

ANNUAL REPORT 2015



Serving God and Serving Others

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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. We have a single stream primary school, with the exception of an extra Year 1/2 composite class, and large Year 4 and 5 enrolments, split into three 4/5 composite classes.

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 2017.

Vision

Our desire is to assist parents in the nurture of their children, providing a Christ-centred, biblically grounded, culturally engaging and academically rigorous education which equips children to live for God's glory.

Mission

- To provide a quality, affordable Christian education in a small, nurturing Christian school community.
- To partner with like-minded Christian parents in their God-given duty and right to educate and train their children. Our school is not restricted to practicing Christians, but all must respect our Christian ethos.
- We strive to honour God by operating our school to teach within a Christian worldview. Our educational philosophy is that honest rational thinking, a consistent epistemology and worldview, equitable and reliable values, right human relations successfully enduring human society, and environmental balance, are only possible with the assumption of an intelligent creator ('The fear of the Lord is the beginning of wisdom' – Proverbs 1:7)
- To pray, read the Bible, worship, and speak about Christian Faith as a regular and natural part of life.
- Our Statement of Christian faith declares: The Lord God is one; that God made all people in His own image and in our sin we have fallen short of His glory; that Jesus died as a substitutionary sacrifice; that the Holy Spirit leads people to God; the Bible was written by people inspired by God; the Church is His body on earth, our commission is to spread the news of God's plan and to love God with all our heart and to love others.

Events in 2015



2015 was a year of many changes at Emmaus. In January, Founding Principal Mr Paul Marshall announced that he would be moving on at the end of Term 1. He was farewelled in March with much fanfare and many happy memories of his 18 years as Principal. Mrs Rachel McClure was appointed as Interim Principal and the search began for a new Principal. Mr Erik Hofsink was appointed mid-year to take up his position in January 2016. We also farewelled Mr John Jenkins, (Secondary Coordinator) mid-year, with the position being filled by Mr Eugene Roodt from Term 3 2015.

Highlights of 2015 included the Year 10 service trips to Vanuatu and to Wee Waa, NSW. Vanuatu, post-cyclone, was an eye-opening adventure for the students involved. Another group headed out to Wee Waa, NSW, to Namoi Valley Christian School. They participated in gardening, painting, reorganising the school library and assisting in classrooms.

Other highlights included our sporting carnivals, fun days, and our Primary and Secondary Productions. Our Primary students performed in “Just Joseph”, while our Secondary Production group gave a wonderful performance of “Alice in Wonderland”.

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.

The average class size in Primary school in 2015 was 23 students and in Secondary 31.

School Year	2011	2012	2013	2014	2015
Preschool Total	44	39	44	49	47
Primary Total	186	190	190	200	187
Secondary Total	87	102	106	129	114
P-10 Total	273	292	296	329	301
Whole School Total	317	331	340	378	348

Post-School Destinations

Of the Year 10 students graduating from Emmaus in 2015, 85% went to ACT Government colleges, 10% went on to other ACT Independent schools, and 5% continued their schooling overseas.

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 two teachers and three learning assistants in 2015.

Attendance

Student attendance rates were excellent in 2015. The overall attendance rate was 93.12%.

Year Level	Attendance Rate	Year Level	Attendance
Kindergarten	93%	Year 6	95%
Year 1	91%	Year 7	95%
Year 2	94%	Year 8	93%
Year 3	95%	Year 9	92%
Year 4	94%	Year 10	90%
Year 5	92%		

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

National Testing Results

NAPLAN 2015 results were exciting in 2015. The school, for the second year in a row, was identified as a school that achieves higher than average growth in student scores. While our students perform well against ACT school averages and against our Association of Independent Schools of the ACT (AIS) counterparts, our focus remains on growth, as our cohorts are too small for the average scores to be meaningful.

Growth in NAPLAN scores

In every area except Year 7 spelling, our students' average growth scores exceeded both ACT and Association of Independent School results. In Year 9 Grammar and Punctuation, our average growth was nearly triple the AIS average growth. Other standout areas were Year 5 Numeracy and Writing.

We focus on growth, rather than average scores. Due to the small cohorts at Emmaus, averages will vary widely from year to year. We can better measure the impact we have for

students by looking at the growth figures from one test to the next, two years apart. This data indicates that we do a good job of helping our struggling students to grow, and, in the past twelve months, we have started looking at how to ensure that our most able students continue to achieve growth. This year's NAPLAN data shows a few areas where at least 80% of the previous test's top 5 performers achieved expected growth or better: Year 5 Reading, Writing and Numeracy as well as Year 9 Grammar.

Percentage of students achieving expected growth or better in NAPLAN tests

	Year 5	Year 7	Year 9
Reading	81%	65%	69%
Writing	76%	71%	64%
Spelling	67%	44%	75%
Grammar and Punctuation	76%	56%	79%
Numeracy	81%	74%	68%

Staffing

Emmaus Christian School employs qualified teachers. In 2015, all of our teachers held a Bachelor's Degree or higher and were accredited by the Teacher Quality Institute of the ACT.

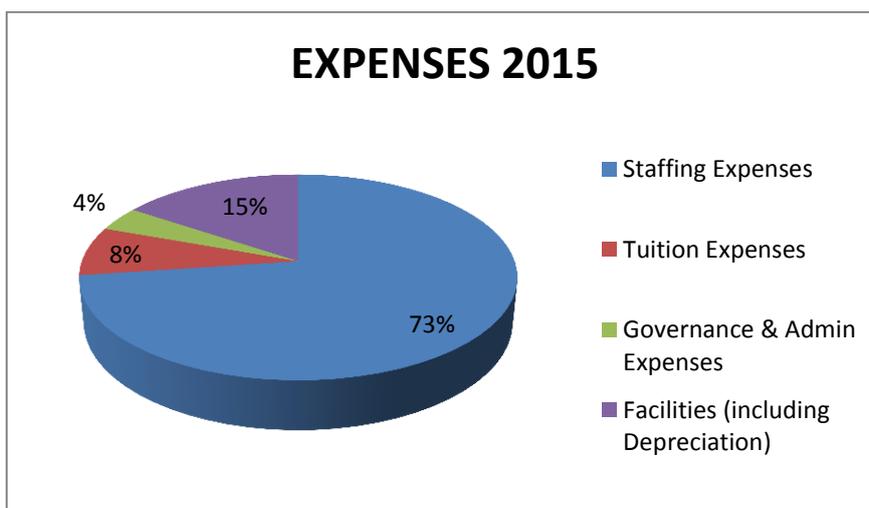
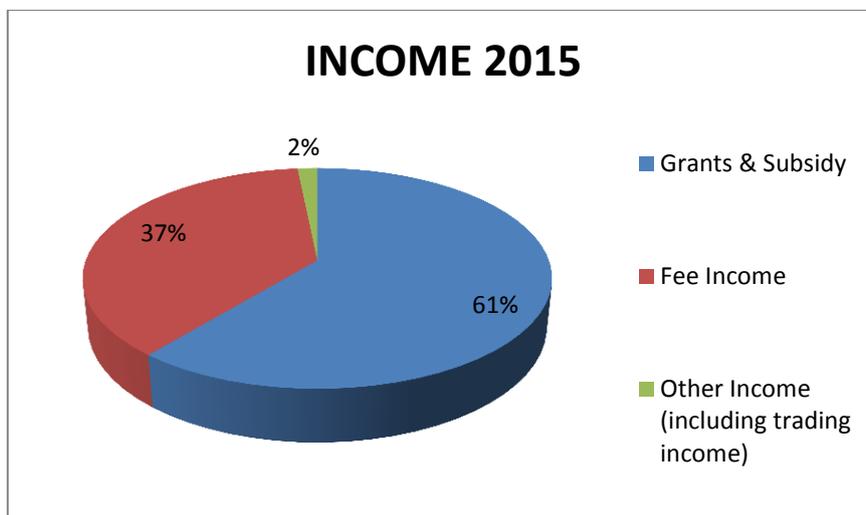
Staffing Profile 2015			
Category	Description	Number	Full Time Equivalent
Executive Staff	Principal, Director of Studies, Primary and Secondary Coordinators, Business Manager	3	3.0
Teaching Staff	Classroom Teachers, Learning Assistance Teachers	23	18.6
Learning Assistants	People providing extra assistance in the classroom	7	2.7
Support Staff	Bursar, receptionist, enrolments, accounts, IT, cleaning, maintenance, After School Care, website maintenance, library	18	9.12

During 2015, all staff completed a minimum 20 hours each of Professional Learning. 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 was made available to 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 36.05 staff members, giving a total of 6849.5 days of attendance at school. The staff took a combined 292 days of leave, for reasons including illness and family obligations. This is an overall attendance rate of 96%.

Financial Information



EXPENSES 2015

Staffing Expenses	\$ 3,452,907.88
Tuition Expenses	\$ 366,137.08
Governance & Admin Expenses	\$ 183,221.35
Facilities (including Depreciation)	\$ 740,006.31
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	\$ 4,742,272.62

INCOME 2015

Grants & Subsidy	\$ 2,735,925.24
Fee Income	\$ 1,677,524.99
Other Income (including trading income)	\$ 71,386.39
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	\$ 4,484,836.62

Main Capital Expenditure

- 26 x iPads for Primary School
- Boardroom Furniture
- Staffroom Sofa Furniture
- Window Blind coverings in Primary Classrooms & Corridors
- New Staff Workplace Desk Chairs
- Playground Shade cloth Replacement
- Secondary Courtyard Shade cloth Replacement

Satisfaction Data

Parent Survey

A parent survey was conducted in 2015 to which we received 75 replies, representing 35% of families.

Parent feedback will lead to changes in the process next year, with parents indicating a desire for separate primary and secondary surveys.

Each question required parents to give a 1 (strongly disagree) to 5 (strongly agree) rating. The survey questions and average ratings are listed in the table below, indicating a high level of parent satisfaction with the school.

The survey also highlighted areas for development, including maintenance and student behaviour management.

The first half of 2016 has seen significant maintenance projects, such as car park resurfacing and new windows to the second floor of primary buildings, and the development of an updated Behaviour Expectations policy.

Survey Question	Average Rating (out of 5)
Teachers at this school expect my child to do his or her best.	4.3
Teachers at this school provide my child with useful feedback about his or her work.	3.7
Teachers at this school treat students fairly.	3.9
This school is well maintained.	3.5
My child feels safe at this school.	4.5
I can talk to my child's teachers about my concerns.	4.4
Student behaviour is well managed at this school.	3.8
My child likes being at this school.	4.4
The school looks for ways to improve.	4.1
The school takes parents' opinions seriously.	4.0
Teachers at this school motivate my child to learn.	4.0
My child is making good progress at this school.	4.0
My child's learning needs are being met at this school.	3.9
This school works with me to support my child's learning.	4.1

Student Survey

129 students returned their student survey in 2015. 68% of students indicated that they agreed or strongly agreed with the statement, "Overall I am satisfied with this school", and 68% agreed or strongly agreed that they like being at this school. 77% were satisfied that they were getting a good education, and 78% believe that teachers expect them to do their best.

Areas that students indicated were areas of frustration included consistency in behaviour management, and taking students' opinions seriously. With the introduction in term 4 of a more robust Student Representative Council structure and new Behaviour Expectations Policy, we look forward to seeing these results improve in 2016.

Staff Survey

25 staff members returned their survey in 2015, with 80% of staff indicating satisfaction with the school and with their work at the school. 88% agreed that they knew what the strategic goals of the school were, and 96% agreed or strongly agreed that they enjoyed working at the school. 84% felt that teachers at Emmaus are focused on improving the quality of teaching for their students. Areas of frustration for teachers included resourcing communication.

With more direct information and control over class budgets and extra executive positions to facilitate communication, we anticipate improvement in these results in 2016.

Conclusion

2015 was a year of many changes at Emmaus. Amidst all these changes we thank the Lord for his provision and faithfulness to our school.

Mrs Rachel McClure needs to be thanked for her outstanding efforts in acting as Interim Principal during almost all of 2015. The community is deeply thankful for her leadership and excited about her appointment in a deputy principal's role called Director of Studies.

Goals for the future include:

- Overall consolidation as a result of changes – especially in leadership
- Ongoing improvement of the Teaching and Learning Program
- Developing a new Strategic Planning Framework
- Setting up for sustainable and effective growth

Finally, we would like to thank the Board, staff, parents and students for making Emmaus Christian School such a unique place to learn and grow together in community.

In Christ,

Mr Erik Hofsink (Principal)

Mrs Rachel McClure (Director of Studies)