



Ellenbrook

CHRISTIAN COLLEGE



2016 Annual Report

The Spirit of Ellenbrook

Our Motto

Leadership through service.

What we do (Our Mission)

We partner with families and communities to provide Christ-centred, innovative and relevant education so that our graduates will be equipped to serve and lead in society.

Where we're going (Our Vision)

Our Vision is to be a College community that is in Christ and therefore equipped to serve, encourage, empower and develop students and staff; a College community that embraces a global outlook in order to serve the international community; a College community that is passionate about life-long learning so that our members can actively contribute to society.

Our Graduates (Our Goal)

In being this College, we ultimately seek to produce graduates who will be informed of the gospel and consequently empowered by the principles of love, justice and mercy in order to serve and lead society; graduates who are well-educated, skilled and knowledgeable so that they can live productive and rewarding lives.

What we value (Our Values)

Humility, integrity, purpose (or "HIP")

We Believe

Unless the Lord builds the house, they labour in vain who build it; unless the Lord guards the city, the watchman stays awake in vain. Psalm 127:1 (New King James Version)

We believe that wisdom is of God and recognize that all experience, good judgment, knowledge and understanding come from Him. An education therefore only has true value and purpose if children are taught to know and follow God, Who is the author of all creation. It is by learning about God, knowing Him and building their lives on His principles that students will be able to apply knowledge in a way that serves society and be equipped to live satisfying lives amidst change and challenge.



2016, a Principals Perspective

"The growth and development of people is the highest calling of leadership."

Harvey S. Firestone

Education is the business of people. Our core calling is to inspire, develop and promote ongoing growth in our students. This is only achieved by professionals that are consistently engaged in their own learning and development, the quest for continuous improvement. A key strategy for this new phase in the school's history under new leadership, is to support and invest in staff so that they in turn can guide our students towards achieving excellence congruent with their gifts and talents.

Stability and community engagement have also been key areas of focus. We have invested heavily in continuing to build strong connections. To this end we enhanced our communication to ensure that families are well informed and able to partner with the school.

The school went through the rigorous process of registration with the Education department and we were very pleased to have been awarded the maximum registration period of 5 years.

The economic climate and local factors have impacted enrolment in keeping with the trends observed across the sector. By contrast the school has shown a robust growth in NAPLAN performance and has made strong strides in strengthening our reputation in the community. Leadership structures within the College have been reviewed to provide a clear coherent strategy for harnessing our ample teaching talent to work towards even stronger results across the board.



The appointment of the new Head of Secondary, Mr Jordan Smith has injected renewed energy into the role and he has made noteworthy progress in moving our Secondary school toward our goal for excellence.

The sporting and cultural cocurricular offerings were again a standout for the College. The participation rate continues to be a great indicator of the strong culture at the College. An event that continues to be a successful highlight for the year is the successful Leadership High Tea. It is an event that showcases the talents of our student leaders and indeed the College.

The Ellenbrook Community Art Exhibition was a terrific opportunity to showcase the talents of our visual artists and the performing arts, with an excellent showing from Drama and Music.

The challenge ahead is building on the successes already attained and ensuring that we harness the talents of our staff to build the culture of continuously striving toward personal excellence.

Justin Krause | Principal

Beechboro Christian School and Ellenbrook Christian College

Primary Highlights

The College Primary School had a very positive year, building upon the successes of 2015.

Results

2016 NAPLAN data was generally up over the previous year in both Years 3 and 5. Students in Year 3 exceeded the national average in all categories, students in Year 5 exceeded the national average in Reading and Spelling.

2016 PIPS (Performance Indicator in Primary Schools) from Pre-Primary was significantly improved over all previous years with students starting the year above the state average in reading and finishing well above.

Teacher Development

Professional development in 2016 was focussed upon improved numeracy teaching, formative assessment and teaching from a Christian worldview perspective.

Improved Numeracy teaching was facilitated through the involvement of AISWA consultants (Association of Independent Schools Western Australia) who visited the College on a number of occasions throughout 2015 and 2016, providing professional development to Primary staff.

Formative assessment became a focus after the Better Education Conference and is the major focus for 2017. A new personalised student performance review system was introduced, which will involve parents, students and teachers in systematic on-going and targeted communication about academic progress.

All teachers from Pre-Kindergarten to



Year 12 participated in professional development exploring the concept and teaching from a Christian Worldview perspective. The program was very successful and formed the basis of SCEA system-wide teacher professional development.

Community

In the desire to facilitate greater parent involvement in the College community, two new initiatives were implemented.

The Liaison Parent program and Fundraising Committee have been developed to facilitate parent engagement with the College and to assist with smooth communication. The idea is that they will be involved in a cross section of duties related to classrooms, the broader school and the College Committee.

Stuart Harris
Head of Primary

Secondary Highlights

During 2016 the Secondary School witnessed the tightening of College expectations, including the use of mobile phones on school grounds, uniform and appearance expectations. This established a new 'tone' for the Secondary School, which encouraged students to strive for their personal academic excellence and to continuously show respect in all they do. All members of the school community have been invited to invest into this change and by establishing and cultivating partnerships between students, parents and teachers the foundations for growth are being set.

Results

2016 NAPLAN results were pleasing and an improvement from 2015. There was significant growth shown across testing areas by our students. Our 2016 Year 12 students were honoured upon the completion of Year 12. The 2016 Head Boy, Cason Ho, achieved an outstanding academic result by achieving an ATAR score of 96.30.

The year also provided the opportunity for a review of current operation and directions in the wake of difficulties over previous years. At the conclusion of the year, an adaption to the timetable structures occurred for 2017 to encourage a focus on quality teaching and learning. In addition, a re-think of behavioural expectations and middle leadership positions have set a strong foundation for future growth and develop in the school results.



With a solid vision for the future, 2017 will attempt to build on the small steps taken in 2016 as the Secondary School sets itself to be the College of choice in Ellenbrook and its surrounds into the future.

Jordan Smith
Head of Secondary

Policies

Updates of processes and internal policies are under continual review at Ellenbrook Christian College to keep in line with government changes and legal requirements.

During Term 3 and 4, Swan Christian Education Association, our governing body, made the decision to purchase the CompliSpace Education Governance package to streamline our policies and procedures as well as assist the school with maintaining its policies and keeping them up to date. We envisage that the roll out of the CompliSpace online platform will occur at a school level over the 2017 calendar year.



Staffing

Type of Staff	Number of Staff	Executive	Total
Male	19	4	23
Female	82	1	83
Indigenous	-	-	-
	101	5	106

Executive

The 2016 Executive Team consisted of the following staff:

- Mr Justin Krause, Principal, Beechboro Christian School and Ellenbrook Christian College
- Mr David White, Business Manager, Beechboro Christian School and Ellenbrook Christian College
- Mr Stuart Harris, Head of Primary, Ellenbrook Christian College
- Mr Jordan Smith, Head of Secondary, Ellenbrook Christian College
- Mr Michael Bolan, Head of Wellbeing, Ellenbrook Christian College
- Mrs Juanita Reynolds, Personal Assistant to the Principal, Ellenbrook Christian College

Staffing

Staff Attendance

In 2016 the average daily staff attendance was 96%.

Staff Retention

The proportion of Primary and Secondary School teaching staff retained from 2015 to 2016 was 79%.

Teacher Qualifications

Highest Qualification	Number of Teachers	% of Teachers
Masters	5	7.7%
Bachelor Degree	57	87.7%
Diploma	3	4.6%
Total number of Teachers	65	

All teaching staff have current registration with the Teachers' Registration Board of Western Australia (TRBWA).

Professional Learning

College Professional Learning

All Ellenbrook Christian College teaching and non-teaching staff participated in a diverse number of professional learning sessions during 2016, including:

First Aid training, Aquatic Rescue Training, Science Teachers Workshop, STAWA Training, French Conference, Dyslexia Training, Australian Music Society Conference, Environment and Conservation Training, Atom WA Training, Workplace Training, Dance Workshop, Skills Strategies Training, Autism and Special Needs Training, Growing Up Greatness, Appraisal Training, History Teachers Conference, Various AISWA Courses.

Student Characteristics and Attendance

Primary and Secondary School

The average student attendance in 2016 was 94.3%.

Enrolment by year group	Total in year group	Average class size	Average student attendance %
Pre-Kindergarten	20	20	94.5%
Kindergarten	33	17	95.25%
Pre-Primary	35	17	95.5%
Year 1	43	22	97.25%
Year 2	38	19	95.04%
Year 3	30	30	96.05%
Year 4	38	19	98.12%
Year 5	44	22	93.75%
Year 6	58	29	94.75%
Year 7	58	29	94.75%
Year 8	59	29	95.15%
Year 9	67	22	93.73%
Year 10	56	22	91.75%
Year 11	59	20	89.95%
Year 12	48	16	88.65%
Total	686		

Absentee Management

In Primary School, daily absentees were entered directly into Teachers Kiosk live, at the commencement of the day and after lunch, by classroom teachers. In Secondary School, daily absentees were entered directly into Teachers Kiosk live, at the commencement of the day and each period, by teaching staff.

Students were only recorded as "parent contact" or "medical" by Student Services staff if they were confident that the contact was made by the parent. Physically sighting parents where the message was given, a signed note, verbally or by text from a recorded phone number or email from a recorded email address were taken as acceptable parent contact. All recorded absentees remained as unresolved until contact with a parent guardian explaining the absentee was received, as stated above.

Student Characteristics and Attendance

Absentee notes received were entered into TASS Web on a daily basis by Student Services staff. Unresolved absentees were followed up each morning by SMS to parents. Details of students arriving late to school were entered directly into TASS Web. If the absentee SMS was not replied to, a follow up phone call was made on the same day. An email was sent to parents/guardians at the end of the day if the absentee was still unresolved.

A daily email for students arriving late to school without parent contact was sent to parents.

A Daily Enquiry report was run regularly throughout the day to identify students who may be missing from a lesson. The records were adjusted accordingly to show where the student was. The students' attendance record was updated by teaching staff, showing the reason why they were late to class. The Head of Secondary carefully monitors any students at risk by non-attendance in the Secondary due to the negative impact this has on WACE achievement. On rare occasions it is necessary for the College to report significant non-attendance to the Department of Education.

Primary and Secondary School Characteristics

At the close of 2016, Ellenbrook Christian College offered co-educational Christian education for 686 students from various nationalities as well as 7 indigenous students. A breakdown of male and female students as well as year groups students were in during 2016 is listed below.

Indigenous students	Females	Males	Year group	Indigenous status
Year 5	2	-	2	Aboriginal
Year 7	1	3	4	Aboriginal
Year 10	-	1	1	Aboriginal
Total	3	4	7	

School Income by Funding Source

Source	Total	Per Student
Australian government recurrent funding	\$4,584,849	\$7,243
State/Territory government recurrent funding	\$2,078,913	\$3,284
Fees, charges and parent contributions	\$3,659,476	\$5,781
Other private sources	\$328,193	\$518
Total gross income (excluding income from government capital grants)	\$10,799,606	\$16,826

For additional financial information please visit the My School website (www.myschool.edu.au).

NAPLAN

Comparisons of Ellenbrook Christian College to West Australian and National Averages

At Ellenbrook Christian College all students in Year 3, 5, 7 and 9 sat the NAPLAN tests in Term 2, 2016.

Good results were achieved overall in all years. Scores were above or at the national average for 8/10 areas in Years 3 and 5 and 9/10 for Years 7 and 9. One Year 3 student and three Year 9 students were exempt from the tests.

These are the results for Ellenbrook Christian College:

Year 3

	Reading	Writing	Spelling	Grammar & Punctuation	Numeracy
ECC Mean	444	427	450	449	397
All WA Schools Mean	416	414	412	425	395
All Australian Schools Mean	426	421	420	436	402
% students above National minimum standard (ECC)	96%	96%	92%	92%	85%
% students above National minimum standard (NAT)	87%	92%	86%	89%	85%

Year 5

	Reading	Writing	Spelling	Grammar & Punctuation	Numeracy
ECC Mean	505	463	500	503	484
All WA Schools Mean	495	470	488	499	486
All Australian Schools Mean	502	475	493	505	493
% students above National minimum standard (ECC)	84%	75%	79%	84%	81%
% students above National minimum standard (NAT)	83%	80%	81%	84%	82%

NAPLAN

Year 7

	Reading	Writing	Spelling	Grammar & Punctuation	Numeracy
ECC Mean	548	539	560	556	554
All WA Schools Mean	537	512	540	537	548
All Australian Schools Mean	541	515	543	540	550
% students above National minimum standard (ECC)	87%	81%	89%	77%	89%
% students above National minimum standard (NAT)	82%	71%	81%	79%	83%

Year 9

	Reading	Writing	Spelling	Grammar & Punctuation	Numeracy
ECC Mean	592	545	591	569	597
All WA Schools Mean	585	554	583	573	594
All Australian Schools Mean	581	548	580	570	589
% students above National minimum standard (ECC)	85%	61%	81%	75%	92%
% students above National minimum standard (NAT)	77%	60%	75%	72%	80%

Secondary School Outcomes

Academic achievements of our Year 12 Students

Grade Distinction	Number of grades awarded	% of students awarded grade
A	17	7%
B	36	15%
C	119	51%
D	50	21%
E	14	6%

A total of 37 students achieved WACE.

VET Courses

Ellenbrook Christian College had 31 students enrolled in school-based VET courses for 2016. All enrolled students achieved their Certificate II qualification.

VET Course	Number of students enrolled	% of students awarded qualification
Certificate II in Business	8	100%
Certificate II in Outdoor Recreation	5	80%
Certificate II in Sports Coaching	6	100%
Certificate II in Visual Art	12	100%

Secondary School Outcomes

Post School Destinations

The following table summarises the success rate of applicants.

Criteria	Number of students
Number of students achieving WACE	37
Number of students obtaining an ATAR for university admission	30
Number of students offered first preference for university admission	11
Number of students offered any preference for university admission	20

36% of students did not sit the ATAR.

Apparent Retention Rate

Primary School

Calendar Year	Academic Year	2016 August Census	Retention Rate %
2013	Year 4	50	
2016	Year 7	57	53%

Based on 50 Year 4 students reported on our August 2013 Census, 30 students continued through to Year 7 in 2016.

Secondary School

Calendar Year	Academic Year	2016 August Census	Retention Rate %
2013	Year 7	77	
2016	Year 12	47	68%

Satisfaction

Conclusion of 2015, extension of highly detailed survey will be conducted in 2017. Anecdotal feedback from Open Parent Evening and forums have indicated strong level of parent satisfaction with the direction the school is undertaking.

Student Satisfaction

Senior School Student Quotes on what they value about Ellenbrook Christian College:

- The teachers and the mentors. Despite a school's main purpose for gaining an academic education and qualifications for tertiary learning opportunities, the guidance, respect and initiative shown by staff who have raised us through primary and senior school have given us so many resources to learn and better ourselves. They've been selfless and completely involved in how well we perform and helping us grow beyond our potential.
- The thing I value most about my association with ECC is the friendships I've made with both my friends and teachers.
- The College has an incredible Pastoral Care Team, who really care for the wellbeing of all students. Overall, Christian Education has enabled me to learn more about God throughout my school life, and grow in my faith.
- That it's a Christian school I like that and when we have Christian Living and Devotions.
- I value the teachers, students and my learning with my association with the school. I value the impression which both teachers and other students leave on others, the relationships between everyone and how efficient the school processes.
- I value the school's encouragement amongst all students and I like it how I can go out and represent the school whether it is at the shops or out doing interschool sports. The school isn't huge so it is great because you get to talk to all different people from all different grades and makes lots of great friends and also some great friendships with teachers. I also feel like I can be proud about the education that the school has given me as I feel that I am an intelligent, confident individual that will go on to do great things.

Parent Satisfaction

Junior School Parent Quotes on what they value about Ellenbrook Christian College:

- The general Christian ethos which is always apparent as being at the forefront of the school's teaching.
- The sports program is outstanding. The experiences that the Junior School students have in particular, is fantastic. I also value the Christian education.
- The friendliness and approachability of the school. I feel very welcome and it is easy to communicate with either teachers or administrative staff. My eldest daughter did very well at ECC and my youngest daughter is doing equally as well and she is very happy.
- The fact that it's about God. His wisdom impacted on to the children. The teachers are nice, skilled, hardworking and devoted.
- I value the pastoral care program the school seems to seamlessly have in all areas of my child's education. I value the high standards that seem to exist in the school for student behaviour. I especially value the fantastic teachers and administration staff.
- The caring of students to achieve the best and the Christian values!

Satisfaction

Parent Satisfaction continued...

- The lasting friendships formed by us and our daughter over the years and the core Christian values held and taught by the school.
- Christian education, relationships built and sustained with staff who have loved the school, the community and one another.

Senior School Parent Quotes on what they value about Ellenbrook Christian College:

- The fact that the school saw true Christian values in my son and they encouraged him to be a leader. He is a good boy. Never in trouble and a true Christian. He is a good young man and has taken all of his leadership roles within the school very seriously. I like the way the school has helped shape his values. Thank you for seeing his true leadership potential.
- I like my children to feel safe and respected. That they are growing into mature students who are willing to learn and have respect for others, no matter how difficult some of the other students are.
- We have valued and benefitted from the interaction with the teachers of ECC over the years. We have been particularly happy with the attention and support that our child has received with the learning support that he has required, particularly in the last couple of years as he has made the transition from IEP to mainstream learning.
- I value that the school has been a safe environment for my children and their schooling to date. I appreciate the pride they have in the school. I value the hard work teachers have put into their education.
- What I value most is that my three children come home every day happy, settled and continually work well with their school work. I know this is due to some of their individual teachers who we think are doing a wonderful job.
- Good Pastoral Care programme. The teachers should be commended for providing after school tutoring prior to tests and exams.
- Academic success and Safety for my child.

Staff Satisfaction

Staff Quotes on what they value about Ellenbrook Christian College:

- I value the people I work with. They are supportive and great friends and teachers who truly care about one another and the students.
- The immediate staff I work with, relationship with the students and ongoing connection with families.
- The fact that I can work in a Christ-Centred environment.
- My relationships with the staff and students that I have built over my time there. My department. The quality of the education my department offers. The Christian ethic.
- I value making a positive difference in students and parents lives.
- My relationship with trusted colleagues and the students assigned to my care.
- Professionalism of staff especially the way many go out of their way to help students to achieve.

Satisfaction

Staff Satisfaction continued...

- The opportunity to openly witness to students and families about Christ.
- The fellowship and friends I have made. The support I have been given.
- I work with like-minded Christian people who value me and show respect and caring towards others.
- The people I work with and bringing Christ centred teaching to those who don't know Him.