



**Emmaus
Christian
School**

Annual Report 2018

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, three composite 1/2 classes, two composite 3/4 classes, and a Year 5 class. In Middle School (Year 6-8) and Senior School (Year 9-10), classes are single-stream.

The school is governed by the Board, elected by members of the North Canberra Christian Education Association Inc. The Board also oversees operations of Emmaus Christian Preschool. The board of the Association (Board) has given consideration to the future governance, operations and proposed scale of the association's activities, and has resolved that it would be beneficial to transfer its registration from its present form as an incorporated association registered in the Australian Capital Territory to a public company limited by guarantee registered under the Corporations Act. At the 2019 AGM, the members have unanimously voted in favour of the change to a Company Limited by Guarantee and endorsed the new Constitution.

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 registration with the ACT Directorate (Non-Government Schools) in 2017, and is due to renew registration again in June, 2022.

Vision and Mission

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.

Core Values

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.

Strategic Plan 2017 - 2022

1. Strategic Priority 1: PARTNERSHIPS & COMMUNITY

Emmaus is a school founded on the involvement of parents in the education of their children.

Our organisational structure enables parent involvement, governance and influence. Emmaus started through the generosity of other community organisations and we recognise the opportunity and value of creating strategic partnerships.

To strengthen our partnerships, we will:

- Engage with parents in structured and planned ways to strengthen the partnership between home and school to grow children of character and wisdom.
- Create new partnerships with other organisations to broaden the education and activity offerings that enable diversity and growth in a sustainable way.
- Grow the North Canberra Christian Education Association and increase its involvement and support for the future direction of Emmaus.

2. Strategic Priority 2: FAITH & VALUES

Emmaus Christian School exists, first and foremost, to offer Christian education.

At the same time, we seek to be faithful to the Biblical mission of conveying the message of true hope and salvation in the Lord Jesus Christ to all nations. The School is not a church, but is prepared to give an account of the faith by which we lead our lives. The core values, updated by the Board in 2016, represent the way we apply our faith at school. They are what make Emmaus distinctive. To embody our faith and values, we will:

- Give all of our students, parents and staff the opportunity to hear and respond to the Gospel. We will do this truthfully through our words and actions in the normal course of delivering Christian education and our school activities.
- Integrate our faith and values into school routines, activities and life.
- Embed our values so they become a strong language in the school well understood by all.

3. Strategic Priority 3: CHRISTIAN EDUCATION & EXCELLENCE

Emmaus offers a distinctly Christian Education, whereby the biblical understanding of our world is integrated into the delivery of our curriculum.

Emmaus is committed to an academically rigorous education. To do this we use effective, evidence-based teaching and learning practices. Our teaching is regularly assessed and refined through targeted feedback and performance appraisals. The achievement of academic and wellbeing outcomes for all students will be monitored regularly through appropriate data collection and analysis to inform continuous improvement in teaching quality. The focus will be on delivering high-level learning outcomes across preschool, primary and secondary, increased enrolments and strong community satisfaction.

To deliver academically rigorous Christian Education, we will:

- Implement Emmaus teaching standards based on AITSL teaching standards and Christian practice, engagement and knowledge and use of appropriate appraisal methodology to improve teacher quality.
- Improve academic results, student satisfaction, student wellbeing and pastoral care to build their confidence and mastery
- Offer curriculum that provides students with opportunities for rich and diverse learning that develops their wisdom and character.

4. Strategic Priority 4: SUSTAINABILITY & GROWTH

2017 marked 20 years of Emmaus Christian School delivering Christ-centred education.

As a Board we seek to establish a strategic direction for longevity by building capacity and strength in our student profile, staff, property and finances.

To create sustainability in our school, we will:

- Establish and execute a school master plan and building improvement plan for the campus to support current and future requirements including double streaming of primary and secondary schools.
- Attract and retain quality and experienced staff committed to Christ-centred education and provide our staff with quality resources, training and development.
- Develop the school to be resilient and adaptable to government funding and policy changes through optimal size and structure.
- Build and maintain appropriate structures policies and procedures to ensure our school operates in a compliant, efficient and accountable manner.

Master Planning

Since 2015 the Board has engaged with Munns Sly Moore Architects in ongoing Master Planning. In 2017 the first stage of this plan has been completed through an extended and refurbished Preschool building project worth \$1.4million.

This project was made possible through a generous \$500,00 BGA grant and the facilities will be officially opened by the ACT Minister for Education in July 2018.

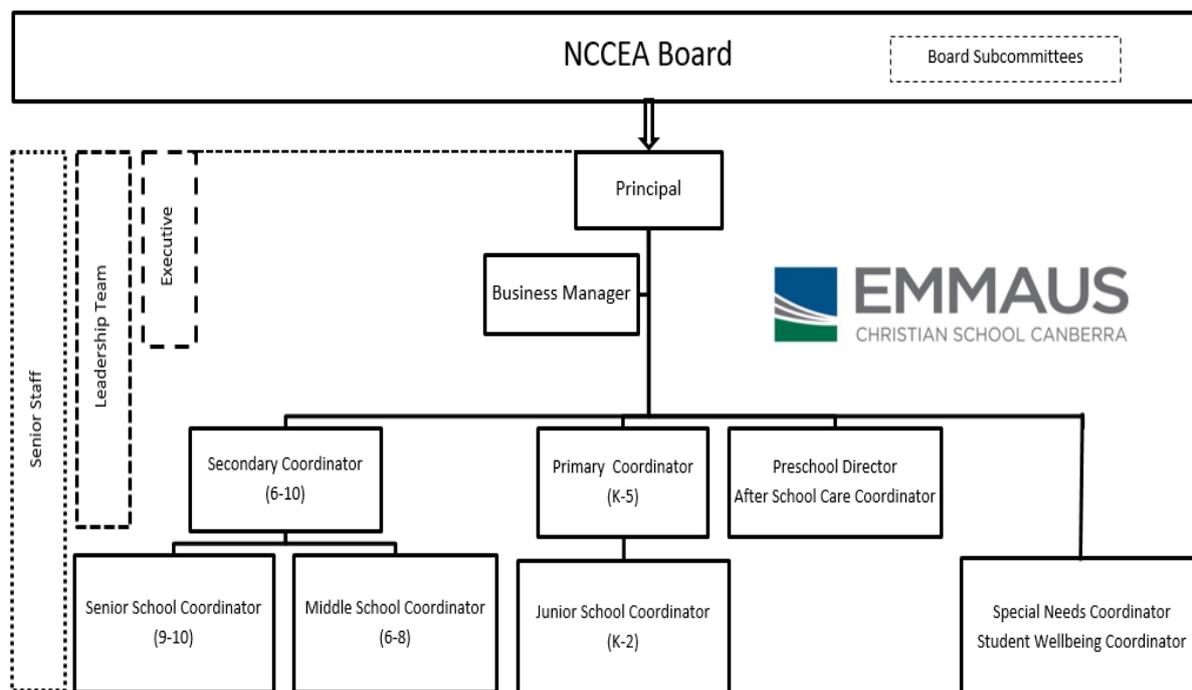
The new updated Master Plan was delivered to the Board during 2018.

Our new Preschool building was completed in 2018 with a capacity of 66 students per day. In 2018 temporary buildings were obtained for installation early in 2019. The master plan indicated a need for 5 to 7 GLS's whilst future building works and decanting of other GLAs are in progress. 6 Temporary rooms have been obtained for these purposes.

Executive & Administrative Changes in 2018

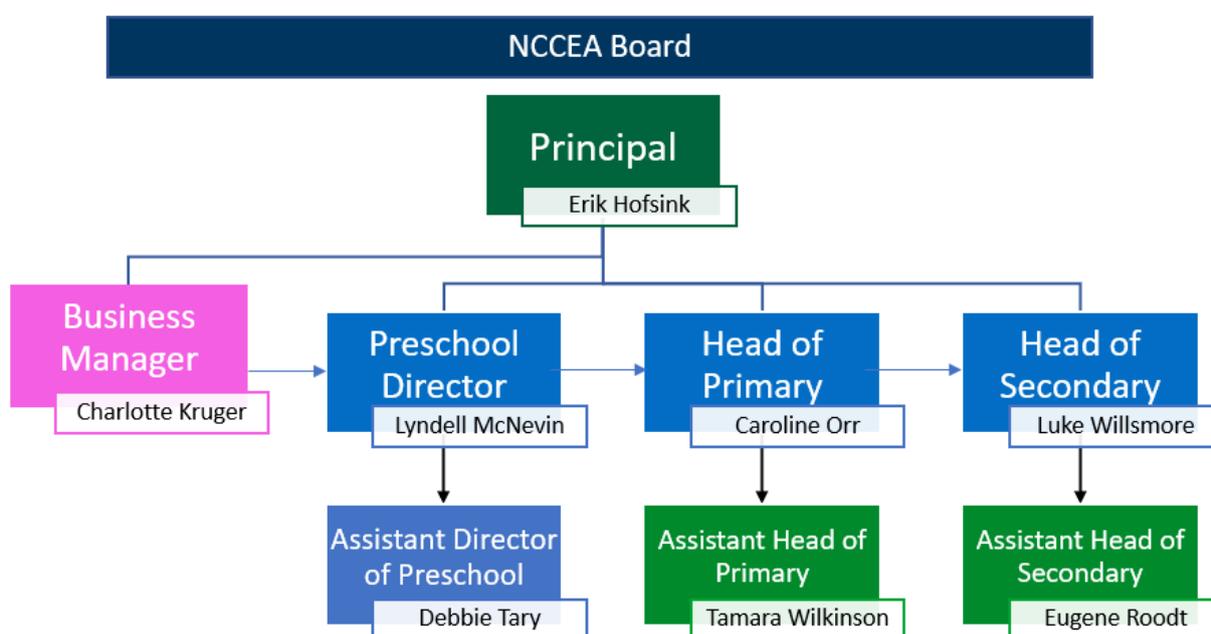
As in 2017, due to the resignation of the Secondary Coordinator, 2018 brought new challenges and opportunities in modelling the Executive Structure and School Administration.

School Structure 2018



School Structure Revised 2018/2019

Towards the end of 2018, due to the stepping down of the Secondary Coordinator and resignation of the Middle School Coordinator, the structure was revised and updated to the following model:



Enrolments

Emmaus Christian School is a multi-cultural community, with many 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 2018, 80% went to ACT Public Colleges and 13% went to ACT Independent Colleges, 7% transferred to interstate college.

Student Numbers

	2012	2013	2014	2015	2016	2017	2018
Preschool	39	44	49	47	51	54	68
Primary	190	190	200	187	177	181	213
Secondary	102	106	129	114	106	100	85
K-10 Total	292	296	329	301	283	281	298
P-10 Total	331	340	378	348	334	335	366

Attendance

In 2018, the overall attendance rate was **92.37%**.

Parents are notified by SMS of any absence by 10:00 am and are required to provide an explanation for the absence.

Year 1	92.2%
Year 2	93.8%
Year 3	92.9%
Year 4	89.2%
Year 5	93.7%
Year 6	94%
Year 7	91.8%
Year 8	94.07%
Year 9	89.16%
Year 10	91.91%

National Testing Results

Emmaus Christian School has proved to be a high achieving school again in 2018 based on the annual NAPLAN tests that assess Years 3, 5, 7 and 9 students' skills in reading, writing, conventions of language (spelling, grammar and punctuation) and numeracy.

Our Year 5 students were the star performers in 2018 with 100% of them achieving at or above standard in Reading, Writing, Spelling and Numeracy. Similarly, 100% of our Year 9 were at or above the expected standard in Reading.

Strong results were also seen in Numeracy with 86.4% of our students achieving at or above expected standard across all year levels tested, 87% achieved at or above standard in Reading, 82.1% were at or above expected standard in Spelling and 72.5% were at or above standard in Writing across the year levels tested.

It should be acknowledged that the strong Naplan results in 2018 are also testimonies to the hard work of the students, their parents or carers and the professionalism, pedagogy and dedication of our teachers across year levels.

Emmaus Christian School will continue to use a range of data to inform our curriculum and pedagogy, so we can continue to deliver the best learning for our students.

Students with Additional Needs

Emmaus Christian School has provided supports to a much wider range of students than before during 2018 -2019. In this period, the Australian Commonwealth Government moved from a funding model that was exclusively diagnosis-based to a model that is based on the assessed and identified needs of the students. In practical terms, much more resources were allocated to provide inclusion support to our teachers, so they can better cater to the diverse needs of our students within their own classrooms in 2019. Similarly, aides with different skill sets have been employed to support our teachers in class.

Emmaus has retained its early intervention strategic focus by allocating more resources to early intervention programs to our early primary school students to prevent and reduce the need for more intense and specialised support in the later years of schooling. This early intervention has seen a large reduction in the percentage of our students needing support as they progress towards upper primary in the last 10 years.

Staffing

Emmaus Christian School employs qualified teachers. In 2018, all of our teachers held a Bachelor's Degree or higher and were accredited by the Teacher Quality Institute of the ACT.

Staffing Profile 2017			
Category	Description	Number	FTE
Executive Staff	Principal, Director of Studies, Head of Secondary, Head of Primary, Business Manager	4	3.85
Teaching Staff	Classroom Teachers, Learning Assistance Teacher	25	20.5
Learning Assistants	People providing extra assistance in the classroom	7	2.3
Childcare Assistants	People providing childcare in the long day care portion of the preschools	5	2
Support Staff	Bursar, receptionist, enrolments, accounts, IT, cleaning, maintenance, After School Care, website maintenance, library	8	5.1

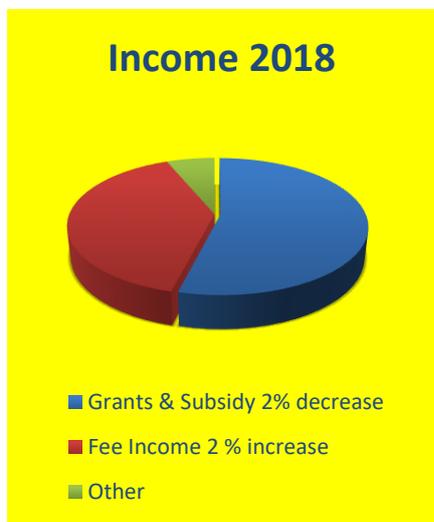
During 2018, all teaching staff completed a minimum 20 hours each of Professional Learning, as required by the Teacher Quality Institute for the renewal of teacher registration. This included whole-school Professional Learning based on school priorities (including a day long course on strategies for deliberate implementation of a Biblical Worldview, and Mental Health First Aid) based on teachers' individual professional goals. Allergy and anaphylaxis training were provided to all staff at the beginning of the year.

Staff Attendance

We had a full-time equivalent of 20.5 teaching staff members, giving a total of 3874.5 days of attendance at school. Teaching staff took a combined 256.3 days of leave, for reasons including illness, maternity leave and family obligations. This is an overall attendance rate of 93.4%.

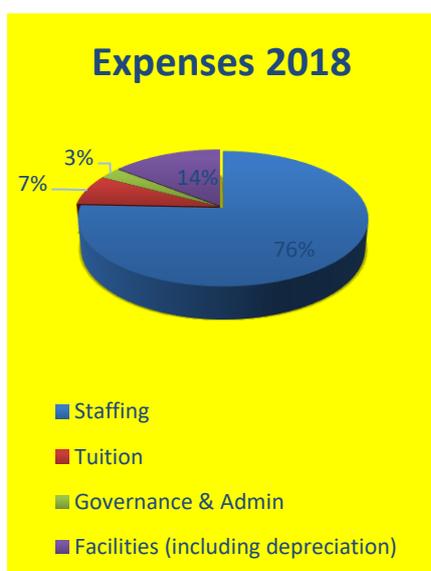
Financial Information

Income



Grants & Subsidy	\$ 2,910,600
Fee Income	\$ 2,142,861
Other	\$ 36,177

Expenditure



Staffing	\$ 3,763,552
Tuition	\$ 358,673
Governance & Admin	\$ 138,707
Facilities (including depreciation)	\$ 712,328

Capital Expenditure

- Preschool Building Final Payment
- Preschool Furniture
- Preschool Courtyard
- Master Plan
- Furniture for Secondary (chairs)
- Office 365 email project for Staff
- New Computers for Principal, BM and Preschool
- Music Room Key Board Benches
- Mixing Desk for Sound in Gym
- Preschool Wi-Fi installation

Parent Satisfaction 2018



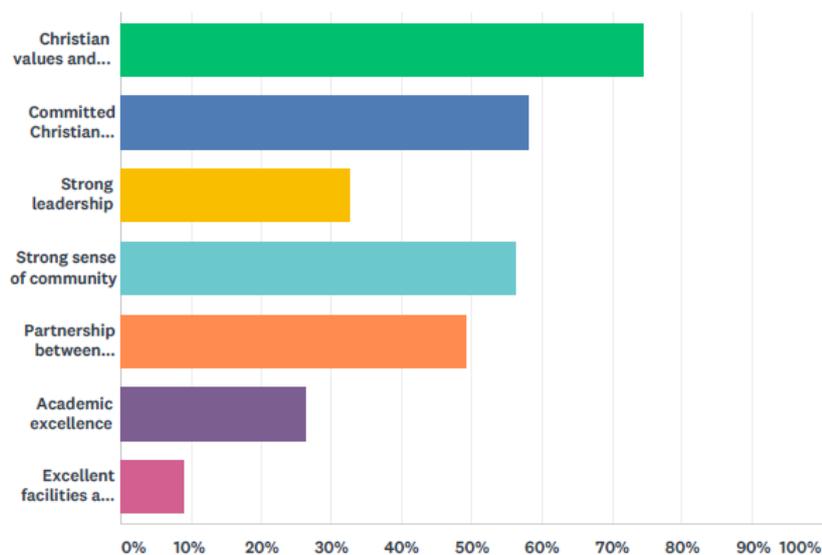
TOTAL RESPONSES
119

COMPLETION RATE
82%

Parent Satisfaction Survey - 2018

Q5 What do you believe are the school's greatest strengths?

Answered: 110 Skipped: 9

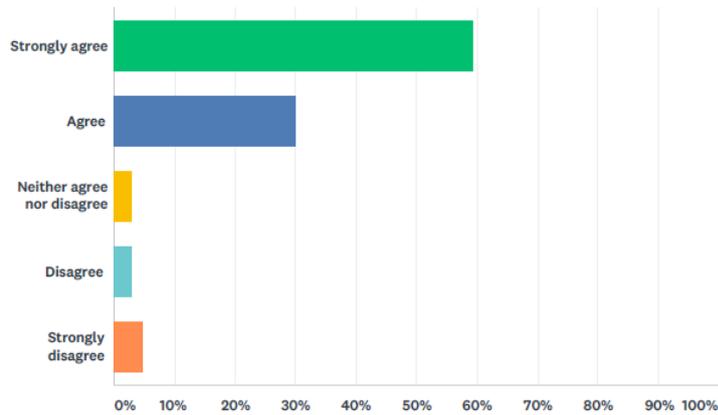


ANSWER CHOICES	RESPONSES
Christian values and education	74.55% 82
Committed Christian teachers	58.18% 64
Strong leadership	32.73% 36
Strong sense of community	56.36% 62
Partnership between students/teachers/parents	49.09% 54
Academic excellence	26.36% 29
Excellent facilities and resources	9.09% 10
Total Respondents: 110	

Parent Satisfaction Survey - 2018

Q8 My child is happy going to Emmaus

Answered: 106 Skipped: 13

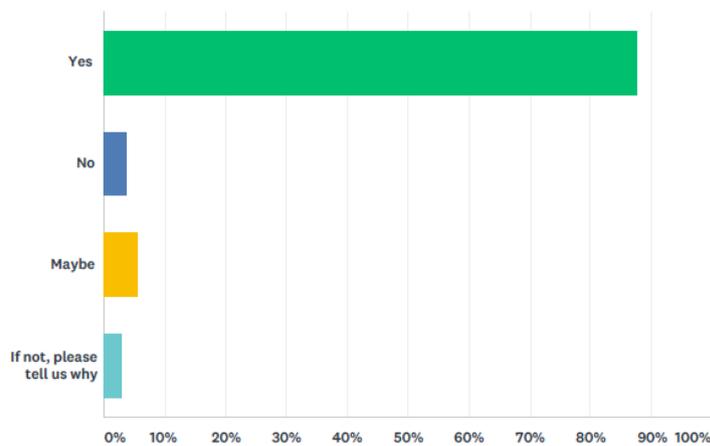


ANSWER CHOICES	RESPONSES	
Strongly agree	59.43%	63
Agree	30.19%	32
Neither agree nor disagree	2.83%	3
Disagree	2.83%	3
Strongly disagree	4.72%	5
TOTAL		106

Parent Satisfaction Survey - 2018

Q7 Do you feel welcome at the school?

Answered: 105 Skipped: 14

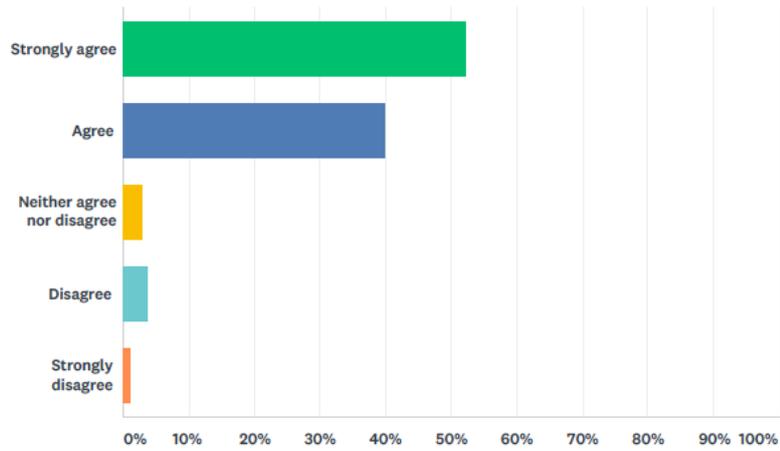


ANSWER CHOICES	RESPONSES	
Yes	87.62%	92
No	3.81%	4
Maybe	5.71%	6
If not, please tell us why	2.86%	3
TOTAL		105

Parent Satisfaction Survey - 2018

Q10 The staff at Emmaus take an interest in my child.

Answered: 105 Skipped: 14

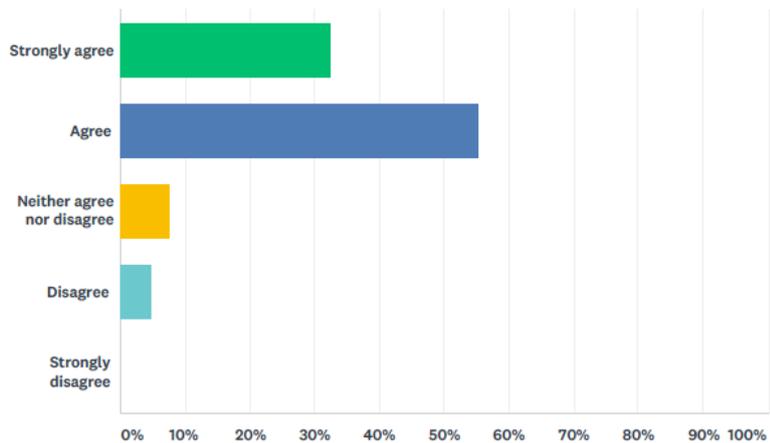


ANSWER CHOICES	RESPONSES	
Strongly agree	52.38%	55
Agree	40.00%	42
Neither agree nor disagree	2.86%	3
Disagree	3.81%	4
Strongly disagree	0.95%	1
TOTAL		105

Parent Satisfaction Survey - 2018

Q12 Communication between the home and school is good.

Answered: 105 Skipped: 14



ANSWER CHOICES	RESPONSES	
Strongly agree	32.38%	34
Agree	55.24%	58
Neither agree nor disagree	7.62%	8
Disagree	4.76%	5
Strongly disagree	0.00%	0
TOTAL		105

Conclusion

2018 was largely a year of building upon the changes during 2017. Our Strategic Planning goals are continuously met. The new Preschool building project was officially opened and the re-designing of a new leadership and school structure for 2018 has again taken a lot of time and change management.

We remain deeply 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.

A handwritten signature in blue ink, appearing to be 'Erik Hofsink', written in a cursive style.

On Behalf of the Emmaus Leadership Team

Mr Erik Hofsink (Principal)