



Trinity Lutheran College

Annual Report 2018

Annual Performance Report for Trinity Lutheran College



As part of our funding agreement with the Australian Government, Trinity Lutheran College is required to ensure that specific school performance information is made publicly available to the College community. This information has been provided to the College community throughout the year in other forms such as the College newsletter, Trinity CONNECT; information evenings, open days and promotional events; the College website, facebook and our annual magazine.

What follows is a collated version of this information meeting the headings specified by the Australian Government. The information relates to the 2018 College year and expands on the information provided on the Commonwealth Government's My School website.

Trinity Lutheran College is a Prep to Year 10 College located at 920 Fifteenth Street, Mildura in the heart of the Sunraysia district. It was established to provide high quality education within a caring Christian environment. The College was originally registered as a primary school in 1982, moving into the secondary years of schooling in 2000. Trinity Lutheran College serves families of the wider Sunraysia community and is supported in ministry by the Holy Trinity Lutheran Church, Mildura.

Trinity is committed to ensuring all government compliance standards are met each year. The College is continually seeking ways to improve communication and reporting to our families and the wider community. The College Council and staff are proud of the educational standards that we have established and endeavour to improve these high standards annually. We look forward to capitalising on the opportunities that exist as we continue to grow and work together to build on the strong foundations of the College and provide successful educational pathways for our students.

We are blessed to be part of such a wonderful school with enthusiastic students, committed staff and supportive parents.

Eloise Beveridge (Principal)

TRINITY Mission and Vision

Trinity Lutheran College offers an educational environment where Christ is central, relationships are valued and quality is expected. In 2015, the College Council in collaboration with the College community reviewed and reframed the strategic direction of the college for the next ten years. Strategic priorities, strategies for action and performance milestones sit alongside this document to inform the 2018 school improvement plan. Annual reviews ensure ongoing alignment with our strategic direction and intent. During semester two the college embarked on the initial stages of planning and workshops with various stakeholders for the development of the 2019-2022 Strategic Plan. The College sees the development in knowledge, skills and attitudes as integrally related to growth in Christian spirituality, values and character. The College strives to provide the encouragement, care and understanding needed for children to reach their full potential and model the attributes and attitudes of a lifelong learner. Our College mission statement aligns with the requirements of International Baccalaureate (IB) as 2018 was the first year of the college working in the candidacy phase of the IB Primary Years Program and Middle Years Program.

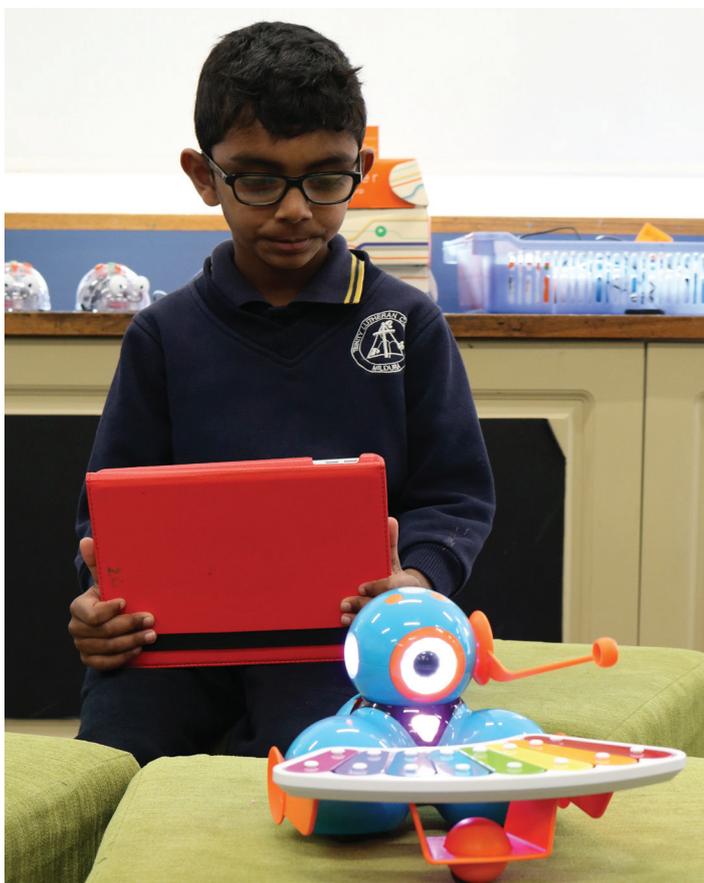
TRINITY Contextual Information

Our Curriculum

- In 2017 Trinity was granted candidacy for the IB Primary and Middle years Programme. 2018 saw the College begin to implement the IB Learning Framework across Prep – Year 8. It is anticipated the College will aim for IB Authorisation in 2020.
- Through our IB Framework Trinity met the requirements of the national curriculum through aligning content, understanding, skills and standards to the Victorian Curriculum Framework. In addition, the Lutheran Education Australia Christian Studies Curriculum Framework is used for all year levels.
- The College was the recipient of a 2018 Innovative Schools Award, Educator Magazine, for the development of an app that promoted the awareness of the damage European Carp fish do to the Murray River.

*2018 Innovative
Schools Awards,
Educator Magazine
Trinity encourages
students to be
global inquirers.*





- All students from Prep to year 6 cover the following core domains with their classroom teacher: English, Mathematics, Science, Humanities, Digital Technology, Health & Personal Development and Christian Studies. Specialist teachers provide programs in Visual Arts, Music, German or Italian, Physical Education and Library.
- Prep students weekly participate in PMP (Perceptual Motor Program).
- Students in year 7 and 8 have specialist subject teachers and study all Victorian Curriculum areas. In year 9 and 10 students continue to study the core areas of English, Maths, Science, Humanities, Christian Studies and Health & Physical Education. A diverse range of semester elective programs are also offered including English Literature, Environmental Studies, Engineering Science, Psychology, Digital Photography and Legal Studies. Year 10 students can also commence a VCE or VET subject in Schools program through other education providers.

Our Pastoral Care Program

- All students from Prep to year 10 have a designated homeroom teacher for the purposes of pastoral care and monitoring student well-being. The secondary program is organised as a vertical care program based on house groups. Topics covered in the extended pastoral care session include priority management, careers and pathways, relationship and conflict resolution skills.
- The primary program is organised under the banner of You Can Do It! and covers a range of relationship building, resilience, organisation and personal development skills. In 2018, the Daniel Morecombe Child Safety Curriculum continued to be implemented across all year levels.
- Spiritual values are reinforced through weekly chapels and daily class devotions. Our Student Well-being Coordinator and Ministry Worker support staff and students in this area.
- Our Student Enrichment Programs
- Trinity Lutheran College seeks to enhance and enrich student outcomes by offering a range of experiences to engage students and the community at large.

In 2018 these included:

- PYP Learning Expos
- A whole year camping program at each year level, from a Prep Fun Day to a week-long camp to Sydney for Year 9's and the snowfields for Year 10's
- Year 10 work experience week
- A strong instrumental music and dance program with an end of year showcase performance
- Recognition of student learners at weekly assemblies based on the IB Learner Profiles, our 5C's values
- Broad participation and extensive success in the annual Mildura Eisteddfod
- Participation in national competitions such as ICAS, Language Perfect, Premier's Reading Challenge
- Lunch time clubs and preparation for competitions such as chess and Tournament of Minds

Success at Trinity is
based on
collaboration and
innovation
'Tournament of Mind
winners 2018'



- State winners for Tournament of Minds and Australasian Competition representation
- Secondary after school homework club
- Student leadership opportunities through Student Representative Council activities, GRIP leadership conference and United Nations Student Leadership Forum
- Fundraising for charities through Casual for a Cause Days, ALWS Gifts of Grace and Fight for our Farmers Drought Action Group
- Participation in School Sport Victoria primary and secondary interschool sport competitions with boys volleyball (year 9/10), individual swimmers and athletes competing at the state level
- Class excursions to local venues and community activities
- Science Week and Book Week activities
- Performances and presentations such as prep nativity concert; musical concerts and Talent Quest
- Immersion days including ALWS Awareness Day, year 6 Maths Day and year 5 Goldfields Day

TRINITY Staff

Workforce composition

Trinity employed a total of 51 (43.6 FTE) staff of which a number are part time. This is made up of 31 (29.4 FTE) teaching staff including leadership and 19 (14.2 FTE) non-teaching staff. The full time equivalent is stated in brackets. There were no indigenous staff employed in 2018. The gender balance of all staff was 23.08% male and 76.92% female. Of the teaching staff, the balance of gender was 25.5% male and 74.5% female with the primary school enjoying a ratio of 4 male homeroom teachers to 8 female homeroom teachers.

The teaching staff at Trinity reflects a diversity of experience. In 2018, two graduate teachers were employed. Teacher movements at the end of the year included 1 retirement, 1 resignation and 1 relocation interstate. In 2018, 77.42% of Trinity teachers including those on leave were at the top level of teacher classification according to the Lutheran Education Victoria New South Wales Tasmania (previously LESER) Multi Enterprise Agreement 2014. 2 primary and 3 secondary teaching staff are employed on a part time basis. 19 teaching staff identify as Lutheran and 32 as other Christian.

Staff Qualifications as at August Census

All teaching staff at Trinity meet the current requirements for teacher registration with the Victorian Institute of Teaching. This includes both qualifications and a National Police History Check. Non-teaching staff members satisfy government requirements for Criminal Record Checks and Working with Children Check. All staff members have undertaken the appropriate mandatory training in the Lutheran Education Australia Valuing Safe Communities; First Aid including CPR, anaphylaxis and asthma; emergency management procedures.

Qualifications of academic staff: (N=31)

| | |
|---|----|
| Number with degree/s (education/teaching) | 23 |
| Number with degree/s in other disciplines | 12 |
| Number with graduate diploma (education/teaching) | 16 |
| Number with additional qualifications | 12 |
| Number with masters (education/teaching) | 2 |
| Number with theological qualifications | 10 |
| Number with leadership qualifications | 4 |

93% of non-teaching staff have qualifications appropriate to their role at certificate II or above. These figures demonstrate a highly skilled workforce at Trinity Lutheran College.

Professional Learning

All staff members benefit from the opportunity to participate in a wide range of professional learning opportunities that refine their professional practice, develop knowledge and skills, introduce new educational initiatives and equip them to meet the learning needs of students. In 2018, all teaching staff completed IB professional development delivered by an authorised IB Trainer, this included 3 days face to face workshop delivery and online delivery for subject specific IB courses. Trinity is committed to supporting and developing the skills of all staff so that we can continue to deliver quality educational services.

TRINITY Community



Community Involvement and Satisfaction

The College regularly reports on events, programs and activities that have a positive impact on the well-being of all members of our community. In 2018, the level of satisfaction was reported and gained through a range of activities such as newsletters, interviews, information sessions, meetings and stakeholder surveys.



Trinity Performing Arts Students enjoyed many opportunities to demonstrate creativity, self expression and team work.

In 2018, there was a noted increase in parents attending information sessions, particularly those focused on understanding the IB Framework. A steady rate of parent involvement in parent teacher interviews continued throughout the year across all year levels. This is indicative of the important partnership that exists between home and school. Our Primary Years Learning Expo was highly attended and a very positive event with much feedback from parents about the high level of student engagement and learning outcomes achieved.

The Secondary Open Day was an opportunity for both parents and the wider community to feel part of our vibrant learning community. Grandparents and Special Friends Day continues to attract large numbers of visitors to our College for a morning of engagement and fun with their special child. These events were an extremely positive experience for all involved.

The parent support group for each year level plays an important role in facilitating parent cohesion and support amongst families of that year level. In 2018, this group supported families in crisis with freezer meals, words of encouragement and similar.

The College enjoys and appreciates the significant support it receives from other Christian churches especially in the youth ministry area. The FUSE team engaged with students from years 5 to 10 every Thursday offering a range of activities during break two.

As a College we gauged satisfaction from parents in the following ways:

- Feedback from staff, parents and students is sought both formally and informally by members of the leadership team. Feedback is especially invited after major activities and events.
- Parent attendance at assemblies, chapels, information evenings, orientation events, as well as year level parent functions is supportive yet very dependent on the timing.
- The high level of attendance by parents and community at gala events such as the instrumental program showcase, primary school concerts and annual presentation evening is valued by staff and students.
- A high level of parent, staff and student involvement and community attendance at Deutschfest, our annual PTFA fundraising fair, is a testament to the hard work and commitment of our parent community.
- Exit interviews with departing families especially those leaving the College at the end of year 6 are held by the principal and provide valuable feedback.



TRINITY Students

Student Characteristics

16% of students attending Trinity Lutheran College are from 22 countries of origin other than Australian. 1.5% of students are of indigenous background. Geographically students travel in from Red Cliffs, Irymple, Merbein, Gol Gol, Buronga and Dareton as well as travelling from the more distant areas of Meringur, Wentworth, Curlwaa and Boeill Creek.

15% of our students regularly travel to and from the College each day by bus. College parent demographic includes many professionals from other towns, states and countries who are on short term contracts. This leads to a changeover rate in the student population each year of around 10%.

In 2018, twelve year 6 students did not return for year 7, with two of those families leaving Mildura and ten students choosing another local secondary school. In term 4, 2018 sixteen students enrolled at Trinity to commence their secondary years of schooling from 2019.

Enrolments at August Census

Trinity Lutheran College had a student enrolment of 391 students on the 2018 August Commonwealth Census Day.

| | Prep | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Total |
|------------|------|----|----|----|----|----|----|----|----|----|----|-------|
| Male | 25 | 17 | 12 | 14 | 13 | 27 | 22 | 17 | 24 | 17 | 11 | 256 |
| Female | 17 | 13 | 20 | 16 | 27 | 16 | 17 | 12 | 18 | 13 | 23 | 135 |
| Indigenous | 1 | 1 | | 1 | | | | | 1 | 1 | 1 | 6 |
| Total | 42 | 30 | 32 | 30 | 40 | 43 | 39 | 29 | 42 | 30 | 34 | 391 |

Average attendance for 2018

The average attendance is quoted as a percentage and is calculated using the number of days students did not attend relative to the number of days students were required to attend school. It excludes absences due to students participating in representative commitments and off campus activities. A significant number of our families take extended vacations back to their family overseas which will always have an impact on our attendance rates.

| | Prep | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Total |
|-------|------|-------|------|-------|-------|-------|-------|-------|-------|-------|-------|--------|
| % | 92 | 93.12 | 92.8 | 91.89 | 92.75 | 92.99 | 91.14 | 94.15 | 93.33 | 91.66 | 88.42 | 92.23% |
| Total | 42 | 30 | 32 | 30 | 40 | 43 | 39 | 29 | 42 | 30 | 34 | 391 |

Off Campus Study in Year 10

In 2018, 40% of our year 10 students were undertaking an off campus program in addition to their year 10 studies at Trinity. Ten students commenced VCE study at Mildura Senior College (MSC) studying Further Mathematics, Biology and Computing. In 2018, twelve students selected a VET in Schools course at either Sunraysia TAFE or the Mildura Region Trade Training Centre. Deakin or Riverside campus which typically involved one full day at the off campus venue. Courses selected include Automotive, Integrated Technology, Building & Construction and Kitchen Operations.

Post year 10 destinations

Our relationship with MSC remains strong with 99% of our year 10 students who do not leave Mildura to attend boarding school continuing their senior studies at MSC in 2018. One student attended St Joseph's College for their year 11 and 12 studies.



Student Outcomes in Standardised Literacy and Numeracy Testing

At Trinity Lutheran College we encourage all students to sit for the national NAPLAN tests. The parents of a student with a significant learning disability are informed of the NAPLAN testing program and the options that they have. Students on a Learning Enhancement Action Plan (LEAP) who require special conditions are identified and special support as per the NAPLAN guidelines are put in place. Overall our students continued to perform extremely well in NAPLAN testing. The Victorian Government On Demand online testing and the ACER PAT standardised assessment program is also used to establish both benchmark and growth data of students during the year. Standardised testing is used to support teacher judgement of classroom assessment and support targeted intervention strategies.

Proportion of students meeting national minimum benchmarks in Years 3, 5, 7, 9 in 2018

| | Year 3 | Year 5 | Year 7 | Year 9 |
|-----------------------|--------|--------|--------|--------|
| Reading | 100% | 97% | 100% | 100% |
| Writing | 100% | 92% | 93% | 100% |
| Spelling | 97% | 94% | 94% | 96% |
| Grammar & Punctuation | 97% | 92% | 96% | 100% |
| Numeracy | 100% | 97% | 96% | 100% |

Changes in the national benchmarks results from 2017 to 2018

| | Year 3 | Year 5 | Year 7 | Year 9 |
|-----------------------|--------|--------|--------|--------|
| Reading | 0 | 0 | +3 | +9 |
| Writing | 0 | -5 | +5 | +12 |
| Spelling | -3 | +1 | +6 | -1 |
| Grammar & Punctuation | -1 | -2 | +2 | +6 |
| Numeracy | 0 | -3 | -2 | +3 |

Changes in the national benchmarks results from 2016 cohort to 2018 cohort

| | Year 3, 2016 | Year 5, 2018 | Change |
|-----------------------|--------------|--------------|--------|
| Reading | 95% | 97% | +2 |
| Writing | 100% | 92% | -8 |
| Spelling | 91% | 94% | +3 |
| Grammar & Punctuation | 95% | 92% | -3 |
| Numeracy | 100% | 97% | -3 |

| | Year 5, 2016 | Year 7, 2018 | Change |
|-----------------------|--------------|--------------|--------|
| Reading | 100% | 100% | 0 |
| Writing | 100% | 93% | -7 |
| Spelling | 97% | 94% | -3 |
| Grammar & Punctuation | 97% | 96% | -1 |
| Numeracy | 100% | 96% | -4 |

| | Year 7, 2016 | Year 9, 2018 | Change |
|-----------------------|--------------|--------------|--------|
| Reading | 100% | 100% | 0 |
| Writing | 97% | 100% | +3 |
| Spelling | 100% | 96% | -4 |
| Grammar & Punctuation | 100% | 100% | 0 |
| Numeracy | 100% | 100% | 0 |

TRINITY Finance and Facilities

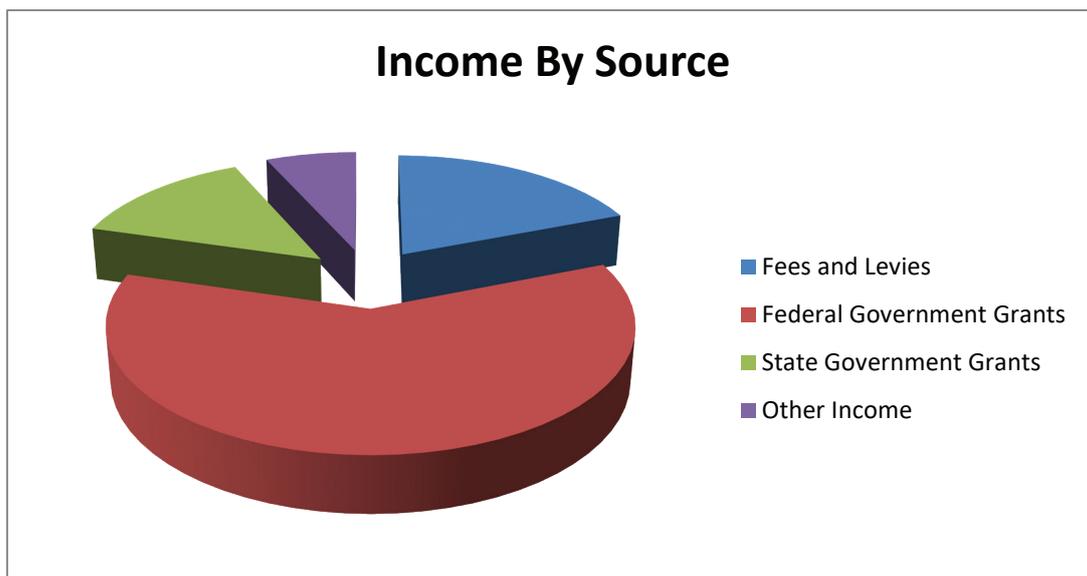
Trinity Lutheran College remains in a viable position and is pleased to be able to offer ongoing, affordable Christian education to the local community. The Finance Committee met quarterly and reported directly to College Council. The following table indicates the sources of income in 2018:

INCOME BY SOURCE 2018

| | \$ | % |
|---------------------------|-----------------|---------|
| Fees & Levies | \$ 1,312,415.00 | 19.05% |
| Federal Government Grants | \$ 4,166,717.00 | 60.48% |
| State Government Grants | \$ 949,928.00 | 13.79% |
| Other Income | \$ 460,321.00 | 6.68% |
| Total Income | \$ 6,889,381.00 | 100.00% |

CAPITAL WORKS PROGRAM 2018

| | \$ | % |
|----------------|--------------|---------|
| Capital Grants | \$ - | 0.00% |
| LLL Loan | \$ - | 0.00% |
| Cash Reserves | \$ 59,880.00 | 100.00% |
| Total | \$ 59,880.00 | 100.00% |



Trinity Lutheran College
920 Fifteenth Street
Mildura VIC 3500
03 5023 7013
admin@tlc.vic.edu.au
www.tlc.vic.edu.au