

ANNUAL REPORT 2016



Emmaus exists to partner with parents, in providing a Christ-centred, Biblically-grounded and academically-rigorous education, which enables students to grow in wisdom and character, to the glory of God.

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School Profile

Emmaus Christian School is located in the inner north Canberra suburb of Dickson. We provide quality Christian education from Pre-School through Year 10. Primary School has a double-stream Kindergarten class, two composite 3/4 classes, and the remainder of the classes are single stream, straight-grade classes. In Secondary, classes are single-stream with the exception of our largest-ever Year 10 class, with 36 students.

The school is governed by the Board, elected by the parent members of the school association, the North Canberra Christian Education Association. The Board also oversees operation of Emmaus Christian Preschool.

Emmaus Christian School endeavours to provide an excellent academic education in a caring, Christian environment. Our dedicated staff looks to build partnerships with families as we seek to equip our students for service to God and their communities.

Emmaus Christian School renewed its school registration in 2012, and is due to renew registration again in June, 2017.

Vision and Mission

In 2016, the Board and Executive Leadership invited Mr John Reed from Reposition to lead us in a review of vision and mission. The result of many months of work by the Board was a restating of Emmaus' vision and mission as a Core Purpose Statement:

Emmaus exists to partner with parents in providing a Christ-centred, Biblically-grounded and academically-rigorous education, which enables students to grow in wisdom and character, to the glory of God.

The school's values were also refined and restated:

1. Caring for Others

At Emmaus, we value, care for and respect each other because we are all made in the image of God. We partner with parents to care for and develop the whole person- body, soul and spirit. We foster a sense of belonging, celebrate one another's achievements and choose to be grateful for our school and each other. We are a community that learns in a fun, creative, encouraging and generous environment.

2. Striving for Mastery

At Emmaus, we encourage students to strive for excellence in all aspects of life: in study, work, and in relationships with God and with people. We believe God equips every person with gifts and abilities. We seek to instil in our students a strong desire to apply their utmost to what they do, an attribute that will long outlive their school years. Students are encouraged to master and apply academic and life skills in order to make the most of their opportunities in later life. Our goal is to equip students with the necessary skills and understanding to make wise and Godly choices, and to live resilient, fulfilled, and productive lives.

3. Equipping for Service

At Emmaus, our motivation for service is the love that Christ has shown us: his life of servant leadership is the example we seek to follow. Staff at Emmaus model integrity, accountability and the value of excellence in our work. We strive to equip students with both the desire and the skills to make a difference in the lives of others. We aim to grow students who are rich in Godly wisdom and noble character, and find their security in the love of Christ.

Executive and Administrative Changes in 2016

Mr Erik Hofsink took up his position as Principal in January, 2016. Mrs Rachel McClure was appointed to the new position of Director of Studies. In May, 2016, Mrs Charlotte Kruger was appointed to the role of Business Manager. The administrative restructuring process begun in 2015 was completed in 2016.

Enrolments

Emmaus Christian School is a multi-cultural community, with a high percentage of staff and students having come to Australia from other countries. Amongst our parents and student body, more than thirty languages are spoken at home. Less than 2% of our student body are Indigenous Australians.

Post-School Destinations

Of students graduating in 2016, 73% went to ACT Public Colleges, 19% to ACT Catholic or Independent Colleges, 4% went into ASBA programs through CIT, and 4% unknown.

Students with Additional Needs

Our teaching staff members are ably assisted by the Learning Assistance team in identifying and supporting students with additional learning needs. Students are identified by parents or teachers, and a range of testing is undertaken to determine the best strategies to assist the student. Assistance can take the form of small group help, one-on-one extra teaching, or materials provided by the Learning Assistance team for use in the classroom. The LA team consisted of one teacher and one learning assistant in 2016.

School Year	2012	2013	2014	2015	2016
Preschool Total	39	44	49	47	51
Primary Total	190	190	200	187	177
Secondary Total	102	106	129	114	106
K-10 Total	292	296	329	301	283
Whole School Total	331	340	378	348	334

Attendance

In 2016, the overall attendance rate was 89.99%.

Year Level	Attendance Rate	Year Level	Attendance
Year 1	88.11%	Year 6	89.89%
Year 2	87.29%	Year 7	90.98%
Year 3	88.34%	Year 8	93.32%
Year 4	92.65%	Year 9	91.15%
Year 5	88.27%	Year 10	89.93%

Parents are notified by SMS of any absence by 10 am, and are required to provide an explanation for the absence.

National Testing Results

For the third year in a row, Emmaus Christian School was identified in 2016 as a school that achieves higher than average growth in student scores.

The year level of particular note this year was the growth in literacy and numeracy scores from Year 7 to Year 9.

The Year 3 average scores for every test area were above both ACT and AISACT average scores, which is impressive. No Year 3 students fell below National Minimum scores, and writing, spelling and grammar, 83% of our students fell into the proficiency bands.

Combined with previous years' scores, we can be confident that our lower primary program is delivering quality learning results for our students.

Year 5 average scores were all above ACT average scores, with writing also above AISACT scores. Again, these are impressive results. More impressive was that our average growth scores, the number that matters more to us, were also higher than both AISACT and general ACT schools, with the exception of numeracy, which fell between the AISACT and ACT average growth number.

Year 7 results were lower, but still came in above ACT average scores for Spelling and Writing. In Spelling and Grammar, our growth scores were above both ACT and AISACT schools.

Year 9 growth results were a highlight this year; growth in Reading, Spelling and Numeracy all topped both AISACT and ACT school average growth scores. Average scores were all between the AISACT and ACT averages, except reading, which was higher than both other averages.

Close to 80% of students achieved at or above expected growth in reading, spelling and numeracy.

Staffing

Emmanuel Christian School employs qualified teachers. In 2016, all of our teachers held a Bachelor's Degree or higher and were accredited by the Teacher Quality Institute of the ACT.

Staffing Profile 2016			
Category	Description	Number	FTE
Executive Staff	Principal, Director of Studies, Head of Secondary, Head of Primary, Business Manager	5	4.8
Teaching Staff	Classroom Teachers, Learning Assistance Teacher	20	16.8
Learning Assistants	People providing extra assistance in the classroom	1	.6
Childcare Assistants	People providing childcare in the long day care portion of the preschools	6	2
Support Staff	Bursar, receptionist, enrolments, accounts, IT, cleaning, maintenance, After School Care, website maintenance, library	12	6.8

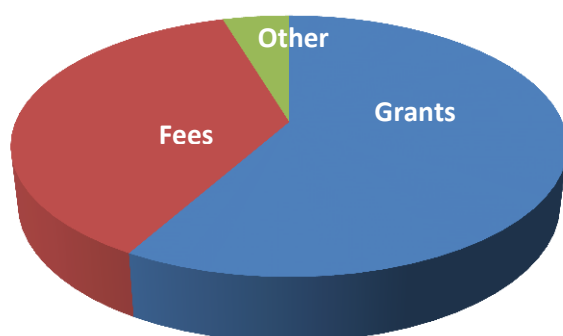
During 2016, all teaching staff completed a minimum 20 hours each of Professional Learning, as required by the Teacher Quality Institute for the renewal of teacher registration. This included whole-school Professional Learning based on school priorities, other PL based on teachers' individual professional goals, and a peer observation program. A first aid course is made available annually to any staff who needed to renew their certification and allergy and anaphylaxis training was provided to all staff at the beginning of the year.

Staff Attendance

We had a full-time equivalent of 21.6 teaching staff members, giving a total of 4039.2 days of attendance at school. Teaching staff took a combined 249.3 days of leave, for reasons including illness, maternity leave and family obligations. This is an overall attendance rate of 94%.

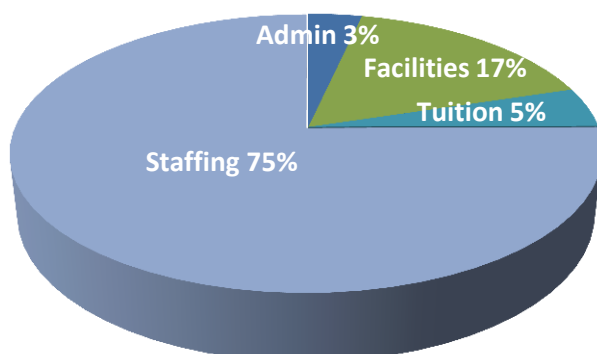
Financial Information

INCOME



Grants	\$2,635,606
Fees	\$1,686,170
Other	\$209,783
TOTAL	\$4,531,559

EXPENSES



Staffing Expenses	\$ 3,579,341
Tuition Expenses	\$ 366,773
Admin/Governance	\$ 121,260
Facilities (incl. Depreciation)	\$ 697,365
TOTAL	\$ 4,764,739

Capital Expenditure

- Corrosive Science lab cabinet
- Trailer for maintenance use
- Portable Scaffolding – Aluminium
- Replace projector in gym
- PA system & speakers
- IT portable back ups
- Steel cages for Aircon units on demountable rooms
- Furniture for Assistant Principal area
- Handrail in Primary stairwell
- Year 1 classroom recarpet
- Handrail for gym bleachers
- Aluminium Windows in Primary building upstairs
- Car park resurface
- 30 Laptops for ICT
- Air-conditioning units for Secondary classrooms (Food Tech/Coordinator/Server room)
- Sunshade replacement in Secondary

Satisfaction Data

In the 2016 Satisfaction Survey, parents were asked whether they would recommend Emmaus to other families. 89% of the 82 respondents indicated that they would recommend Emmaus to others. Over 96% of parents responded that they felt welcome at Emmaus. When asked about the most important features of the school, common answers were Christian education, positive community feel, parent-school partnership and friendly staff. Parents identified old facilities, primary uniform, small high school cohorts and scope of subject choice in Secondary School as areas to be addressed.

Conclusion

With a new executive and administrative structure, Emmaus continued to work through a process of change in 2016. We look forward to an exciting 2017, with the confirmation of a BGA grant to grow our preschool, which will help provide the enrolment base for a double-stream primary school. We are grateful to students, parents, staff, and the Board who have greeted change with enthusiasm and energy. Most importantly, we give honour and thanksgiving to God, who sustains us, and for whose glory we strive.

In Christ,

Mr Erik Hofsink (Principal)

Mrs Rachel McClure (Director of Studies)

