



# School Performance Report

1st January to 31 December 2009

As a condition for receiving Australian Government funding under the Schools Assistant Act 2004, the Australian Government has outlined a range of accountability requirements, including publication of financial information and, reporting on school performance information.

This information is presented to the school community through the School's Website [www.bethel.wa.edu.au](http://www.bethel.wa.edu.au) and at a Parents and Friends Meeting. Copies of this report are also available to all parents on request.

# General Information

During the 2009 school year, Bethel Christian School provided programs for students from Kindergarten to Year 10.

Our main purpose is to provide the students and families of our community with a truly Christian environment, with our educational philosophy based upon God being sovereign in our lives. In a fallen world, we accept Him as the ultimate source of life, knowledge, wisdom, beauty and truth. Our school upholds the Bible as the word of God. We seek to teach and apply it's principles in all our education program, activities and relationships.

Bethel Christian School provides a safe, caring and encouraging school environment. We aim to partner with parents in the education of their precious children.

**SES Score: 91**

## Enrolment Trend

Bethel Christian School is experiencing steady enrolment figures.

Student Figures 6th November 2009

Year Groupings	Boys	Girls	Total
Kindy	13	15	28
Pre Primary	18	20	38
Year 1	14	12	26
Year 2	20	11	31
Year 3	15	7	22
Year 4	11	15	26
Year 5	13	14	27
Year 6	10	10	20
Year 7	12	9	21
Year 8	13	8	21
Year 9	18	15	33
Year 10	7	7	14
		<b>TOTAL:</b>	307

This shows growth of 20 students since 2008 equalling 307 students.

Student Attendance for 2009 was 93.4%

Student Numbers	Total Days able to Attend	Overall Total Days	Total Absences	Total Attendance	Attendance Percentage %
307	186	57102	3743	53359	93.4%

## Staffing

Staffing at Bethel Christian School has been very stable over the past few years.

Staffing for 2009 is tabled below:

Area	Number	Total FTE
Administration including Principal	5	4.38
Teaching	21	18.178
Educational Assistants	8	5.415
Chaplains	2	1.0
Maintenance	1	1.0
Others/ Cleaners/Uniform/Crosswalk	8	1.505

Average Teaching Staff Attendance for 2009 was 96%.

Staff Retention: From 2008 to 2009 we had 1 teacher retire and 1 teacher leave as she was going onto maternity leave.

## Staff Qualifications

Staff Professional Development

A total of **\$24 894.32** was spent on Professional Development for staff in 2009. This is an average of **\$957** per teaching/admin staff member.



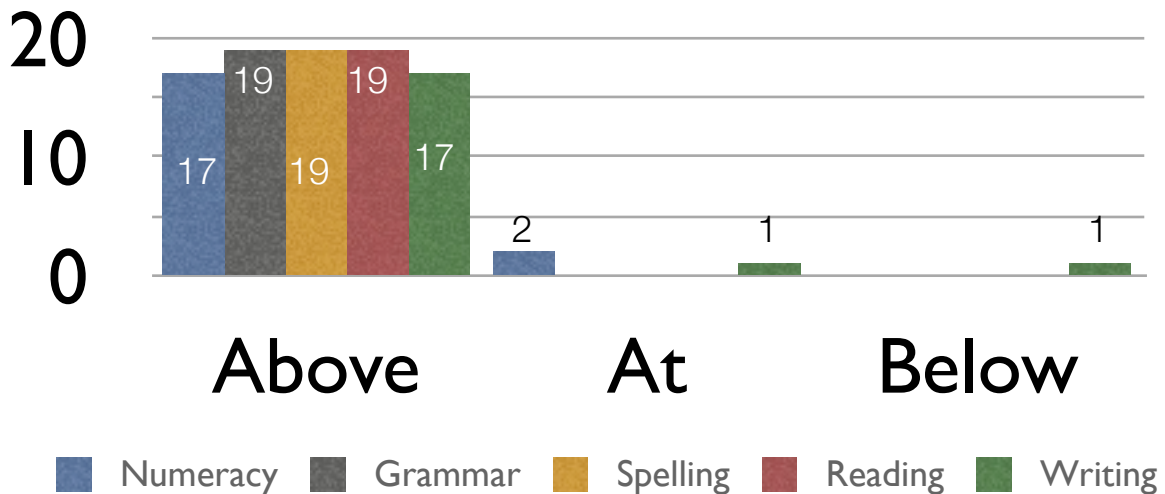
## Student Performance

Student performance is monitored in several ways. The school uses Standardised Testing, Reporting, Teacher Anecdotal and also NAPLAN Testing in Years 3,5,7 and 9.

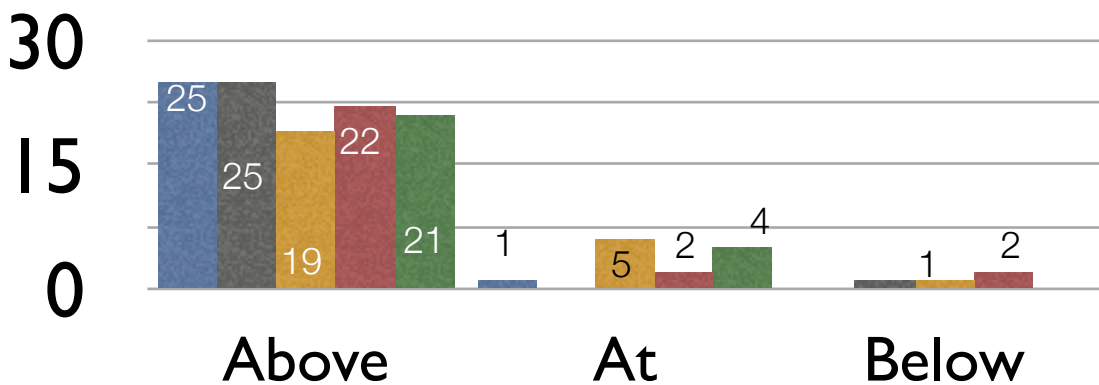
In 2009 the students in Year 3,5 and 7 completed the NAPLAN Testing. This gave the school a good indication of National benchmarks and where our students perform.

This is only the second year of NAPLAN testing so we are unable to make comparisons of students' progress between Year 3 and 5 and so on. The graphs below show which of our students are above, at or below the National Benchmark. Numbers show number of students in each area. For further information about our schools performance in 2009 people can go to the My Schools Website at <http://www.myschool.edu.au/>

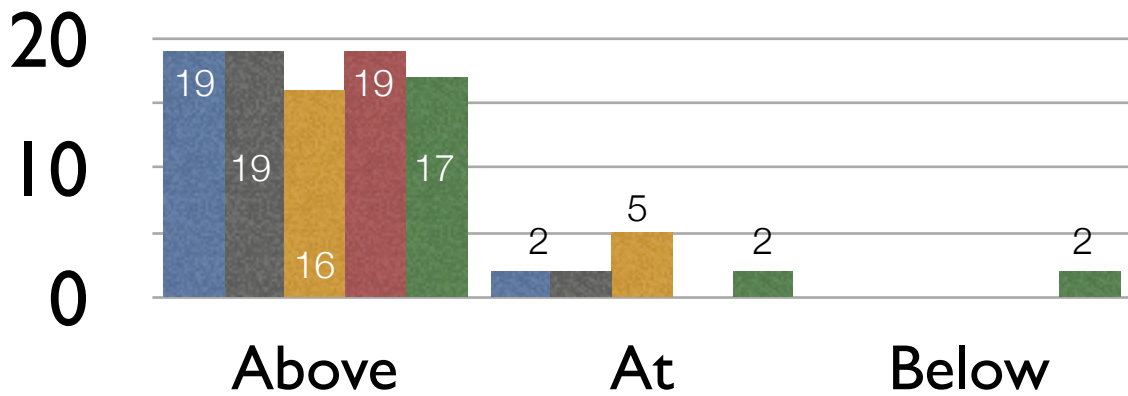
### Year 3 Overview



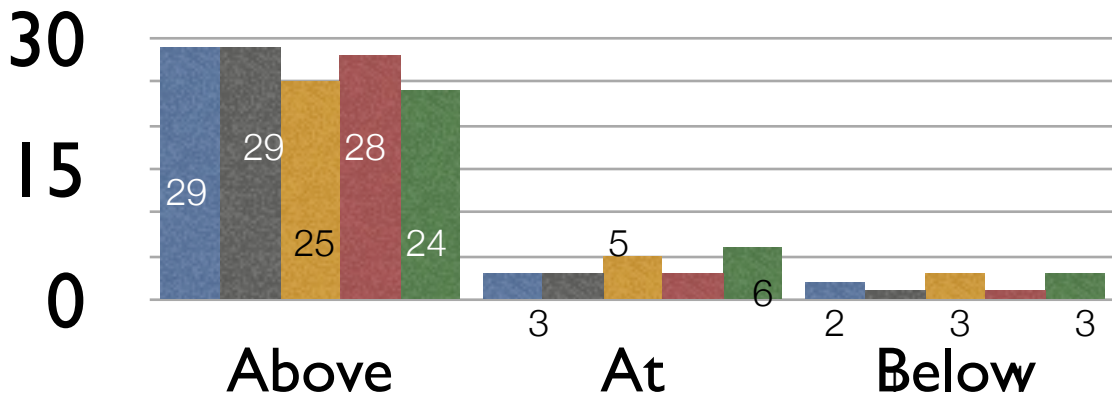
### Year 5 Overview



## Year 7 Overview



## Year 9 Overview



### Measures Taken to Address Students Below Benchmark

All students that have been identified as below benchmark and some students that are at benchmark but still struggling in other areas depending on further testing and teacher anecdotal are catered for by our support program. Individual class teachers are also expected to cater for Students at Educational Risk as outlined in our SAER Policy. Support students are placed on a red file system and tracked throughout all their years at Bethel or until they have improved to a point that they are taken off the red file system. Extra Educational Assistance time is also allocated to 'at risk' students. This also applied in the Secondary school where a teacher's aide was employed to assist with Literacy. A part time support teacher is employed to oversee that 'Students at Educational Risk' are catered for in their classrooms and by the support program. Parents are also involved in student/teacher meetings to develop a TEAM approach to helping struggling students improve.

The Soundway program was also purchased and implemented throughout the whole school to help students improve their Literacy - Spelling levels. From these NAPLAN results it was decided by staff that Literacy - Writing (incorporating Spelling) would be an educational priority for 2010. The Junior School have also developed a Literacy Policy to assist with coverage of all skills necessary in the early stages of schooling.

## Value Adding

### **Strategic Planning:**

In 2009 it was the second year that the school Principal, Leadership Team and All Staff were involved in the preparation of a Whole School Strategic Plan. Our strategic plan outlines our School Motto, Statement of Philosophy, the Bethel School Board's Vision for the Students and Our School Objectives (Spiritual, Academic, Social, Physical). The strategic plan also details the planning process so that all the members of the school community are aware of the process. The plan then outlines our Educational and Operational/Management Priorities for the year.

Educational Priorities	Operational/Management Priorities
Literacy - Writing	Inclusive Leadership
Numeracy - Working Mathematically	Staff Mentoring/Wellbeing
Science	Policy and Processes Development
Students at Educational Risk	Board Development
Pastoral Care	Staff Professional Development/ Performance Management
Technology in the Classroom - Interactive Whiteboard Implementation	Budgetting/Procedures/Accountability
Classroom Management	Building Development
Behaviour Management	School Future Direction
	Sporting Areas/Development

In-depth plans are written in all of the above areas and have been implemented into the teaching/learning programs in 2009. The Strategic Plan has been well received by the Board and Staff. A one day whole staff planning day was completed at the end of 2008 in which the staff collaborated to make decisions on priority areas and write preliminary plans. This information was then collated and became the School Strategic Plan.

### **Staff Professional Development:**

Bethel Christian School is aware that it needs to provide adequate professional development opportunities for its staff. This is a large part of staff's ability to maintain WACOT registration. All staff attend the Christian Schools Australia State Conference, AISWA Local Professional Development in a variety of areas including Literacy, Numeracy, Inquiry Process, Behaviour and Classroom Management, Early Years in Education Yearly Conference, Christian Schools Australia National Conference and a variety of other workshops and conferences. We also invited Ian Lillico, a well sought after Boys in Education specialist, to speak to our whole staff. Several staff members also attended a 2 day workshop of his that was run locally in town. All staff were also required to complete Mandatory Reporting Training for Child Protection.

The Principal and Board of Bethel Christian are committed in increasing the professional development budget to cater for this area in the future.

### **Staff Collaborative Meetings:**

Through the AISWA Targeted Funding programs Bethel has been able to access funding in the areas of Literacy and Numeracy. A large portion of this funding has been put towards a coordinator in these areas. The aim of a coordinator is to facilitate staff collaborative meetings, where staff members get together, share ideas, plan learning programs and inspire each other. The allowing of the time to have these meetings has ensured that staff across the year levels are working together to provide an excellent learning program. These meetings have also focussed on the development of new pedagogies so staff can add to their own skill levels, keeping their teaching fresh and interesting.

### **ICT Development:**

2009 saw extensive upgrades to Bethel Christian School's computers, server, networking and wireless system. This included the purchase of 22 Apple Macbook Computers through the Digital Revolution. Added software was included such as Paper Cut (to monitor printer usage) Shadow Protect (for a more stable back up system) and other software programs. Teachers were also given ICT training opportunities. These opportunities included professional development in the area of Interactive Whiteboard Development in the classroom, Apple Macbook training with applications such as Podcasts, Pages and Iphoto. Staff were also involved in several Cyber Cafes where John Eaves and/or Mim Butler shared skills and staff had a go and shared ideas also. Value Adding continued....

### **Cyber Safety and Internet Protection Development:**

2009 saw the implementation of a program on our internet system called Websense. Money and resources have been spent on this program to protect our students from internet dangers and temptations. The program tracks every computer users actions on the computer, as well as blocking certain sites. The program involves an alert system to the Principal and/or IT person (John Eaves) outlining if students have attempted to access sexual or malicious sites. Administration can then track who has attempted to do something inappropriate, show the student the evidence and discuss the issue with them. In some cases information will be forwarded to parents. In the last 3 months of the 2009 year we saw a huge reduction in students attempting to do the wrong thing during their computer sessions. This has been a very good teaching tool, allowing administration staff to have good conversations with students about responsible computer use.

### **Pastoral Care:**

In 2009 Bethel employed two Chaplains on a part time basis to assist with the pastoral care of our students. Bethel administration and staff are very committed to providing good pastoral care to all our students, including partnering with families in difficult situations and offering support, encouragement and practical assistance as necessary.

A further initiative added in 2009 to the school was changing the Secondary Orientation Camp to a more Pastoral theme. This camp has allowed staff to focus on pastoral issues at the start of the school year. Laying a good foundation for the year to come.

The school continues to provide pastoral guidance to its students through Daily Devotions and Biblical Instruction lessons.

### **Staff Conditions of Service:**

In 2009 Bethel maintained teacher salaries and conditions to maintain parity with the State school teachers. Teachers will then be given a yearly raise to ensure that the level of pay remains competitive with their colleagues in other sectors of education. Teachers were also given class budgets and extra money spent on building the in-class resources needed to provide good educational learning programs. At present Bethel Christian School is very well resourced.

At the end of 2009 the Staff Collective Agreements were finalised and all staff are now working under these negotiated awards.

### **Buildings:**

Bethel is very well catered for in it's buildings and infrastructure. In 2009 with the help of the Rudd Government Building Revolution funding Bethel added a new Undercover Area valued at \$140 000.00. A large retaining wall was completed at the top car park in preparation for the Multi Purpose Hall which will be started in 2010. Bethel Christian School has also built two new classrooms, one for Art and the other as a Secondary classroom. These will be ready for use in April 2010.

### **Students Further Education:**

Students finishing with Bethel at the end of year 10 go to Albany Senior High School, North Albany Senior High School, Great Southern Grammar, Denmark Agricultural College, TAFE or entered the work force.

### **Parent Education:**

In 2009 we continued to look for opportunities to provide for our parents so we can partner together with them in the growth of their child/children. The Parents and Friends group held a meeting with invited speaker Ian Lillico who focussed on Boys in Education (although a lot of his material could be used for girls as well). Ian Lillico returned later in the year and conducted a further two day workshop for more interested parents. Bethel administration is keen to develop Parent and Friend attendance and will be looking at the prospect of providing more opportunities to assist parents with learning opportunities.

### **Final Comments:**

2009 has proved to be another excellent year. We have had increases in school numbers, building projects and new resources purchased for the school. The Staff team at Bethel continue to work very hard. I have never seen a more dedicated staff team than the one we currently have at Bethel. I believe that there are good relationships between all parties of our Bethel community - Students, Staff, Parents and Church.

This report is just a brief snapshot of the many areas of our school. Our school is an exciting place, where change is embraced, learning programs are inspiring and staff and student growth is evident. This report is just one of many ways parents and community members can see how we are going as a school. All parents and community members are invited to our school assemblies which are fortnightly. Parent assemblies are held once a term where parents can go back to their children's classroom after an assembly to see how things are going, staff have regular parent meetings and all school information is communicated to parents on a weekly basis.

The School Principal is also responsible for reporting to the Bethel School Board on a monthly basis. The School and the Board have a transparent relationship, with good communication and in depth reports being given monthly. The Principal is also responsible for providing information on Key Performance Indicators to the Board. Excellent levels of accountability are present in the operation of Bethel Christian School.

2009 has been a busy and productive year with good progress being made across all areas of the school.

Further information about the school is available on the school's website - <http://www.bethel.wa.edu.au/>

**Report Written and Prepared By Mrs Mim Butler Principal**

