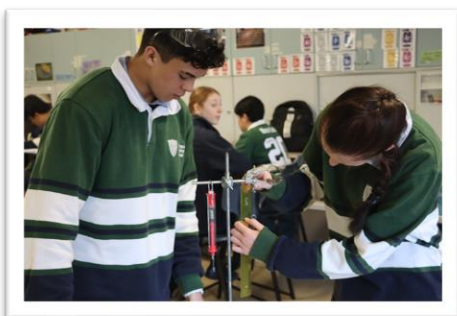




**Emmaus
Christian
School**

Annual Report 2019

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.



Contents

Introduction	3
School Profile	3
Vision and Mission	3
Core Values	4
1. Caring for Others	4
2. Striving for Mastery	4
3. Equipping for Service	4
Strategic Plan 2017 - 2022	4
1. Strategic Priority 1: PARTNERSHIPS & COMMUNITY	4
2. Strategic Priority 2: FAITH & VALUES	5
3. Strategic Priority 3: CHRISTIAN EDUCATION & EXCELLENCE	5
4. Strategic Priority 4: SUSTAINABILITY & GROWTH	5
Master Planning	6
School Structure	7
Enrolments	7
Student Numbers	7
National Testing Results	8
Students with Additional Needs	8
Staffing	9
Staff 2019	10
Financial Information	11
Capital Expenditure 2019	11
Income 2019	12
Expenditure 2019	12
Parent Satisfaction 2019	13
Theme for 2019	13
Conclusion	14

Introduction

This report aims to provide an overview of Emmaus operations during 2019. Governance will be covered broadly in the presentations to the 2020 AGM.

The content in this report will mostly reflect statistics and references to 2019, but some elements may relate to 2020 and beyond.

2019 was in many ways a year of consolidation but saw the strategic goal of growth firmly kicking in. The evidence of this can be seen in the student numbers, capital projects, as well as overall progress, reported throughout this document.

School Profile

Emmaus Christian School is in the inner north Canberra leafy suburb of Dickson. We provide quality Christian education from Pre-School to Year 10.

In 2019, our Primary School consisted of a double-stream K, 1,2,3 and 4 classes and planning has been completed for a double-streamed Year 5 and 6 in 2021. In Secondary we currently have one class per year level (6-10).

During 2020, the members of the governing North Canberra Christian Education Association (proprietor) successfully changed to a Company Limited by Guarantee (Emmaus Christian School Canberra Ltd.) and endorsed a new Constitution for this purpose. The school is since then governed by the company board and elected by members of the company.

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.

Therefore, Emmaus 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.

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:

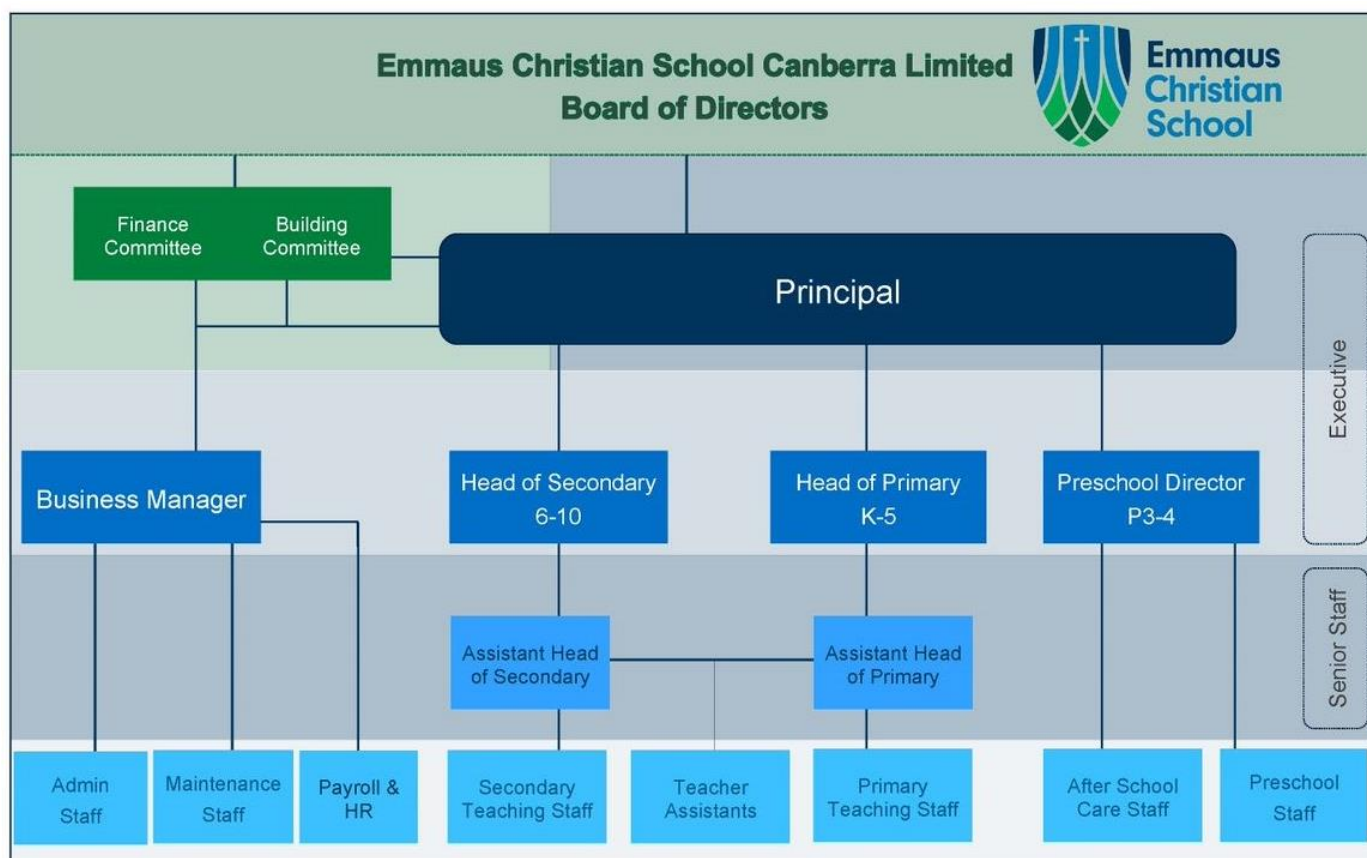
- Establish and execute a school master plan and building improvement plan for the campus to support current and future requirements, including double streaming of primary and secondary schools.
- Attract and retain quality and experienced staff committed to Christ-centred education and provide our staff 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 \$1.3 million. The summary below sets out projects since 2013, cost of project and government funding received:

Master Plan Stage	Year Complete	Project Description	Project Cost	Govt Grant Received
0	2013	TTC Food Tech Upgrade	\$ 392,000.00	\$ 100,000.00
0	2013	Convert Old Hall into Admin	\$ 660,000.00	\$ -
0	2014	Two temp classrooms	\$ 220,000.00	\$ -
0	2016	Main car park upgrade and Windows refurb Upper Primary	\$ 250,000.00	\$ -
1	2018	Preschool Refurb and Extension	\$ 1,300,000.00	\$ 500,000.00
1b	2019	Six temporary classrooms	\$ 220,000.00	\$ -
1c	2020	New Electrical Boards and Conduits	\$ 109,000.00	\$ -
2	2020	Design Tech and Woodwork	\$ 1,231,682.00	\$ 781,682.00
3	2021	Lower Primary refurb	\$ 1,252,263.00	\$ 982,147.00
4a	2021	Kindy demolishing and new Middle Primary rooms	\$ 2,508,140.00	\$ 1,000,000.00
5a	2022	Upper Primary Refurbishment	\$ 1,973,183.00	\$ 986,600.00
TOTAL			\$ 10,116,268.00	\$ 4,350,429.00

School Structure



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.

Student Numbers

YEAR LEVEL	2018	2019	2020	PROJECTED: 2021
Preschool	59	65	79	80
K-10	296	308	392	420+
Total	355	373	471	500+

National Testing Results

Emmaus Christian School has proved to be a high achieving school again in 2019 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 2019 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 evident across all year tested:

- In Numeracy, 86.4% of our students achieved at or above expected standard.
- In Reading, 87% achieved at or above standard.
- In Spelling, 82.1% were at or above the expected standard.
- In Writing, 72.5% were at or above standard.

It should be acknowledged that the strong NAPLAN results in 2019 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. 2019 was the first year of having all schools using NAPLAN online, and the scores nationally were affected by a range of connectivity and drop-out issues.

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.

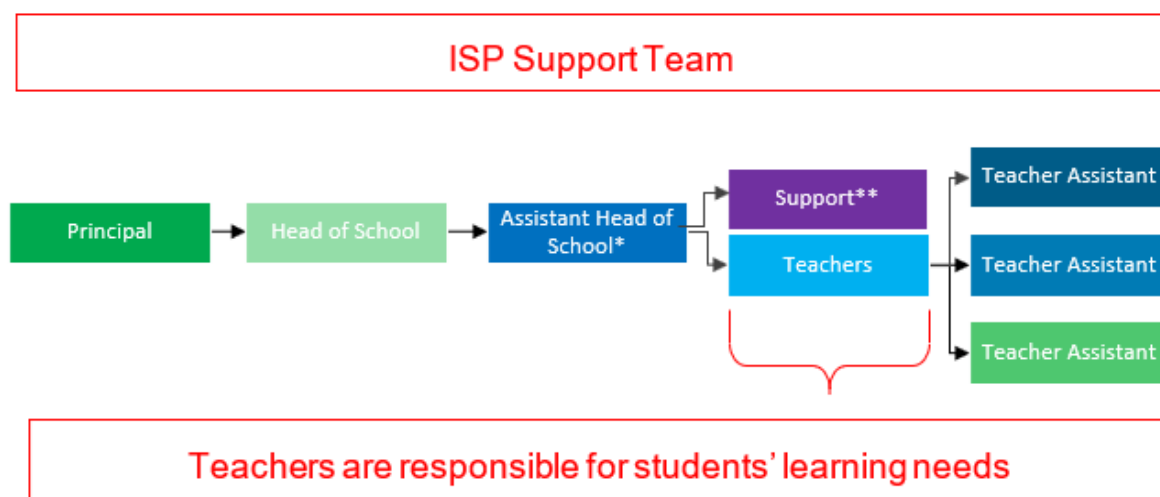
Students with Additional Needs

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. This model is known as the National Consistent Collection of Data (NCCD). In practical terms, much more resources were allocated to provide inclusion support to our teachers, so they could better cater to the diverse needs of our students within their 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 lower 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 significant reduction in the percentage of our students needing support as they progress towards upper primary in the last 10 years.

During 2019 we also moved to a new name and model of supporting students with their learning needs. This new model focused on resourcing class teachers to differentiate in their teaching and optimally support students with learning needs. This new model is known as the **Emmaus Inclusion Support Program (ISP)**.

The ISP Model is best reflected in the diagram below:



- * Assistant Head of Schools manages/leads the ISP Team on behalf of Secondary and Primary respectively; Reports to the Principal through Heads of School.
- ** Expert Support may include: Special Needs Teacher, Wellbeing Coordinator, Chaplain, Psychologist, Speech Pathologist, Occupational Therapist etc.

Staffing

Emmaus Christian School employs qualified teachers. In 2019, all teachers held a bachelor's degree or higher and were accredited by the Teacher Quality Institute of the ACT.

Function	K-5	6-10	K-10	Total
Principal	0	0	1	1
Teaching Staff	13	10	3	26
Specialist Support	0	0	1	1
Building Operations	0	0	2	2
Administrative and Clerical	5	3	5	13
Total	18	13	12	43

During 2019, all teaching staff completed a minimum of 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 such as differentiation, courses on strategies for deliberate implementation of a Biblical worldview in the classroom, First Aid and allergy and anaphylaxis training.

Staff 2019

The following members of staff served Emmaus in 2019:

NAME	DEPT	ROLE
Abbi Naude	Admin	Enrolments
Alaine Cole	Secondary	Japanese
Andrew Miller	Primary	Teacher
Angela Breeze	Primary	Teacher
Anna Cohen	Primary	Teacher
Ashleigh Larsen	Primary	Teacher
Beth Weatherstone	Preschool	Preschool Assist
Camelina Basu	Preschool	Preschool Assist
Carnation (Candy) Villaluna	Admin	Bursar
Caroline Lanivia	Admin	Bursar
Caroline Orr	Primary	Coordinator
Cath McClennan	Primary	Teacher
Cathryn McGrath	Admin	Admin Assistant
Cathy Prior	Primary	Learning Support
Celeste Botes	Preschool	Teacher
Charlotte Kruger	Admin	Business Manager
Debbie Tary	Preschool	Teacher
Denise Sheehan	Primary	Teacher
Elissa de Vries	Primary	Teacher
Erik Hofsink	Admin	Principal
Eugene Roodt	Secondary	Coordinator
Eve Westley	Primary	Relief
Gayle Smith	Primary	Learning Support
Godfrey Muthomi	Secondary	Teacher
Hannah Wallace	Primary	Learning Support
Ingrid Sloan	Secondary	Teacher
Jasmine Blachford	Primary	Teacher Assist
Jean-Marie Boshoff	Preschool	Teacher Assist
Jenny McArthur	Primary	Teacher
Jo Brown	Primary	Japanese
Jo Gurney-Free	Secondary	Assistant
John Donley	Admin	Maintenance
Justine Moore	Preschool	Teachers Assist
Kanja Bartlett	Primary	Teacher
Kathleen Hargraves	EASC	Coordinator
Katrina Findlay	Preschool	Assistant
Kelly Gierke	Secondary	Teacher
Leena Cavenagh	Primary	Learning Support
Leonie Penton	Admin	Admin Assistant
Luke Behrendorf	Primary	Teacher
Luke Willsmore	Secondary	Teacher
Lyndell McNevin	Preschool	Teacher

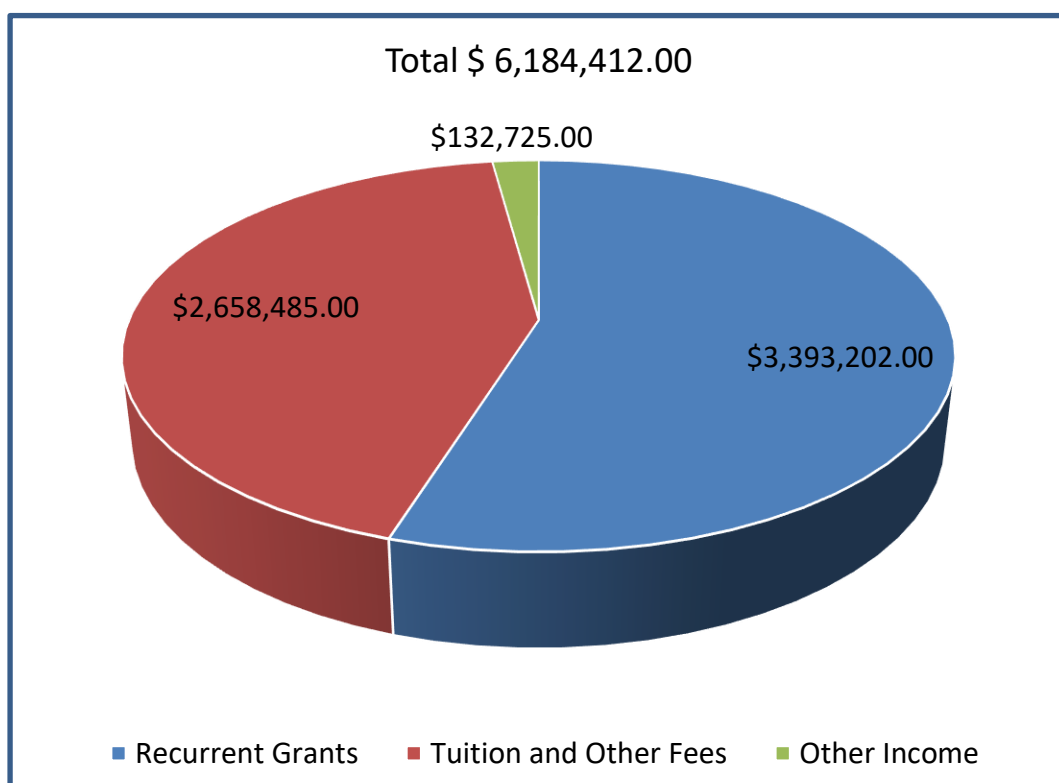
Marcia Melville	Secondary	Teacher
Margaret Buckingham	Preschool	Teacher
Mark Body	Secondary	Teacher
Melisa McCarthy	Preschool	Assistant
Michelle Gillis	Admin	Counsellor
Natalie Stefanski	Secondary	Lab Assistant
Nelan Kindrachuk	Admin	Maintenance
Nikkie Harper	Primary	Teacher
Pekka Rummukainen	Preschool	Teacher
Peter Willis	Secondary	Teacher
Phoebe Webber	Preschool	Assistant
Rachel McClure	Primary	Coordinator
Renee Simpfendorfer	Primary	Teacher
Ruth Potter	Primary	Learning Support
Sara Thompson	Secondary	Teacher
Tamara Wilkinson	Primary	Teacher
Theresa Barry	Secondary	Teacher
Wendy Kerma	Primary	Teacher
Wendy Morris	Admin	Librarian/Website
Yee Wah (Eikle) Lau	Preschool	Preschool Assist

Financial Information

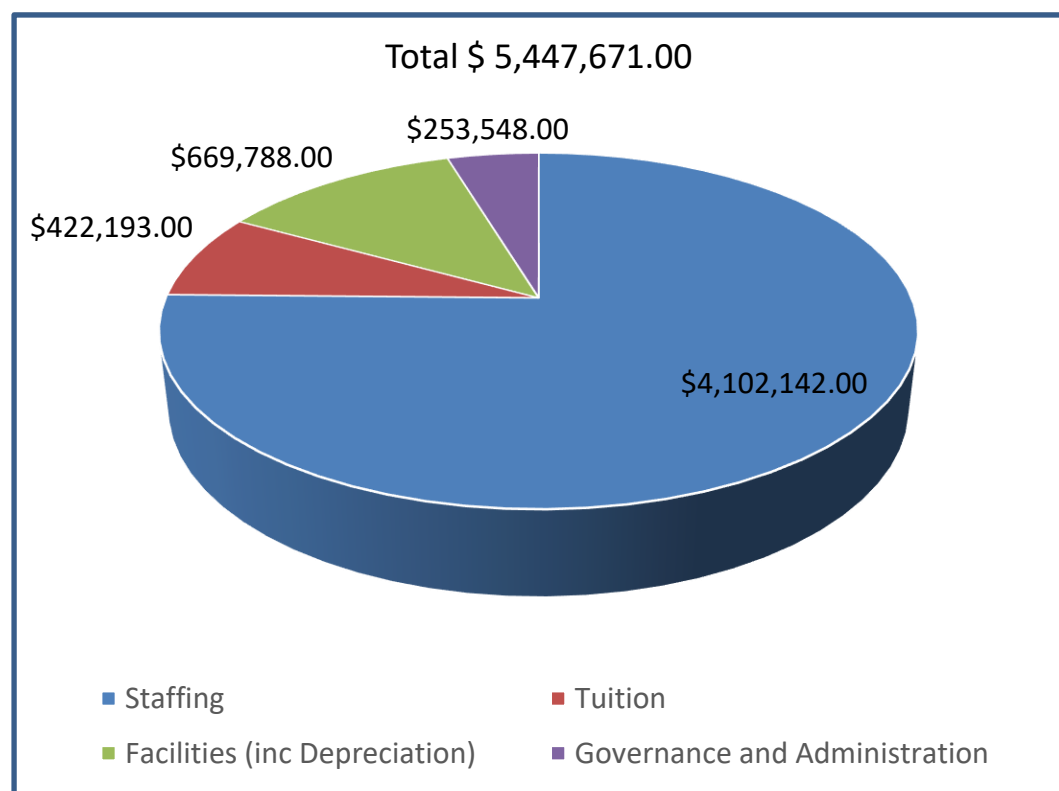
Capital Expenditure 2019

CAPITAL EXPENDITURE	2019
Primary reconstruct playground / nature play	\$ 58,296.46
Staff and Student computers	\$ 119,656.62
The capital portion of Preschool Loan	\$ 68,700.00
Office 365 migration	\$ 7,500.00
Preschool playground shades, etc,	\$ 4,895.09
Portable Buildings and electrical upgrades	\$ 329,000
Design Tech Build - Stage 2	\$ 338,050.64
Primary Refurbishment - Stage 3	\$ 34,350.00
Furniture for Secondary + Primary Portable Classrooms	\$ 17,654.54
Photocopier for Preschool use	\$ 2,000.00
Music Equipment	\$ 7,363.64
Total	\$ 987,466.99

Income 2019



Expenditure 2019



Parent Satisfaction 2019

The data retrieved from the Parent Satisfaction Survey in 2019 indicate high levels of engagement and satisfaction. A summary of results can be accessed here:

<https://www.emmaus.act.edu.au/storage/ecs-parent-satisfaction-survey-2019-annual-report.pdf>

Theme for 2019

Kindness Changes Everything

Our Story



[News](#) [Parents](#) [Careers](#) [Contact](#) [ECS Staff](#)
[About Us](#) [Values](#) [Our Schools](#) [Enrolment](#) [Calendar](#)

Believe with Emmaus
in a Gospel-shaped
Education



www.emmaus.act.edu.au

Conclusion

2019 will be remembered as the year of growth. We remain deeply grateful to all our students, parents, staff, and the Board who have embraced growth and change with enthusiasm and energy.

Most importantly, we give thanks and honour to our living God, who sustains us and for whose glory we live.

At the time of writing this report, the Covid-19 pandemic has already significantly altered life and living for many people in this world. It provided new insecurities and presented us with challenges that, at times, seem overwhelming. And then I came across this [blog](#) the other day which helped me gain a bit of clearer and broader perspective again.

Who gets to rule our hearts? Let's finish by turning to the Bible: *"Let the peace of Christ rule in your hearts..." (Col. 3:15).*

Our prayer being: *"Lord Jesus, this week, like every week, our hearts will be ruled. There will be a resident monarch, ruling impetus, or controlling preoccupation. It might be overbearing people, or under-believing the Gospel; our "need" to get more attention, or greed to have more cash. It could be COVID-fears, crazy-politics, or a crummy attitude.*

But by faith, in obedience to one third of one verse in your Word, we choose your peace as the ruler of our hearts this week—our "heart-boss," inner-chief, affection-director. No one knows peace better than you, Jesus, for you are the Prince of Peace. You don't just give us peace; you are our peace (Eph. 2:14).

*By your finished work, you secured God's peace with us, and our peace with God. Peace **with** God is now our legal right—a done deal and settled issue. Peace **from** God is our daily calling, free gift, and constant need.*

By the power of the Spirit, may your peace tame our fears and calm anxieties; help us accept things we cannot change, and outcomes that remain uncertain.



Jesus, because you are at peace with us, we will seek to live at peace with others.

Because you have forgiven us, we choose to forgive others. Grant us the grace we need.

So very Amen we pray, in your holy and persistent name."

May we continue to serve him and honour him through Emmaus Christian School.

Mr Erik Hofsink

Principal

