of the activities students have participated in during the academic school year.

ANZAC Day

On Saturday, 25th April, more than 20 students from Kerang Christian College participated in the annual ANZAC Day Parade and ceremony in Kerang. The services marked Australia's involvement in World War One. Our students joined the community in remembering and honouring the men and women who have been and who are part of Australia's armed forces.

Gannawarra Shire Youth Council

Kerang Christian College maintained student involvement in the Gannawarra Shire Youth Council throughout 2016. The Youth Council consists of approximately 20 young people, aged between 15 and 18 from local secondary schools in the area. The Youth Council identifies and aims to address local issues for young people, including environmental projects, entertainment options, drugs and alcohol issues, recreation and multiculturalism.

WOW Day

Kerang Christian College students and staff wore orange ribbons and orange wrist bands on Wear Orange Wednesday (WOW Day), which was held on Wednesday, 11th May 2016. WOW Day is a day of recognition and appreciation where the dedicated work of State Emergency Service (SES) volunteers is celebrated across Australia. The focus of WOW Day is to encourage the community to show their support in a very simple but highly visible gesture by wearing the colour orange. This is the colour worn by SES volunteers.

Lions Club Public Speaking

More than sixty people enjoyed listening to a wide range of speeches at the Year 5/6 Speech Night conducted at the

College. The topic for this year's Lions Club Senior Public Speaking Competition was – "A Day in my life as a ...". The audience enjoyed listening to a wide range of speeches from the Year 5/6 students.

Information Evenings

Kerang Christian College conducted a range of information evenings for parents and carers throughout the year, including a Middle School Information Evening and Senior School Information Evening. Furthermore, the College conducted a range of orientation days for students.

One Team, One Goal Competition

A number of Year 3-6 students participated in the One Team, One Goal: Celebrating Diversity competition. Students entered by designing a football jumper that 'reflects Victoria's cultural diversity'. The entries demonstrated their understanding of why it's important to have respect for diversity and promote the message that cultural diversity is recognised and celebrated in their community. Students in Years 3-6 completed the entry during ICT classes. This provided students with an opportunity to further develop their graphic design skills.

NAIDOC Week

To celebrate NAIDOC Week 2016 the Murray-Darling Basin Authority launched a colouring competition with artwork designed by Wiradjuri artist Kristie Peters. There were three wildlife designs for students to choose from with each sheet having information about the topic on the reverse side. Students in Years 2 – 6 at Kerang Christian College enjoyed the change to colour the Wetland themed colouring sheets during their Visual Art lessons.

Book Parade

Our Primary School students had a terrific time participating in the Book Parade on Friday, 26th August. The book selected for 2016 was "My Grandad Marches on Anzac Day" written by Catriona Hoy and illustrated by Benjamin Johnson. Students enjoyed the opportunity to get dressed up as soldiers, doctors and nurses, pilots, navy personnel, tanks and more.

Students also entered a wide range of books in the Book Week Writing Competition. We congratulate all the students who entered into this competition and wish to acknowledge the Year 2 students and Zaeli Cutter on their awards in this competition. We also wish to thank Elizabeth Kopec who did a fantastic job painting our school canvas of our selected book.

Wheel Talk Program

On Wednesday, 8th June, all Secondary Students participated in the Wheel Talk program. The Wheel Talk School Awareness Program visits thousands of students each year to raise disability awareness and promote the benefits of a healthy lifestyle. The program encouraged our students to think about diversity, acceptance and disability sports. It also provided students with a greater understanding of the issues facing people with disability. Students particularly enjoyed the opportunity to play wheelchair basketball.

100th Day of Prep

Our Prep students celebrated their 100th day at school on the 5th August. Students celebrated with Mrs Vellacott by participating in a wide range of 100 themed activities. In their first 100 days, our Prep students have enjoyed a wide range of learning experiences and developed new friendships.

Samaritan's Purse Christmas Shoe Boxes

Kerang Christian College has participated in the Samaritan's Purse Christmas in a Shoe Box Project for a number of years. This is a terrific opportunity for students to serve others in a global sense.

Since 1993, Operation Christmas Child has delivered over 100 million shoeboxes to children in over 130 countries. Every year, generous people across the world lovingly pack shoe boxes with gifts – simple, yet powerful messages of God's unconditional love. To find out further information, you can visit www.operationchristmaschild.org.au/.

Walk to School Program

Kerang Christian College students put their best foot forward as part of this year's Gannawarra VicHealth Walk to School program. This was the College's second year participating in the statewide program, having won a regional Walk to School prize in 2015. A 500 metre circuit was set up at the school to make sure everyone had the opportunity to participate.

Lions Youth of the Year

The Lions Youth of the Year is designed to encourage, foster and develop leadership in conjunction with other citizenship qualities in our youth. The qualities sought, apart from academic attainments are those of leadership, personality, sportsmanship, public speaking and good citizenship. Students in Years 10-12 are invited to participate in this competition each year.

Northaven Garden Party

Students in Prep to Year 6 attended the annual Northaven Garden Party. Students enjoyed the opportunity to spend their pocket money on the white elephant and food stalls.



Community Involvement continued...

Year 12 Valedictory Dinner

The Valedictory Dinner is a celebration for students and their families in recognition of the milestone of completing their formal secondary education. This year's inaugural Valedictory Dinner was a huge success, and it was so lovely to have our Year 12 students and their families together to celebrate their time at Kerang Christian College.

Year 6 Graduation

The Year 6 Graduation Ceremony was a well-attended evening, which provided an opportunity to recognise and celebrate the achievement of our Year 6 students as they graduated from Primary School. It was also an event that marked the transition of our Year 5 students as the new leaders of our Primary School in preparation for 2016.

Presentation Evening

The annual Kerang Christian College Presentation Evening was conducted on Thursday, 24th November at the Kerang Memorial Hall in Kerang. The Hall was filled with well wishers, family, friends, schoolmates and proud parents. This event was a fitting celebration to mark the end of another successful and exciting year in the life of the College.

Parents Plus Prayer Group

The Parents Plus Prayer Group meets every Thursday in the College Staff Room at 9am. All welcome. It is a relaxed and informal environment. No RSVP is required. There is no commitment to attend every week. The group met throughout the 2016 school year. We are most grateful for this prayer support.



Community Feedback

In 2016, a variety of informal surveys were used across stakeholder groups to assess satisfaction and gauge areas for improvement. We did not undertake a formal set of surveys for student and staff satisfaction. Various focus groups throughout the year confirmed that parents, staff and students view the School's key aims and ethos positively alike. These include:

- Small class sizes that provide an opportunity for teaching staff to work towards best meeting the needs of each individual student in their class;
- Satisfaction with the number of VCE subjects available for students;
- Increased satisfaction with the breadth of learning opportunities for students in the Secondary School with the introduction of the revised elective program in 2014;
- Stakeholders have expressed high levels of satisfaction in relation to the infrastructure and physical environment at the College. The new learning spaces provide a modern learning environment that is well resourced to meet the needs of our students.

The College has also noted areas where the school can improve, including:

- Communication about transition programs at the College;
- Addition of more community events at the College; and
- Further development of the school Chapel programs.

Feedback is gathered from students throughout the year via the Student Representative Council. The SRC provides a mechanism for students to share their feedback. Student leaders are encouraged to be the voice of their peers in this forum.

Staff satisfaction was regularly monitored through personal interviews with members of the College Leadership Team. Staff meetings together with evaluation processes enable diverse opportunities for staff to express openly and collegially levels of satisfaction and dissatisfaction with areas of the College and specific operations.

Satisfaction amongst parents, teachers and students is continually measured through a variety of means. Feedback from parents is welcomed through formal and informal meetings and interviews. A number of surveys have been conducted within the school community during the past four years and the data collected has provided the basis for new projects and initiatives and also supports the justification of existing programs.

Senior Secondary Overview and Outcomes

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

Kerang Christian College formed a video conference partnership with Shepparton Christian College, which allowed students to undertake the VCE subject: Psychology (Units 1 & 2).

Kerang Christian College offered the following VCE subjects in 2016:

- Accounting
 - Biology
 - Business Management
 - Chemistry
 - Computing
 - Computing: Informatics
 - English (Compulsory)
- Food & Technology
 - History: 20th Century
 - History: Revolutions
 - Health & Human Development
 - Legal Studies
 - Mathematics - General Mathematics
 - Mathematics - Mathematical Methods
- Music Performance
 - Physical Education
 - Physics
 - Psychology
 - Studio Arts
 - Systems Engineering
 - Theatre Studies

Video Conference Partnership

The video conference facilities at Kerang Christian College are viewed as a key ICT tool for the College as we mature our Senior Secondary. We are aiming to increase our interaction and communication with other schools for the benefit of all students in the College. This includes student-to-student, teacher-to-teacher and teacher-to-student interactions. Our College has established some partnerships with other Christian schools throughout Victoria with the assistance of the Victoria/Tasmania branch of Christian Schools Australia (CSA). We are looking forward to the ongoing potential of sharing teaching resources between schools to best meet the learning needs of our students and students in other rural communities.

2016 Senior Secondary Outcomes

VCE Median Study Score	27
VCE Completion Rate	100%
VCAL Completion Rate	N/A

2016 Post-School Destinations

Tertiary Study	50%
TAFE / VET	8%
Apprenticeship / Training	0%
Deferred Tertiary Study	8%
Employment	34%

Apparent Retention Rates

The Apparent Retention Rate (ARR) for Kerang Christian College is 92%.
10 students out of 13 from the Year 10 class of 2014 completed Year 12 at Kerang Christian College in 2016.
12 students in total graduated from Year 12 at Kerang Christian College in 2016.

Enrolment Data

Enrolment

Kerang Christian College welcomes all enrolment enquiries. The College offers classes between Prep and Year 12 in 2017. For the latest information on the availability of places at Kerang Christian College, to book a tour, or to make a general enrolment enquiry, please contact our Office on (03) 5450 3894 or email admin@kccs.vic.edu.au. More information about enrolment at Kerang Christian College can be found at: <http://www.kccs.vic.edu.au/enrolment>.

Student Attendance

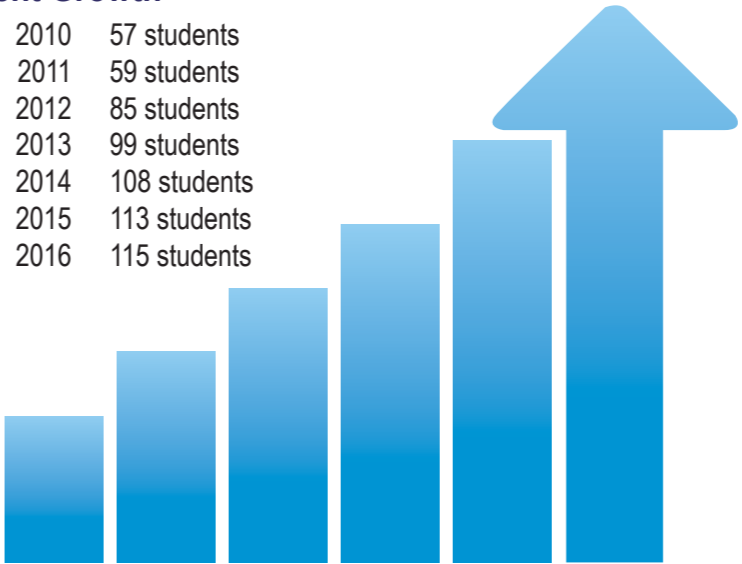
Student attendance is recognised as a significant factor that contributes towards academic success at Kerang Christian College. The College highlights the importance for students to arrive on time and be present at school for as many days as possible. The College regularly communicates with families in regards to any absence from school. Student attendance at Kerang Christian College has historically been very good. Attendance is recorded twice daily in Home Group classes. Unexplained absences are followed up promptly.

Learning Environment

Careful consideration goes into establishing each of the classrooms and learning spaces for our students. We aim to provide learning environments that are comfortable and inspire our students.

Enrolment Growth

2010	57 students
2011	59 students
2012	85 students
2013	99 students
2014	108 students
2015	113 students
2016	115 students



2016 Enrolment Data

Prep	4
Year 1	8
Year 2	6
Year 3	10
Year 4	7
Year 5	8
Year 6	6
Year 7	11
Year 8	11
Year 9	8
Year 10	9
Year 11	15
Year 12	12

2016 Student Attendance

Prep	92%
Year 1	92%
Year 2	92%
Year 3	93%
Year 4	88%
Year 5	89%
Year 6	95%
Year 7	95%
Year 8	93%
Year 9	90%
Year 10	88%
Year 11	93%
Year 12	94%

Overall student attendance percentage for 2016: 92%
The proportion of students who attended school 90% or more of the time during 2016: 73%

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.

Our Culture

People work at Kerang Christian College because they want to make a difference in Christian education. Our teachers want every child to experience success at school and receive an excellent education. Staff describe our culture as student oriented, positive, friendly, forward thinking and achievement focused. There is a real sense of energy and optimism as the College expands and grows. Our staff work together as a team in an environment that is supportive and encourages growth. We have created a working environment that allows our staff to be themselves, bring their personality to work and use their natural talent and enthusiasm to deliver excellence in teaching and learning.

Qualifications

Kerang Christian College is committed to securing and keeping qualified and experienced staff who add to the culture of the College. Every Kerang Christian College staff member has either completed a satisfactory Police Check or holds a current Working with Children Check card.

The following chart outlines the qualifications of each staff member.

Staff Qualifications

Miss Carolyn Anderson	BAGSci, GradDip Ed (Secondary), Grad Dip Religious Education
Miss Georgina Beach	BAppSc (Physical Education)
Mr Michael Bond	MScEd (K-6), BIS (E-Com), MACEL, MACE, FAICD
Mrs Michelle Bond	BBS (Hons), MPsy (Ed & Developmental), GradDip Ed (Sec), MEd (Inclusive & Special Ed), MACEL, MAPS
Mrs Michelle Café	BBus (Accounting), GradDipEd
Ms Samantha Cordingley	BEd (Sec Science), MTESOL, DipCouns
Mrs Kristy Cuning	BEnvSci, GradDipEd (Secondary)
Mr Jesse Cutler	BEd (Primary)
Miss Sarah Hutton	BEd (Early Childhood and Primary, Birth-Grade 6)
Ms Rachel Lowe	BEd (Primary), Certificate of Christian Education
Mrs Jenny Moore	BEd, Trained Primary Teachers' Certificate
Mrs Kate Nelson	BEd (Hons)
Mrs Brooke Nitschke	BEd (Mus/Eng), DipMus
Mrs Genna Parker	BArts(Eng), GradDipSecEd (Eng/His)
Miss Colleen Price	BEd (Early Childhood)
Mrs Karen Rothacker	BEd (Secondary)
Mrs Jennifer Vellacott	BEd (Primary), Cert III Ed Support

2016 Staff Attendance

98%

Staff Composition

Non teaching Staff	3.03 FTE
Teaching Staff	15.11 FTE
Aboriginal or Torres Strait Islander Staff	None
Staff Male	2
Staff Female	19

Professional Learning and Development

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.

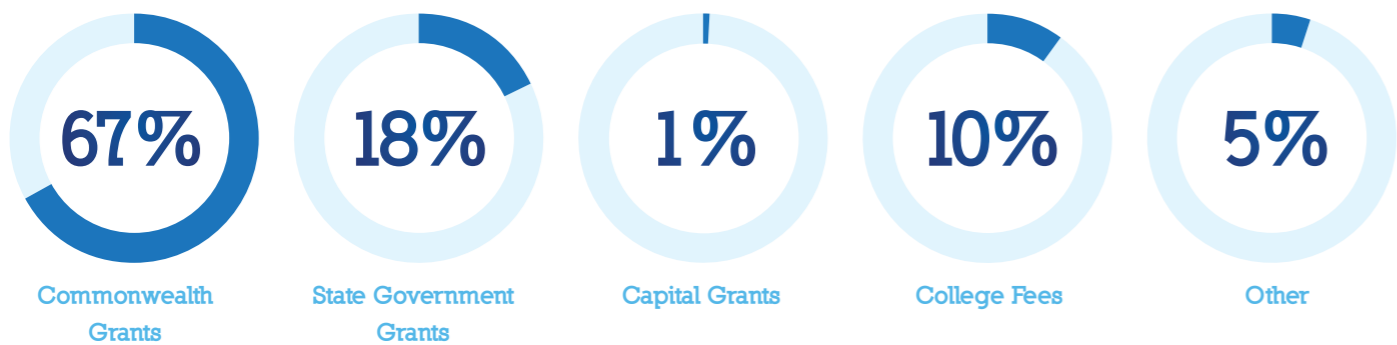
Professional Development sessions conducted in 2016 include:

- New Teacher Induction
- ASCIA anaphylaxis e-training for schools
- Assessment Week Briefing
- Australian Curriculum Update
- Anaphylaxis Briefing and Training
- NAPLAN Briefing for Test Administrators
- Introduction to VCAA Study Designs
- First Aid Briefing
- CSA VIC/TAS State Conference
- VCE Student and Staff Policy Handbook Briefing
- Occupational Health and Safety Briefing
- Student Bullying Policy Briefing
- Child Protection Policy Briefing
- Child Safe Standards Briefing
- Workplace Bullying Policy Briefing
- Mandatory Reporting e-learning Module
- Disability Standards for Education (DSE) e-learning modules
- Course in Anaphylaxis Awareness
- Helping Grieving Students

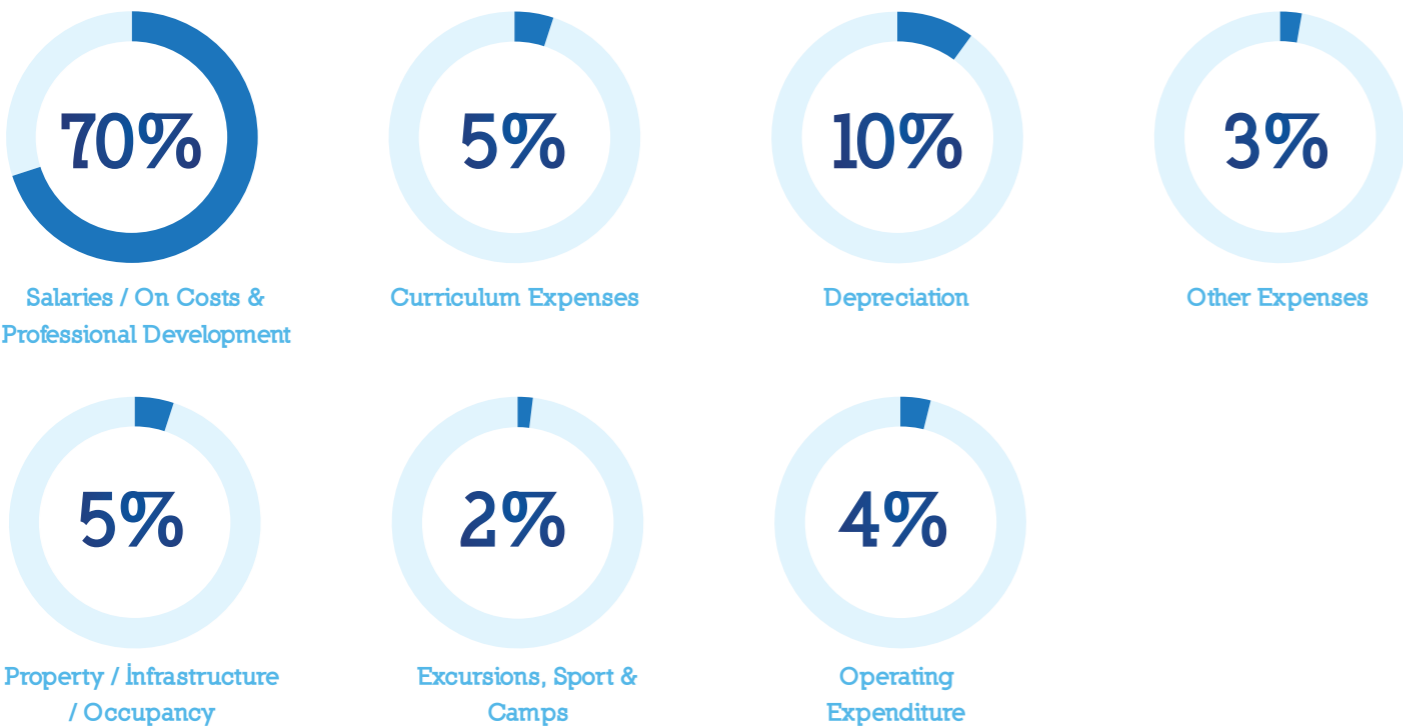
Image Source: Victorian Institute of Teaching. (2014). Professional Development. Retrieved from http://www.vit.vic.edu.au/_data/assets/pdf_file/0008/5111/PDactivities.pdf

Financial Data

Income



Expenses



Occupational Health and Safety



Kerang Christian College is committed to providing a work environment, which ensures the health and safety of students, employees, contractors, visitors and members of the Community. The Occupational Health and Safety (OHS) Committee at Kerang Christian College promotes and facilitates cooperation between management, staff and students in the development and implementation of OHS policy, procedures, guidelines and programs at Kerang Christian College.

The OH&S Committee at the College for 2016 included the following staff:

- Miss Meghan Stewart, Business Manager – Chair Person
- Mr Michael Bond, Principal
- Ms Samantha Cordingley (Employee Health and Safety Representative)
- Mrs Jennifer Vellacott (Primary School Staff Representative)
- Ms Rachel Lowe (Secondary School Staff Representative)

Buildings, Grounds and ICT Facilities



Regular cyclical maintenance programs for key resources ensured that the facilities at Kerang Christian College are appropriately maintained. The College Board and Leadership Team recognise that a well-maintained school contributes toward a safe and pleasant working environment, builds school pride and morale and enhances the school image. The College undertook a range of capital projects including the construction of the second stage of the Secondary School Classroom Wing.

“For I know the plans I have for you, declares the Lord, plans for welfare and not for evil, to give you a future and a hope.”
 Jeremiah 29:11 (ESV)

Award Semi-Finalist

Kerang Christian College has been selected as one of the semi-finalists for the Regional Development Victoria Leadership and Innovation Award, part of the Victorian Regional Achievement and Community Awards. This is the second year in a row that the College has been selected as a semi-finalist in this award category. The Regional Development Victoria Leadership and Innovation Award will acknowledge role models who through their leadership, innovation and driving force pave the way for others to follow.

During the past six years, Kerang Christian College progressively added a year level each year to expand from a Prep-Year 6 Primary School (2010) to a Prep to Year 12 College in 2016. The College has experienced 97% growth during this period. The College provides an innovative Middle School elective program, VCE studies and the opportunity to study VCE face-to-face and by Video Conference. New facilities have been constructed to best meet the learning needs of the students. The College is committed to providing excellence in Christian education and providing an opportunity for more students to complete Year 12 studies.

We recognise that the achievement of offering Prep – Year 12 has been a team effort and would not have been possible without the hard work and dedication of the Kerang Christian College staff, teachers, administrators, College Board, parents and our local community who all believed in the College's vision, mission and commitment to excellence in Christian education.

We give thanks to God for all that has been achieved at Kerang Christian College and acknowledge the contribution of our school community in all that has been accomplished during the past six years.

Michael Bond
Principal
Extract from *The Harvest*, 24th August 2016



Connect With Us

Address

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98 Wyndham Street
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Office Contact Details

Phone: 03 5450 3894
Fax: 03 5450 3895
Email: admin@kccs.vic.edu.au
Hours of Operation: 8:15am - 4:30pm

Social Media

We know that developing a connected school community is important for the overall educational experience for our students. Whether you're interested in our curriculum initiatives, our student achievements or attending the next event at the College, you'll find an appropriate social site to follow or a web page on the College website with additional information.

Facebook: <https://facebook.com/kerangcc>

Twitter: <https://twitter.com/KerangCC>

Edmodo

Kerang Christian College is using Edmodo as our main Learning Management System (LMS) which connects teachers, students and parents. Edmodo is a safe social networking tool which supports 21st Century Learning at our site. Below are a few key features:

Teachers control the Edmodo groups—members, posts, alerts, what goes in / out, set assignments, place work in folders or library linked to students learning.

Students receive a code from teachers to join an Edmodo group, they may be set to contributor where they can post to the Edmodo group or set to read only where they can only post to the teacher of the Edmodo group. Students have a 'Back Pack' on their home page, which is like a USB, it stores files and google links which can be attached to posts and assignments.

Students can access the Folder on their home page which has items put in there from the Edmodo group teacher e.g. photos, games, You Tube links, documents, assignments.

Parents are able to monitor their child's Class Edmodo account and any other Extra Curricular Edmodo groups they are involved in. Parents can access the calendar, view any posts that are sent / received by their child or teachers and know about assignments and results.

Edmodo: <http://kerangcc.edmodo.com/>

Acronyms and Glossary

Academic Year	The current calendar year in which a student is enrolled.
ACARA	Australian Curriculum, Assessment and Reporting Authority
AITSL	Australian Institute for Teaching and School Leadership (See: www.aitsl.edu.au)
Attendance Rate	Attendance rate, for students at a school, means a percentage representing the total number of full-time-equivalent days the students attended the school to receive primary education or secondary education, divided by the number of full-time-equivalent days the students at the school could have received primary education or secondary education.
AusLan	Australian Sign Language
Australian Curriculum	The national curriculum being developed for students in Prep – Year 12 covering subject areas outlined in the Melbourne Declaration (2008). (See: www.australiancurriculum.edu.au)
BER	Building the Education Revolution
BGA	Block Grant Authority
BYOD	Bring Your Own Device (BYOD) refers to technology models where students bring a personally owned device to school for the purpose of learning. A personally owned device is any technology device brought into the school and owned by a student.
CEO	Chief Executive Officer
CGP	Capital Grants Program
Coeducation	The integrated education of men and women at the same school facilities; co-ed is a shortened adjectival form of co-educational.
CSA	Christian Schools Australia (See: www.csa.edu.au)
CSEN	Christian Schools Events Network
Distance Education	Distance education or distance learning is a mode of delivering education and instruction, often on an individual basis, to students who are not physically present in a traditional setting such as a classroom. Distance education at Kerang Christian College is available to students in 2015 through enrolment with the Distance Education Centre Victoria.

FTE	A representative number that is calculated by assessing the hours worked over the financial year by all full-time and part-time employees, and converting this to a corresponding number of employees as if all staff were full-time.
Higher Order Thinking	Understanding complex concepts and applying sometimes conflicting information to solve a problem, which may have more than one correct answer.
ICT	Information and Communications Technology
ILP	Individual Learning Plan
Independent schools	Schools that are not Government-run and are not Catholic schools. (A very small number of Catholic schools do call themselves Catholic Independent schools.)
Learning Management System	A learning management system (LMS) is a software application for the administration, documentation, tracking, reporting and delivery education courses.
Lifelong Learning	The process of acquiring knowledge or skills throughout life via education, training, work and general life experiences.
Literacy	In the Australian Curriculum, students become literate as they develop the knowledge, skills and dispositions to interpret and use language confidently for learning and communicating in and out of school and for participating effectively in society. Literacy involves students in listening to, reading, viewing, speaking, writing and creating oral, print, visual and digital texts, and using and modifying language for different purposes in a range of contexts.
LOTE	Languages Other Than English.
LSA	Learning Support Assistant.
Middle School	Years 7 – 9 at Kerang Christian College.
Monitoring	At the school level this is the process of continually evaluating students' performance or checking that the aims of particular instructional activities have been achieved.

Acronyms and Glossary continued...

NAPLAN	National Assessment Program – Literacy and Numeracy. Annual tests conducted nationally in Years 3, 5, 7 and 9, covering reading, writing, spelling, grammar and punctuation, and numeracy. The results provide information for teachers and schools on individual student performance on a national basis. This is used to identify areas of strength and where further assistance may be required. NAPLAN tests are part of a collaborative process between states and territories, the Australian Government and non-government schools sectors. (See: www.naplan.edu.au/)
National Minimum Standards	Nationally set standards against which the results of NAPLAN tests are compared. For each year level, a minimum standard is defined and located on the common underlying scale. 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.
Non-teaching Staff	A member of the school who supports the school by providing educational services but does not directly teach students. Non-teaching staff can be engaged at one or more schools and include specialist support staff such as teachers' aides and assistants, administrative and clerical staff, and building operations, general maintenance and other service staff.
Numeracy	A term that emerged in the United Kingdom as a contraction of "numerical literacy". In the Australian Curriculum, students become numerate as they develop the knowledge and skills to use mathematics confidently across other learning areas at school and in their lives more broadly. Numeracy involves students in recognising and understanding the role of mathematics in the world and having the dispositions and capacities to use mathematical knowledge and skills purposefully.
Prep	Commonly used abbreviation for Preparatory Year. In Victorian, Queensland and Tasmanian schools it is the year before Year 1.
Primary School	Prep – Year 6 at Kerang Christian College
Restorative Practice	The practice of managing conflict and tension by refocussing on repairing harm and strengthening relationships. It endeavours to replace punitive disciplinary processes with those that support the student to restore relationships harmed by their behaviour.
School Improvement Plan	The school improvement plan describes the priorities identified through analysis of student learning (achievement, progress and engagement) and the strategies to improve teaching and learning.
Semester	One half of the academic year.

Secondary School	Years 7 – 12 at Kerang Christian College
Senior School	Years 10 – 12 at Kerang Christian College
SRC	Student Representative Council
SSV	School Sport Victoria (See: www.ssv.vic.edu.au/)
Standardised Test	Is administered and graded consistently for all students sitting the test. Students receive the same test items and the same instructions and, except for students granted special provisions, sit the test under the same conditions. The same standards are applied when marking student responses, resulting in comparability of reported grades.
The Harvest	School Newsletter
The Lunch Box	School Canteen
VCE	Victorian Certificate of Education
VIT	Victorian Institute of Teaching. The Victorian Institute of Teaching is an independent professional body for the teaching profession. The Institute registers teachers working in Victorian government, independent and Catholic schools. As with other professions occupying positions of trust and responsibility, teachers are required to be registered in order to practice their profession. All practicing Victorian school teachers must be registered by the Institute.
VRQA	Victorian Registration and Qualifications Authority
WCSSA	Western Christian School Sports Association

Useful Links

www.ascd.org	Association for Supervision and Curriculum Development
www.acel.org.au	Australian Council for Educational Leaders
www.australiancurriculum.edu.au	Australian Curriculum
www.acara.edu.au	Australian Curriculum, Assessment and Reporting Authority
www.aitsl.edu.au	Australian Institute for Teaching and School Leadership
www.csa.edu.au	Christian Schools Australia
www.is.vic.edu.au	Independent Schools Victoria
www.myschool.edu.au	My School
www.nap.edu.au	National Assessment Program
www.vcaa.vic.edu.au	Victorian Curriculum and Assessment Authority (VCAA)



“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)



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