



School Performance Report

1st January to 31 December 2012

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 2012 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 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 3rd August 2012

Year Groupings	Boys	Girls	Total
Kindy	16	14	30
Pre Primary	20	9	29
Year 1	19	16	35
Year 2	17	12	29
Year 3	17	19	36
Year 4	15	14	29
Year 5	16	12	28
Year 6	15	7	22
Year 7	11	16	27
Year 8	16	18	34
Year 9	11	9	20
Year 10	7	11	18
		TOTAL:	337

This shows steady numbers with a total of 337 students for the 2012 school year.

Classes were arranged as follows: Primary - Kindy 2 groups, Pre Primary, Year 1, Year 1/2, Year 3, Year 4, Year 5, Year 6, Year 7 and Secondary Year 8, Year 9/10 Navy, Year 9/10 Teal.

Student Attendance

Student Attendance for 2012 was 95.0% (This rate is the same as 2011)

Student Numbers	Total Days able to Attend	Overall Total Days	Total Absences	Total Attendance	Attendance Percentage %
337	190	64030	3098	60932	95%

With students demonstrating high absences, without a medical reason accountability parent meetings are held and plans made to improve a students attendance. This is done in accordance with the schools 'Attendance Policy' and 'Discipline and Behaviour Policies'. In 2012 a 'Good Standing' Policy was implemented that also addresses attendance issues.

Staffing

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

Staffing for 2012 is tabled below:

Area	Number	Total FTE
Administration including Principal	5	3.64
Teaching	23	17.72
Educational Assistants	11	7.79
Chaplains	2	0.8
Maintenance	1	0.6
Others/ Cleaners/Uniform	8	1.505

Average Teaching Staff Attendance for 2012 was 97% which is excellent. In 2011 it was 95%.

Staff Retention: From 2011 to 2012 included 1 teaching staff member who went on maternity leave and another who left for Perth for family reasons. Staff retention is very high.



Staff Qualifications

Staff Professional Development

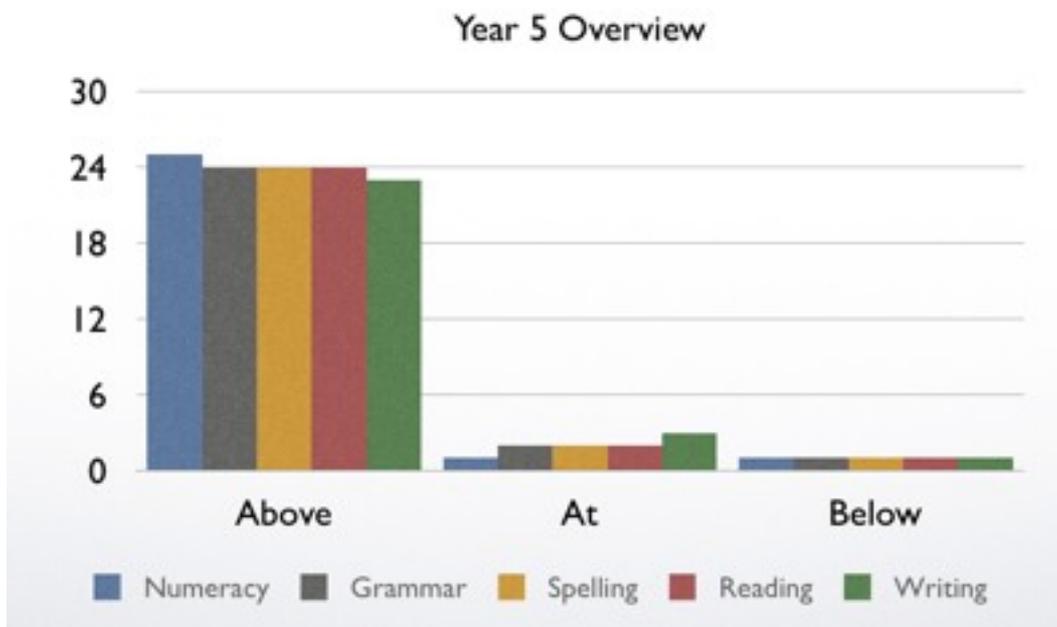
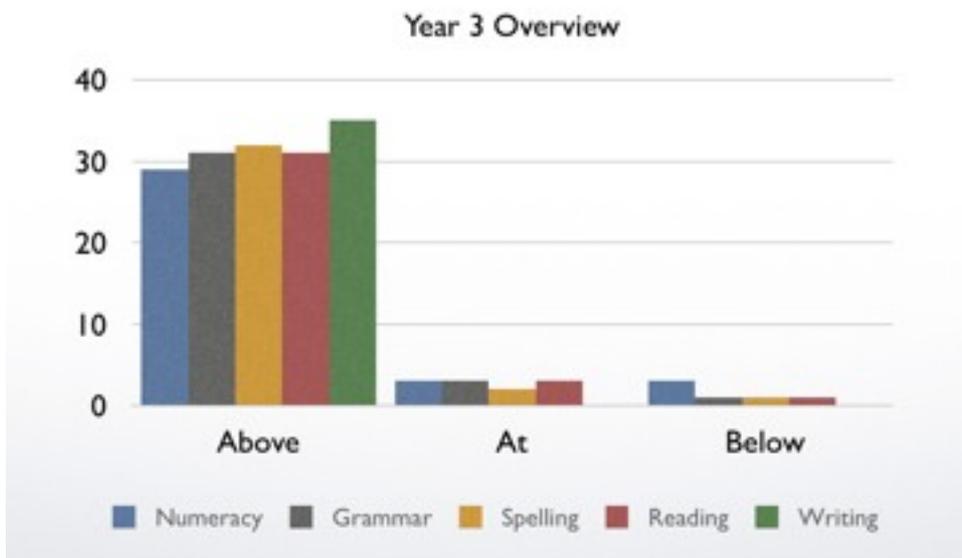
A total of **\$35 000** was budgeted on Professional Development for staff in 2012. This is an average of **\$897** per teaching/admin staff member.

Student Performance

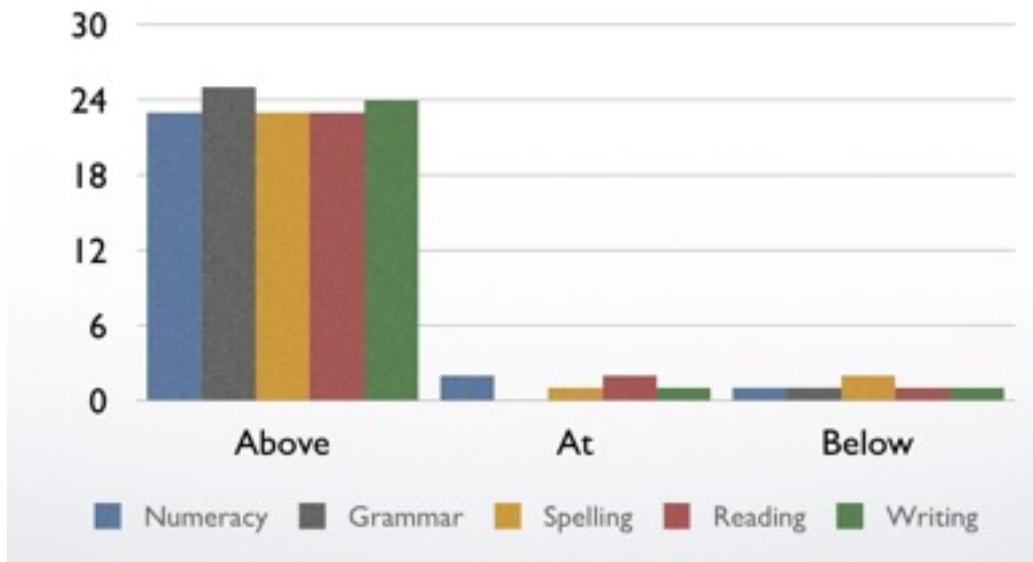
Student performance is monitored in several ways. The school uses Standardised Testing, Reporting, Teacher Anecdotal and also NAPLAN Testing in Years 3,5,7 and 9.

In 2012, 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.

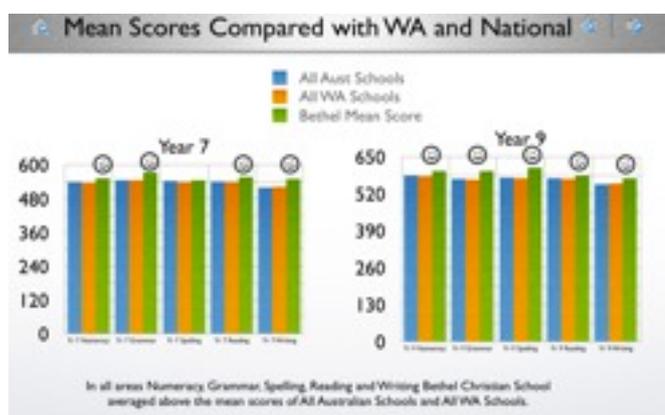
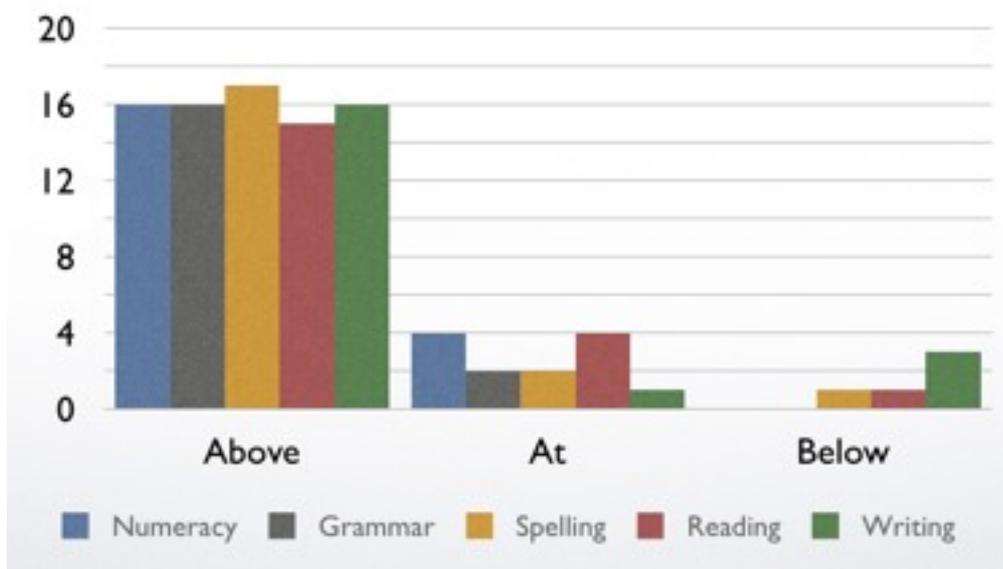
This is the third year of NAPLAN Testing. The graphs below show which of our students are above, at, or below the National Benchmark. Numbers show number of students in each area. For further information about our school's performance in 2012, people can go to the My Schools Website at <http://www.myschool.edu.au/>



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 0.8FTE 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 in helping struggling students improve. 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 educational assistants to provide for the needs of our SAER students.



Value Adding

Strategic Planning:

In 2012, it was the fifth 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 is being developed to cover the next 3 years 2012 to 2015. A large proportion of this plan will involve the implementation of the new Australian Curriculum. Staff will be fully supported through this process.

A one day whole staff planning day was completed at the end of 2012 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. This plan is then shared with the Bethel Christian School Board and relevant staff.

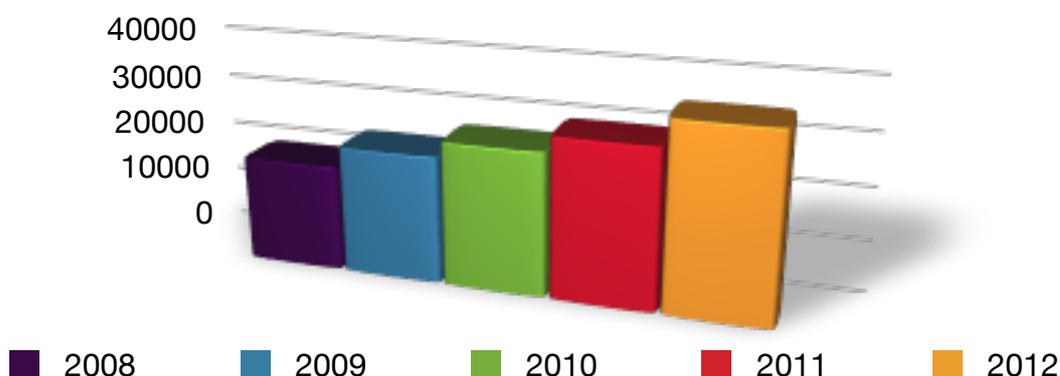
Educational Priorities	Operational/Management Priorities
Australian Curriculum Implementation English	Operational/Management Plan
Australian Curriculum Implementation Mathematics	Classroom Management Systems
Australian Curriculum Implementation Science	Behaviour Management Systems
Australian Curriculum Implementation History	Board Development
Students at Educational Risk	Staff Professional Development/ Performance Management
Pastoral Care	Community
Behaviour Management	Building Development and Expansion



Staff Professional Development:

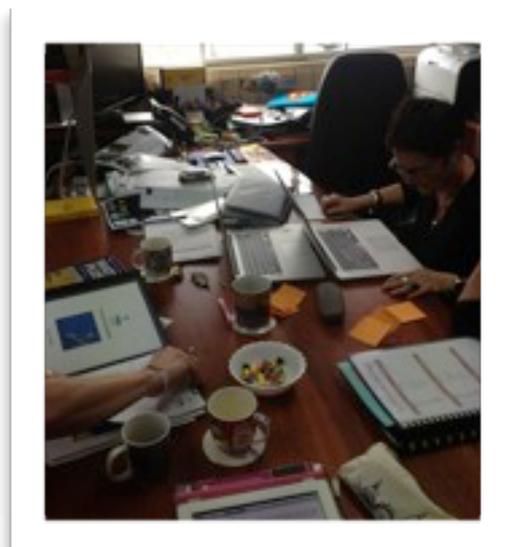
Bethel Christian School is aware that it needs to provide adequate professional development opportunities for its staff. This is a large part of staff's ability to maintain WACOT registration. All staff attend the Christian Schools Australia State Conference, AISWA Local Professional Development in a variety of areas including Literacy, Numeracy, Leadership, Early Years in Education Yearly Conference, Christian Schools Australia National Conference and a variety of other workshops and conferences. The Principal and Board of Bethel Christian School are committed in increasing the professional development budget to cater for this area in the future. 2011 included staff beginning to train and implement the new Australian Curriculum. A lot of professional development will be about the new Australian Curriculum over the next two years.

Amount Spent on Professional Development



Staff Collaborative Meetings:

These collaborative meetings are continued on from 2009, 2010, 2011 and again in 2012. 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. These collaborative meetings have also been the primary method of introducing the new Australian Curriculum. They involve teachers in cluster groups planning together, investigating the curriculum and implementing it into their class room teaching and learning programs. The sessions involve the teachers sharing programs and activity ideas. This time is also used to provide a coordinated approach to resource development and purchasing of materials. These meetings are a very fruitful part of teacher development and providing support to staff.



ICT Development:

In 2012, Bethel Christian School continued to add to the Hardware and Software of the school. Sets of Ipad were purchased for the Secondary English class and the Year 5 class. We will be continuing to add to these in 2013. 100% of staff have their own laptops for use with the Interactive Whiteboards. Staff are continuing to develop their skills with computer and interactive whiteboard use, and these are used on a daily basis with students. All teaching staff are now using Ipad on a daily basis in their classrooms. Teachers are very keen to use Ipad in their classrooms and we will be collaborating with parents on the best ways to implement these into the class learning programs.

In Term Four 2012 Xcite Logic assisted us with a parent session as a preliminary information session on how schools are using Ipad in their teaching and learning programs.



Pastoral Care:

In 2012 Bethel continued to employ 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.

The Chaplains have also organised and facilitated a small group program called Seasons to help students going through degrees of grief in their lives. The program is by invitation and involves parental consent. Students who have suffered the loss of a loved one, divorce or other extreme circumstances were invited to complete the small course to help them to overcome difficulties and learn skills for working through these issues.



Staff Conditions of Service:

In 2012, 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.

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.

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:

2010 saw Bethel Christian School go through the Government Registration process. This process involved the updating of all the school's policies and procedures. The school was then thoroughly audited by a panel from the government. All areas of the audit were highly successful and Bethel was awarded five years until the next registration time. (This is the maximum time awarded). We will be completing the registration process again in 2015.

Sporting Development:

In 2012 Sporting Development both in-school and out-of-school became a priority. This has seen both policies and procedures developed and a greater focus of communication between the school and sporting club committees that are in our community under the Bethel Christian School banner. This also saw the allocation of funds towards sporting through a "Sport Development Fund".

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.

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. In 2010 Bethel Blaze had 4 netball teams and in 2012 we had 11 netball teams. With soccer approximately 70 students involved. Thanks to the hard work and dedication of many parents our Bethel Sporting clubs are growing and are being managed in a professional and effective manner.

Final Comments:

2012 has been another busy and productive year. The Staff team at Bethel is amazing. The dedication of all staff to all of their duties here is above and beyond, resulting in a smooth coherent staff team which benefits the children involved. We all continue to have 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.

2012 was the first year in many where we had no major building projects. This was great as it gave us time to really focus on the job of education. It also gave us time to look at relationship building between the staff and follow up with performance management. As Principal it was also a good opportunity to spend more time in classrooms and working with students.

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