



School Performance Report

1st January to 31 December 2016

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 and at Parent Meetings. Copies of this report are also available to all parents on request.

General Information

During the 2016 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 its principles in all our education programs, 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.

Bethel Christian School Board's Vision

Bethel Christian School's Board Vision for Students

Our students are encouraged to become followers of Jesus Christ, living their faith through;

- Worship - A growing personal relationship and faith in Jesus Christ.
- Relationships - Good communication and problem solving skills to meet new challenges of the 21st century. To work collaboratively in a creative and responsible manner based on the value of loving God, loving others and a healthy self-image through the foundation of God's word and truths.
- Stewardship - Having a heart for serving others that displays the fruit of love, service and truth in their family, community and beyond.

Board Vision

1. We aim to provide a Christ centred education that encourages students to reach their highest level of academic achievement within a culture of personal excellence in both effort and achievement.
2. We aim to provide an inclusive model of schooling that promotes equity and access for every student to engage in all aspects of learning and school experiences.
3. We aim for students to acquire the essential skill sets identified for success in the 21st century; including, creativity, problem solving, use of ICT, excellent communication skills and the ability to work collaboratively.
4. We aim for students to become personally and socially responsible as they form positive partnerships within the community and become active and informed citizens, reflecting the out-working of their Christian faith.

Board Core Values

Christian values promote the love and life of God, found in Christ, in bringing peace, hope and goodwill to all mankind. Christian values are upheld through all levels of operation and governance and beyond in the school, church and local community, thereby displaying the life of Christ to all.

Bethel Christian School Board sees the following ‘Core Values’ as essential for our community:

- Love
- Compassion
- Integrity
- Grace
- Care
- Humility
- Excellence
- Responsibility
- Relationship



SES Score

Bethel Christian School has a SES Score: 94

SES stands for Socio Economic Status

Enrolment Trend

Bethel Christian School is experiencing steady enrolment figures.

Student Figures 3rd August 2016

Year Groupings	Boys	Girls	Total
Kindy	10	13	23
Pre Primary	10	13	23
Year 1	20	10	30
Year 2	15	14	29
Year 3	15	14	29
Year 4	26	12	38
Year 5	20	11	31
Year 6	13	13	26
Year 7	19	19	38
Year 8	15	16	31
Year 9	13	13	26
Year 10	12	9	21
		TOTAL:	345

Enrolment Trend continued

This shows steady numbers with a total of 345 students for the 2016 school year.

Classes were arranged as follows: Primary - Kindy 2 groups, Pre Primary, Year 1, Year 2, Year 2/3, Year 3/4, Year 4, Year 4/5, Year 5/6, Year 7 (2 classes boys & girls) and Secondary, Year 8 (2 classes boys & girls), Year 9/10 Romans, Year 9/10 Galatians.

Student Attendance

Student Attendance for 2016 was 93.9%

Student Numbers	Total Days able to Attend	Overall Total Days	Total Absences	Total Attendance	Attendance Percentage %
345	190	65550	3951	61599	93.9%

With students demonstrating high absences without a medical reason, accountability parent meetings are held and plans made to improve a student's attendance. This is done in accordance with the school's 'Attendance Policy' and 'Discipline and Behaviour Policies'.



Staffing

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

Staffing for 2016 is tabled below:

Area	Number	Total FTE
Administration including Principal	5	4.8
Teaching	27	23.9
Educational Assistants	19	13.35
Chaplains	1	0.2
Maintenance	1	0.8
Others/ Cleaners/Uniform	7	1.6

Total Staff: 60

Staff Retention: From 2015 to 2016 involved 3 people leaving and good replacements were found.

Mr Justin Moseley retired at the end of 2016 after faithfully serving the school for 28 years.

Staff Qualifications

Staff Professional Development

A total of **\$62 500** was budgeted on Professional Development for staff in 2016. This is an average of **\$1181** per Teaching/ Admin/Educational Assistant 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.

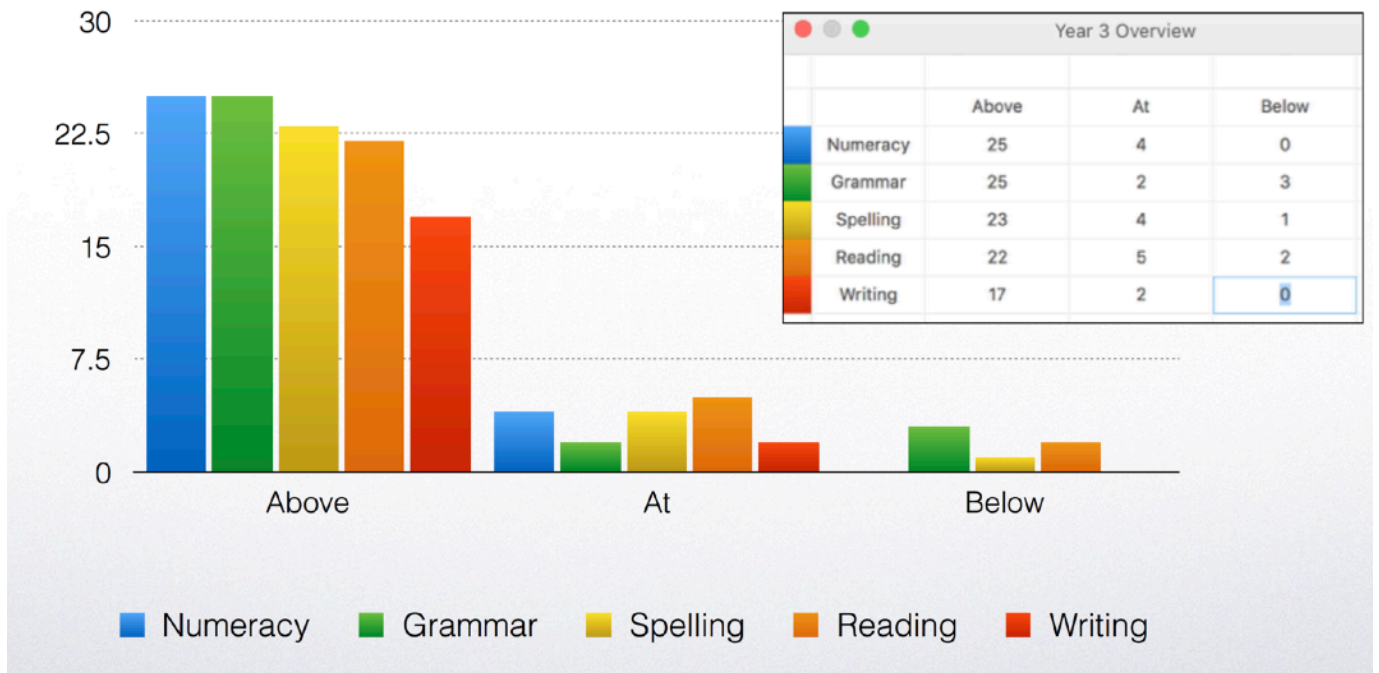
In 2016, the students in Year 3,5 and 7 completed the NAPLAN Testing. This gave the school a good indication of National benchmarks and where our students perform.

This is the sixth year of NAPLAN Testing. 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 school's performance in 2016, people can go to the My Schools Website at <http://www.myschool.edu.au/>

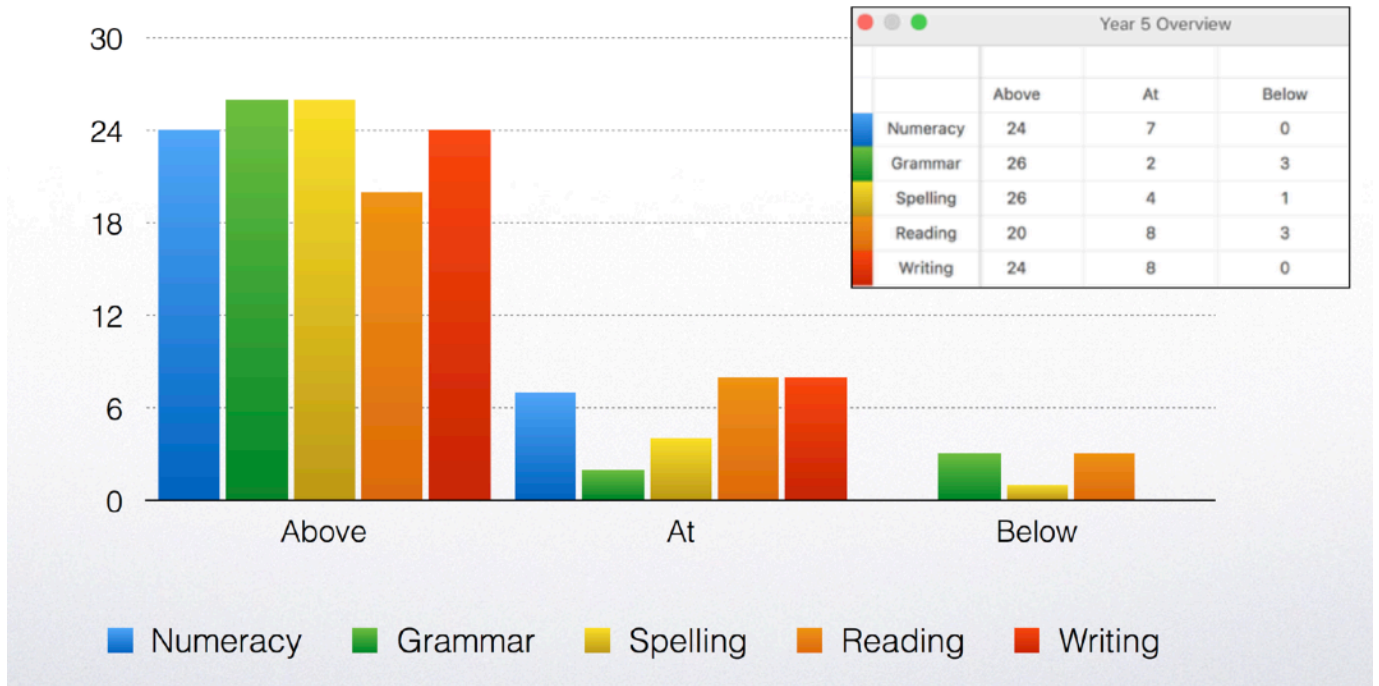
The "My School" website enables the public to search the profiles of almost 10,000 Australian schools. "My School" is an Australian Curriculum, Assessment and Reporting Authority (ACARA) information service.

It is important to note that our NAPLAN scores may be decreased by the high numbers of students needing support and a large number of students with English as a Second Language. We do not however, remove students from testing or encourage them not to participate, no matter what levels they are working at.

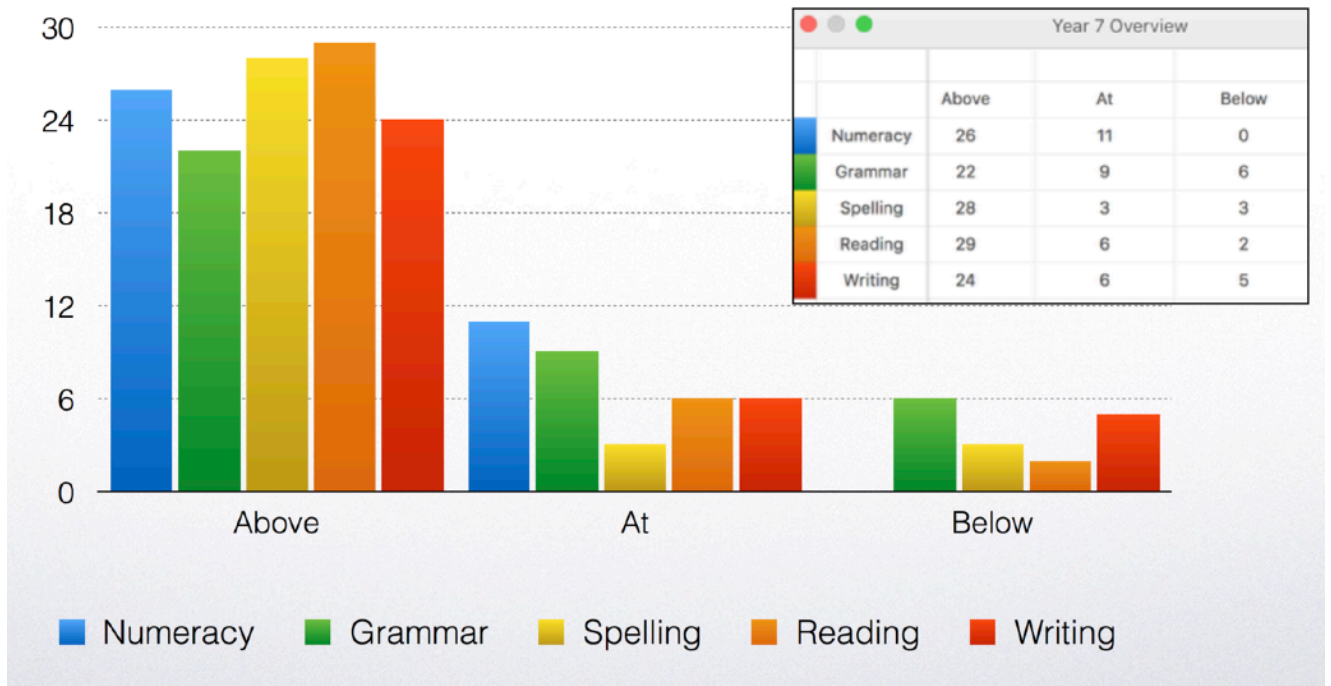
Year 3 Overview



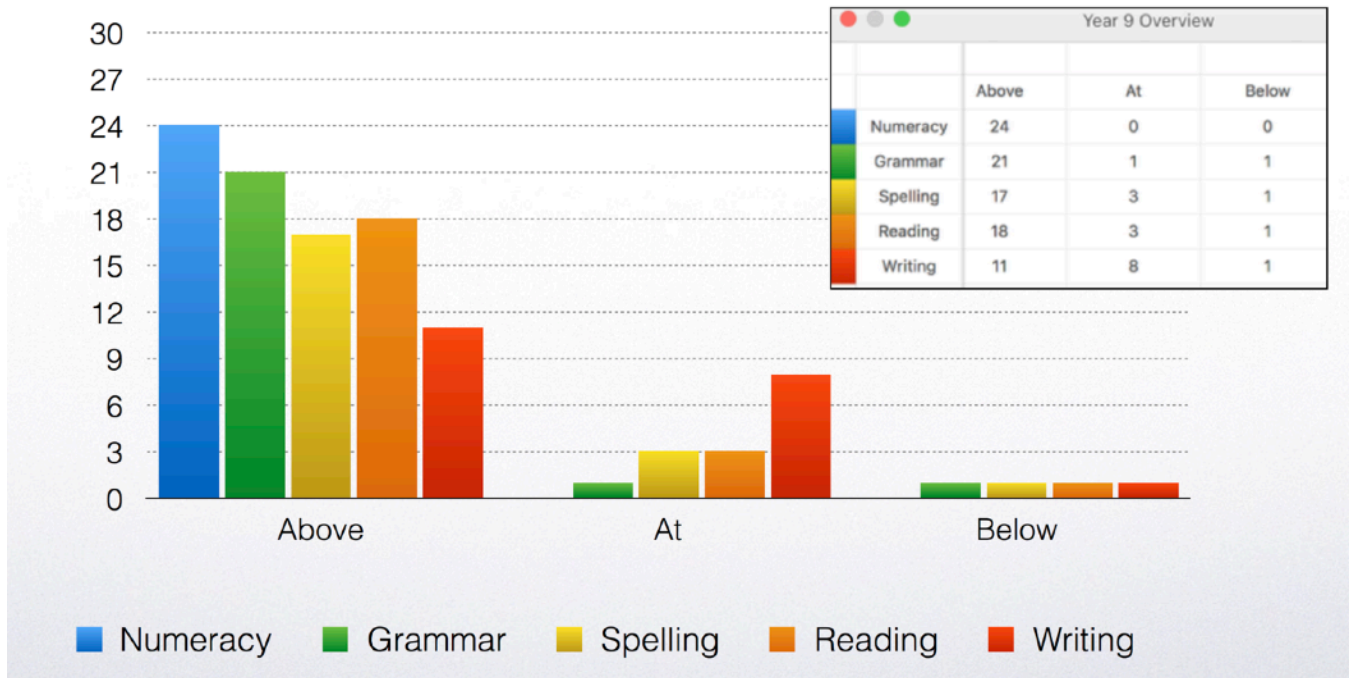
Year 5 Overview



Year 7 Overview



Year 9 Overview



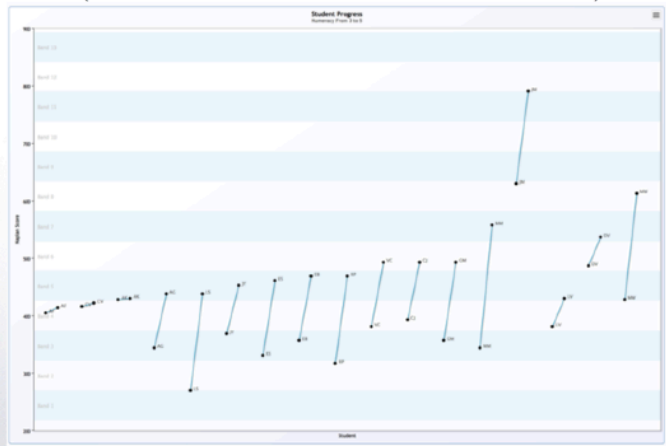
Student Growth

As well as being concerned about overall progress, the leadership team of Bethel Christian School are also very concerned about an individual's progress from one year to the next. We use the 'Valuate' software to monitor that individuals are progressing from Year 3 to Year 5 to Year 7 to Year 9. This progress is then communicated to parents/carers in an individualised letter accompanying their NAPLAN results. This is to ensure parents/carers are notified of their child's progress and inform them if non-growth is evident.

See the graphs on the next page indicating this growth. Graphs indicate student growth is positive over all year levels.

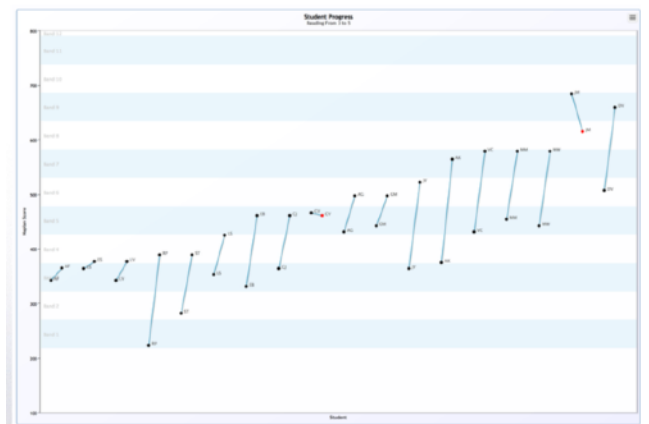
Year 5 Growth

YEAR 5 (GRAPHS INDICATE AN INDIVIDUALS GROWTH FROM YEAR 3 TO YEARS)



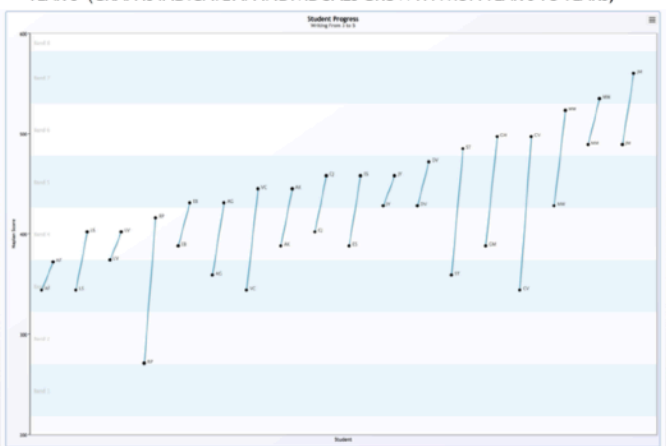
Numeracy

YEAR 5 (GRAPHS INDICATE AN INDIVIDUALS GROWTH FROM YEAR 3 TO YEARS)



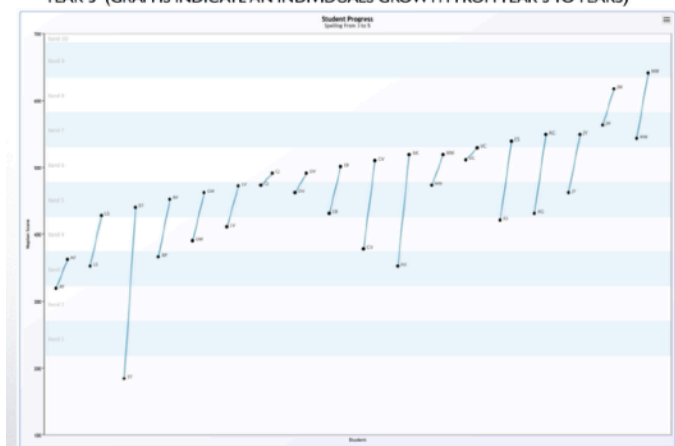
Reading

YEAR 5 (GRAPHS INDICATE AN INDIVIDUALS GROWTH FROM YEAR 3 TO YEARS)



Writing

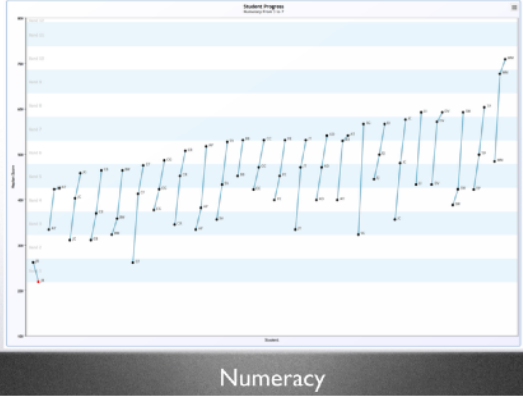
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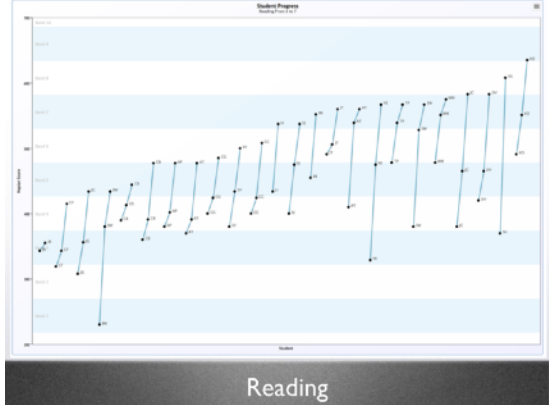
Spelling

Year 7 Growth

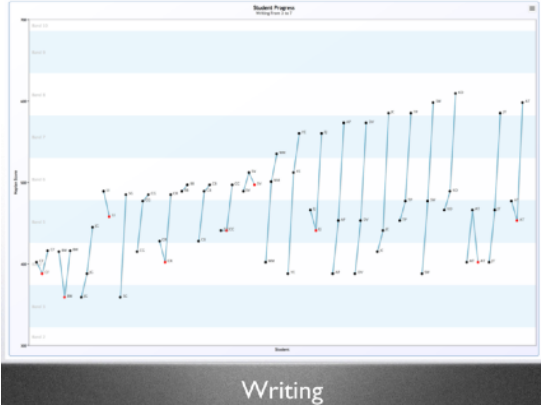
YEAR 7 (GRAPHS INDICATE AN INDIVIDUALS GROWTH FROM YEAR 3 TO YEAR 5 TO YEAR 7)



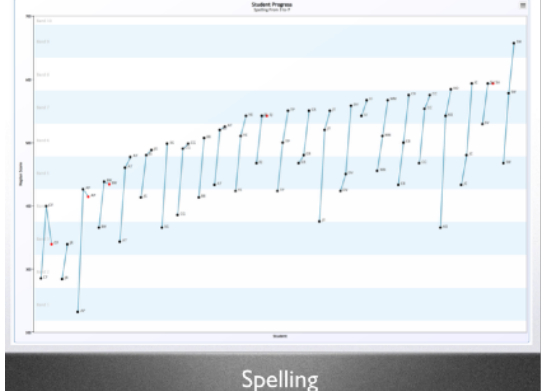
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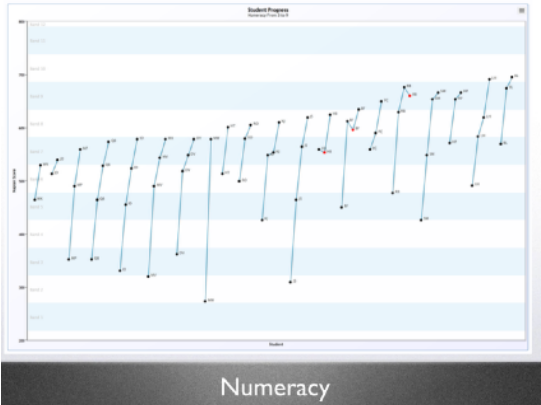


YEAR 7 (GRAPHS INDICATE AN INDIVIDUALS GROWTH FROM YEAR 3 TO YEAR 5 TO YEAR 7)

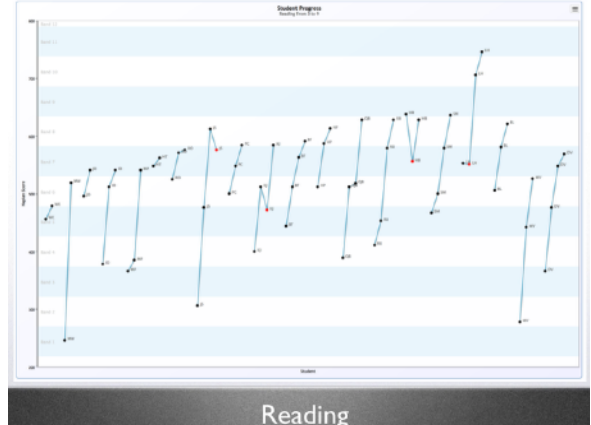


Year 9 Growth

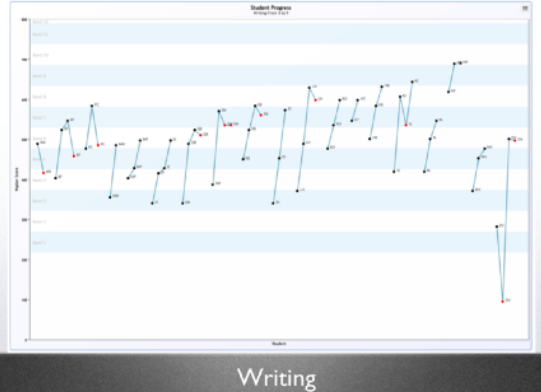
YEAR 9 (GRAPHS INDICATE AN INDIVIDUALS GROWTH FROM YEAR 7 TO YEAR 9)



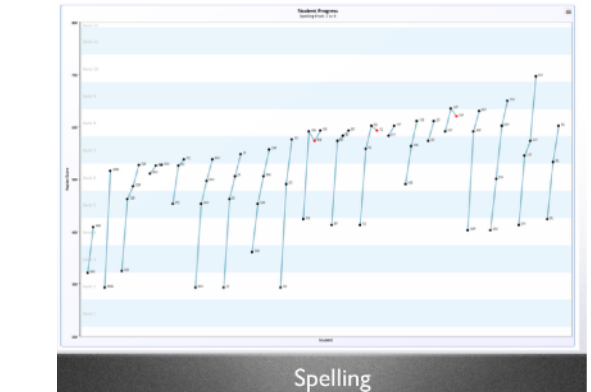
YEAR 9 (GRAPHS INDICATE AN INDIVIDUALS GROWTH FROM YEAR 7 TO YEAR 9)



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YEAR 9 (GRAPHS INDICATE AN INDIVIDUALS GROWTH FROM YEAR 7 TO YEAR 9)



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 'Education Support' as outlined in our Education Support Policy. Support students are placed on an Individual education support 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. The Support Coordinator oversees all Education Assistants and all students in the program. In 2016, the total staff dedicated to supporting children in the school included 1.6 FTE teachers and 5.0 FTE Education Assistants. There were 90 students in the school on our Education Support files.

Parents are also involved in student/teacher meetings to develop a TEAM approach in helping struggling students improve.

Individual Education Programs are required for all students identified in the program. Case meetings are called for students at educational risk and these meetings are documented. Parents are actively encouraged to partner with the school in helping their child. Other agencies may also be involved in this process. We have access to a school psychologist to assist us with relevant cases.

The Primary staff have been involved in collaborative meetings to ensure all year levels are covering literacy concepts. This is to ensure that there are no gaps in teaching programs from one year to the next. Our support teacher works closely with all teacher staff and Education Assistants to provide for the needs of our Support students.

This area is overseen by Mrs Carol Eaves and she does a wonderful job coordinating everything that is needed to ensure our students with needs are adequately catered for.

Adequate funding is also provided for resources to assist in Educational Support. In 2016, \$7000 was budgeted in this area, although \$8240 was spent in this area.

Value Adding

Strategic Planning:

In 2016, it was the eighth year that the school Principal, Leadership Team and all Staff were involved in maintaining our 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. A new strategic plan was developed to cover the **next 3 years 2015 to 2018**. The Australian Curriculum has been embedded into all areas of our school planning.



With re-registration completed in 2015 and receiving 5 full years to 2020, in 2016 we were able to concentrate on implementing areas of our Strategic Plan. This also included work with teachers on development of their skills in the area of student engagement. Staff meetings involved explicit teaching in areas to improve areas of teaching and learning. Some of these areas included: Homework, School Culture, Classroom Culture, Resilience, Encouragement, Restorative Justice, Engagement, Differentiation, Responsibility, Communicating with Parents, Reflection on Practice, Work Samples & Portfolio's, Maintaining Core Values in the Classroom, Differentiation Expectations and many other areas building good teaching and learning practices.

Strategic Plan Focus Areas:

Educational Priorities	Operational/Management Priorities
Australian Curriculum Implementation English	Board Development
Australian Curriculum Implementation Mathematics	Staff Professional Learning
Australian Curriculum Implementation Science	Community Partnerships
Australian Curriculum Implementation History	Operational/Management Plan
Students at Educational Risk	Classroom Management Systems
Pastoral Care	
Early Years Framework and National Quality Standards	
ICT and iPad Development	
Sport	

Staff Professional Learning:

Bethel Christian School is aware that it needs to provide adequate professional learning opportunities for its staff. This is a large part of staff's ability to maintain TRB (Teachers Registration Board) registration. Staff have attended the following; AISWA Local Professional Development in a variety of areas including Literacy, Numeracy, Leadership, Early Years in Education Yearly Conference, DATTWA Conference and a variety of other opportunities. 2016 included a large focus student engagement and differentiation.

All staff attended the Christian Schools Australia State Conference in Perth and were exposed to some excellent Keynote speakers, plus break out sessions in specific areas. We will attend this conference every three years.

Staff are also involved in individual professional learning. Approximately 5 staff are currently involved in further tertiary studies and/or degree courses. Staff can also request to attend professional learning as part of their 'Performance Growth Process'.

ICT Development:

In 2016, Bethel Christian School continued to add to the Hardware and Software of the school.

One to one devices were provided for all students in Year 4 to Year 10. The development of iPad use throughout the school was a focus for 2016. iPads are proving to be the best device for students as very little I.T. staff time is needed to keep them working.

ICT remains an integral part of our school and the budget adequately provides for constant updating of resources, hardware and equipment in this area. \$88 900 was budgeted for ICT across the school in 2016. This was spent on iPads, another new server, internet, technician time and staff ICT purchases. Actual expenditure on I.T was \$94 419 on hardware and a further \$27 900 on administrative costs including and \$2 500 on software.

Pastoral Care:

In 2016, Bethel only 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.

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

Teaching staff are involved in Chaplain activities with their students on a daily basis.

Staff Conditions of Service:

In 2016, Bethel continued to maintain teacher salaries and conditions to maintain parity with the State school teachers. The Bethel School Board has made the commitment to staff to remain close to parity with State School Teachers salaries. This worked out to a 2.5% pay rise from 2015. Teachers were also given class budgets at a rate of \$50 per student and extra money spent on building the in-class resources needed to provide good educational learning programs. Extra resources are being purchased to assist with the new Australian Curriculum implementation. At present, Bethel Christian School is very well resourced.

Budgets are also provided for teachers to purchase resources and other classroom needs. These include; reading books, mathematics, library, music, physical education, remedial, ICT, furniture, software and strategic planning.

Staff are very well cared for working here at Bethel.



Students Further Education:

Students finishing 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 enter the work force.



Government Registration:

Bethel Christian School is registered until the end of 2020.

Sporting Development:

In 2016, Sporting Development continued in both school based and community based activities.

Bethel currently fields teams in the local community in the areas of hockey, netball, basketball, soccer and cricket. These teams are growing steadily and providing a good representation of Bethel in our local community. Bethel has a good reputation in the community and has formed excellent partnerships with a variety of community clubs in the sporting area.

Bethel Christian School recognises the importance for children to have a balanced and active school life, and also recognises the opportunity to be an active part of our local Albany community.

Community Partnerships:

In 2016, Bethel continued to form good working partnerships with a variety of communities. These partnerships include:

- Christian Schools Australia
- Department of Child Protection and Family Services
- Association of Independent Schools of Western Australia
- Baptist Union
- Anglicare
- School Psychologist
- Sporting Clubs - Netball, Basketball, Hockey and Soccer
- Other schools
- Anzac Celebration Committee
- Albany Historical Society
- Albany Library

At the end of 2016, a Parent Representative group was formed comprising of parents from each year level. This group will be involved in activities throughout the 2016 school year and beyond.

School Building Project - Bethel Early Learning Centre:

In 2016, Bethel purchased a large block on Bethel Way comprising of three titles and approximately 1.1 acres. This will be the site of a new Early Learning Centre for Kindy to Year 2. The building will comprise of 8 classrooms and a top story containing administration office, staff room, teachers work areas, Leadership office and a large meeting room for conducting parent workshops, seminars and other school community events.

2016 involved the engagement of an Architect, formation of a Resource Building Committee and the preparation of documents ready for tender of the building.

The school was also successful in receiving a Commonwealth Grant of \$1.5 million and the access to a government Low Interest Loan for \$3.5 million. Building will commence in March 2017. This is a very exciting stage in our communities history and will allow us to expand our numbers and possibly provide schooling through to Year 12.



Final Comments:

2016 has been an extremely successful year. The school has begun a building process that will see our school into a new generation.

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 school and the Board continue to have an excellent working relationship and have worked well together to ensure a very successful registration result.

As Principal, I am always amazed by the hard work and dedication of all my staff. The teachers, educational assistants and all other staff give 110% to their roles here. They take seriously the responsibility entrusted to them for the children in their care. They are diligent, enthusiastic and life long learners that are always expanding their skills and knowledge to provide the very best for our students.

Bethel staff and leadership are committed to strong partnerships with our families and students. We are like a family and care deeply for each other. Strong communication is a key to this relationship being strong and we are always looking for effective ways to improve this area.

As a school community, we have great students who really want to learn to the best of their ability. Through strong support mechanisms all children are helped and encouraged to be continually growing to the best of their capacity. Through well presented learning programs, camps, excursions, extra curricula and other ways, student engagement is our highest priority.

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