



# School Performance Report

1st January to 31 December 2014

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

# General Information

During the 2014 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.

## **Bethel Christian School Board's Vision**

### Bethel Christian School Board's 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 21<sup>st</sup> 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 21<sup>st</sup> 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.

**SES Score: 94**

## Enrolment Trend

Bethel Christian School is experiencing steady enrolment figures.

Student Figures 3rd August 2014

Year Groupings	Boys	Girls	Total
Kindy	16	9	25
Pre Primary	17	15	32
Year 1	11	15	26
Year 2	22	11	33
Year 3	16	11	27
Year 4	16	13	29
Year 5	12	13	25
Year 6	17	14	31
Year 7	15	13	28
Year 8	14	8	22
Year 9	19	8	27
Year 10	16	14	30
		<b>TOTAL:</b>	<b>335</b>

This shows steady numbers with a total of 344 students for the 2014 school year.

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

## Student Attendance

Student Attendance for 2014 was 95.0%

Student Numbers	Total Days able to Attend	Overall Total Days	Total Absences	Total Attendance	Attendance Percentage %
335	190	63650	2924	60726	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'.

## Staffing

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

Staffing for 2014 is tabled below:

Area	Number	Total FTE
Administration including Principal	5	4.8
Teaching	26	20.65
Educational Assistants	14	9
Chaplains	1	0.4
Maintenance	1	0.6
Others/ Cleaners/Uniform	8	1.6

### Total Staff: 58

Average Teaching Staff Attendance for 2014 was 94%. In 2013 was 96%. In 2012 was 97% and in 2011 it was 95%.

Staff Retention: From 2013 to 2014 showed little movement. We had one Teacher leave in May due to having a baby. At the end of 2014 we had one Educational Assistant retire.

## Staff Qualifications

Staff Professional Development

A total of **\$40000** was budgeted on Professional Development for staff in 2014. This is an average of **\$1162** per teaching/admin/Educational assistant staff member.



## Student Performance

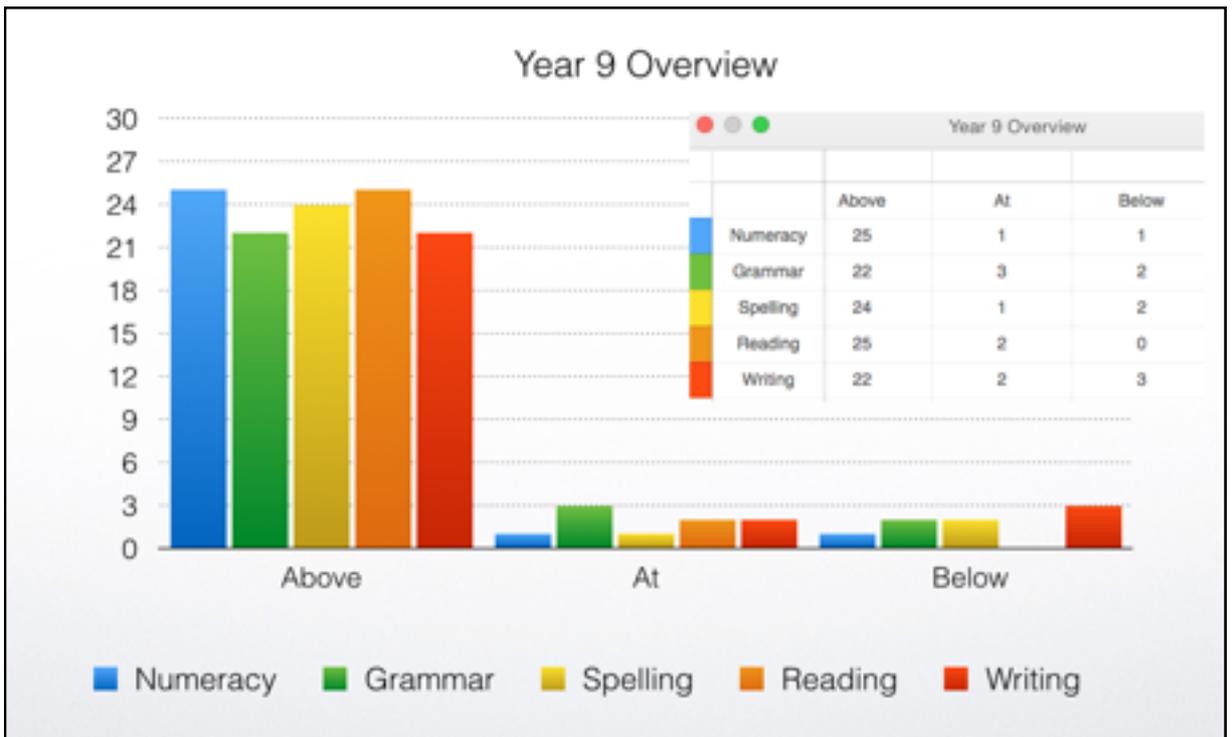
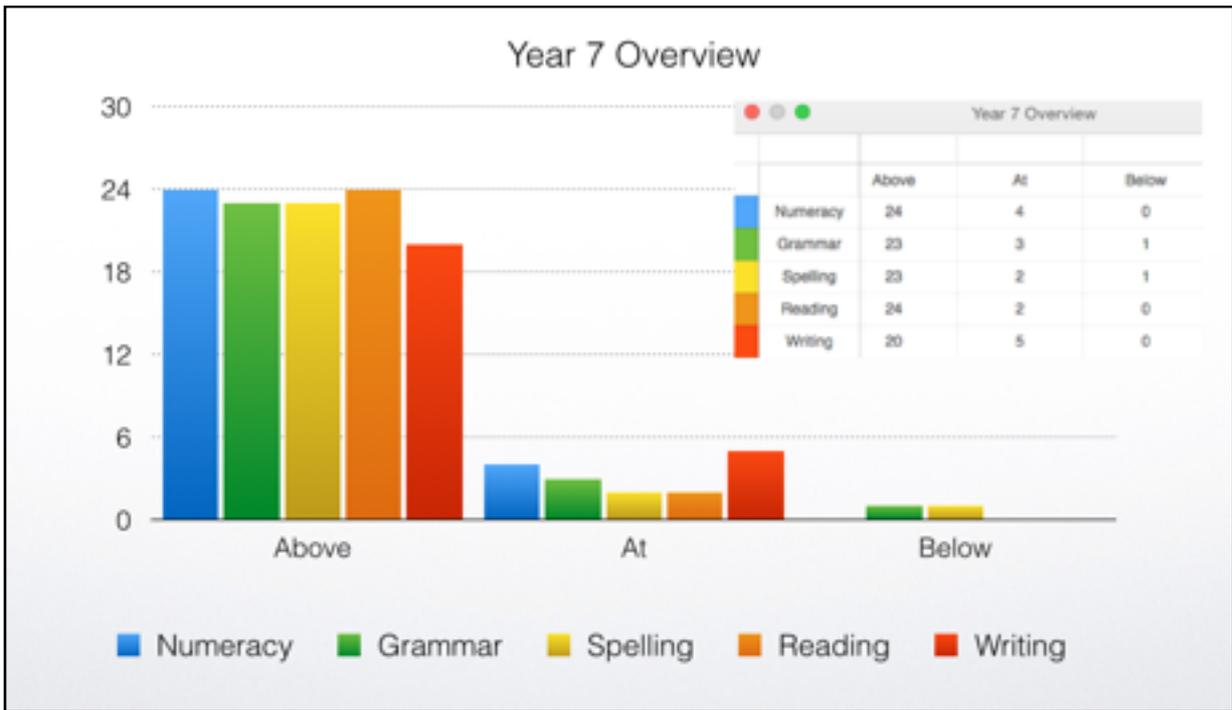
Student performance is monitored in several ways. The school uses Standardised Testing, Reporting, Teacher Anecdotal and also NAPLAN Testing in Years 3,5,7 and 9.

In 2014, 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 fifth 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 2014, 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.

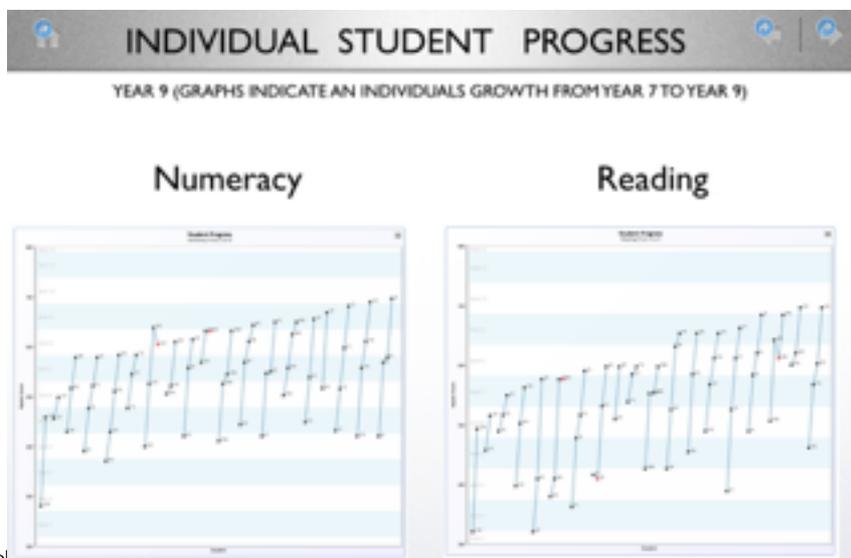
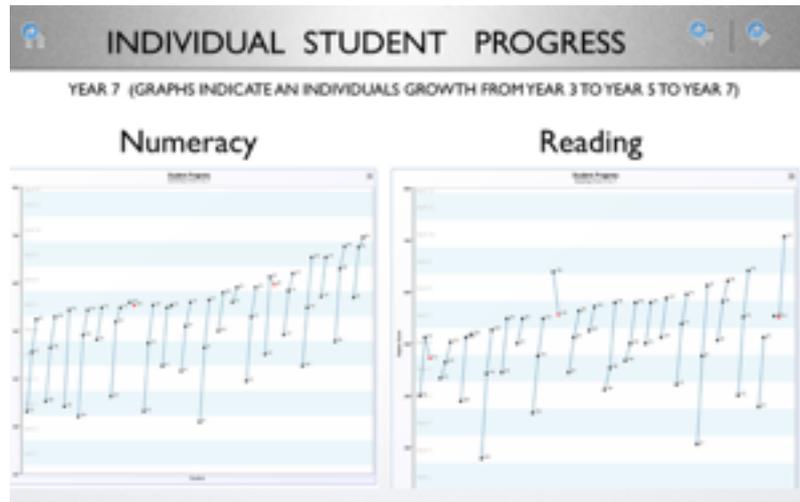
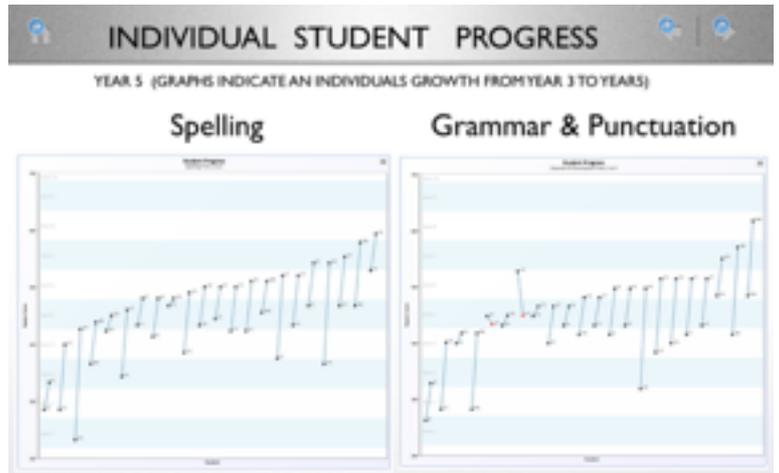




## Student Growth

As well as being concerned about overall progress the leadership team of Bethel Christian School are very concerned that individuals progress from one year to the next. We use the 'Appraise' 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 of their child's progress and inform them if non-growth is evident.

See the graphs on the next page indicating this growth.



## 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. Extra Educational Assistance time is also allocated to 'at risk' students. In the Secondary school where a teacher was employed to assist with Literacy for 0.4FTE. Educational assistant time was also provided for Secondary students. A 0.8 FTE support co-ordinator is employed to oversee all students identified in the Support Program. The Support Coordinator oversees all educational assistants and all students in the program. In 2014 the total staff dedicated to supporting children in the school included 1.4 FTE teachers and 4.0 FTE Educational Assistants. There were 80 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 educational assistants to provide for the needs of our Support students.

Adequate funding is also provided for resources to assist in Educational Support. In 2014 \$4000 was budgeted in this area.

## Value Adding

### **Strategic Planning:**

In 2014, it was the sixth 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 involved the implementation of the new Australian Curriculum. Staff will be fully supported through this process.

Following on from our 2013 Planning day in 2014 we worked in collaborative groups to ensure areas of the plan were being adequately addressed. This included Curriculum meetings in Term One and Term Three. These meetings ensured that the Australian Curriculum and strategic plans were being implemented well into all learning areas. Reviewing of the plan and what we had achieved was also a part of the Strategic Planning Process.



**Strategic Plan Focus Areas:**

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

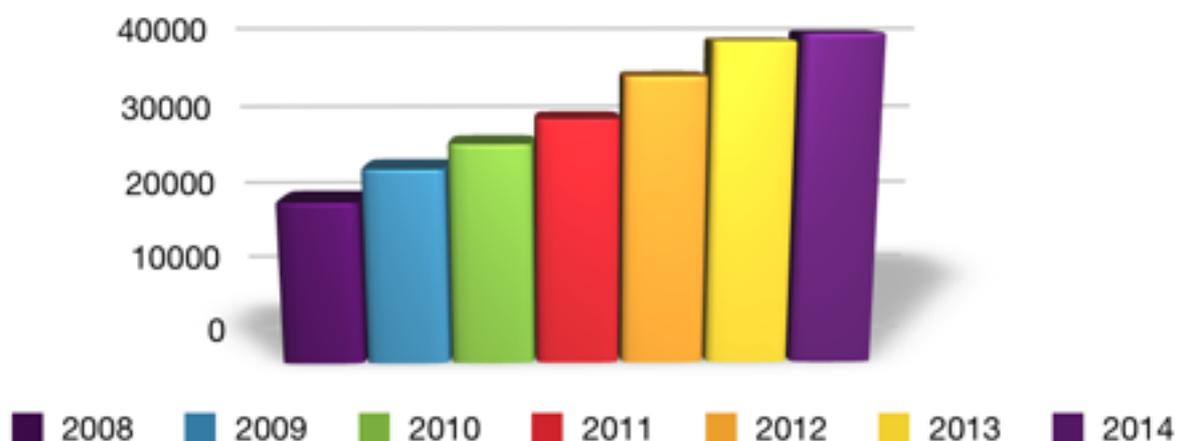
**Staff Professional Development:**

Bethel Christian School is aware that it needs to provide adequate professional 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. The Principal and Board of Bethel Christian School are committed in increasing the professional learning budget to cater for this area in the future. 2014 included a large focus on implementing the Australian Curriculum into learning programs, this was also a focus for in school professional development.

The beginning of the 2014 year all staff were involved with whole school training based around the theme - "Walking with God in the Classroom". This included a day presentation from Brian Harris - Principal of VOSE Theological College. We also ran with the theme "Walking with God in the Classroom" for the entire year and individual staff members shared at Tuesday devotions around this theme.

Another focus for professional learning in 2014 was in the area of "Trauma Training". We completed professional learning in this area.

**Professional Learning Budget Overview**



### **Staff Collaborative Meetings:**

These collaborative meetings are continued on from 2009, 2010, 2011, 2012, 2013 and 2014. As AISWA targeted funding in Literacy and Numeracy ceased in 2014 the school provided adequate funds in the budget to continue the appointment of Curriculum leaders and release of staff for collaborative meetings. The aim of a leader in these areas 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 been held in English, Mathematics, Science and History/Geography. 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 2014, Bethel Christian School continued to add to the Hardware and Software of the school.

One to one devices were provided for all student sin Year 4,5,6 and 7. Support students in Year 8 also received iPads to assist with their learning. The development of iPad use throughout the school was a focus for 2014. 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. \$110 000 was budgeted for ICT across the school in 2014. This was spent on 120 iPads, new servers, increasing WIFI capabilities, technician time and staff ICT purchases.



### **Pastoral Care:**

In 2014 Bethel only employed one Chaplain 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.

Due to extensive renovations across the school only having one Chaplain part time meant that teachers and other staff had to assume more pastoral roles in their everyday interaction with students.

In the future we will be looking to employ another Chaplain and/or student mentors to assist in the area of Pastoral care.

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

In 2014, 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 4% pairs from 2013. 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.

Nearly all classrooms and other learning areas were renovated in 2014. Classrooms were painted, new carpet and new inbuilt cupboards, shelves and benches installed. The classrooms look wonderful.



### **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 Re-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.

In 2014 the Bethel Christian School Board has been working very hard reviewing all documents such as; Constitution, Governance Handbook, Risk Analysis, Ten Year Planning, Mission and Vision of the School, training and other areas required for registration and to add towards Bethel being a very well run school and Board.

Staff at Bethel Christian School have also been involved in reviewing, writing, preparing and implementing many items required for registration. These include the following:

- School Improvement Plan
- School Strategic Plans
- School Operational Plans
- Auditing and writing of National Quality Standards Improvement Plans
- Risk Management and auditing
- Review of all staff performance management processes
- Review, writing and implementing of over 65 policies in all areas of school operations.
- Emergency Evacuation - review of all policies and procedures - including updated diagrams of emergency procedures in all classrooms and school buildings
- Implementation of reporting procedures for reporting critical incidents
- Review and updating of all media including webpage, newsletters etc

The above outlines some of the requirements of Registration. The school will be visited by a reviewing panel in June 2015.

### **Sporting Development:**

In 2014 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.

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.

The school provides good budget amounts for replacement of sporting equipment and sports development.

### **Community Partnerships:**

In 2014 Bethel continued to form good working partnerships with a variety of communities. These partnerships include:

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

### **Final Comments:**

2014 has been an extremely successful year. The school has had an extensive make-over and all the facilities are looking very modern and up to date, making for a great work environment for staff and students.

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/Carers.

A highlight of the school year and of the Albany community was the Anzac celebrations in late October. The school was very involved with performing as part of the celebrations. This will also be a highlight in April of 2015.

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

Bethel Christian School

present in the operation of Bethel Christian School. The school and the board continue to have an excellent working relationship, especially with raised expectations in 2014 ready for re-registration in 2015.

2014 was a year of staff growth in the area of dealing with students with difficulties. The school is successfully catering for many students that do experience difficulties. The dedication and professionalism of staff joining together with the love and compassion of Christ through a caring and embracing community has seen many students experience great success in overcoming their learning difficulties.

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**

