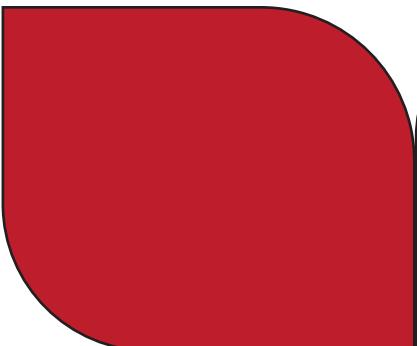
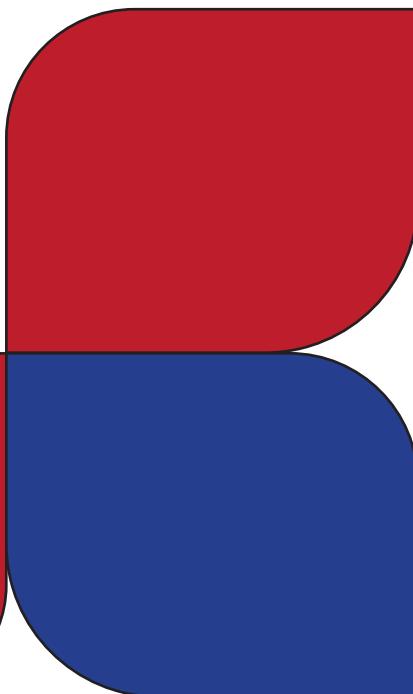
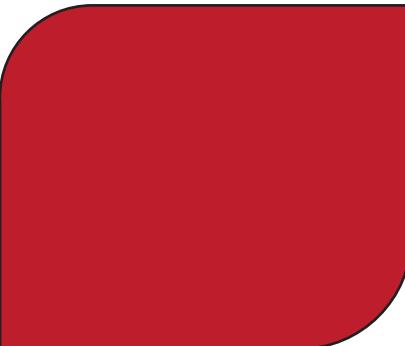
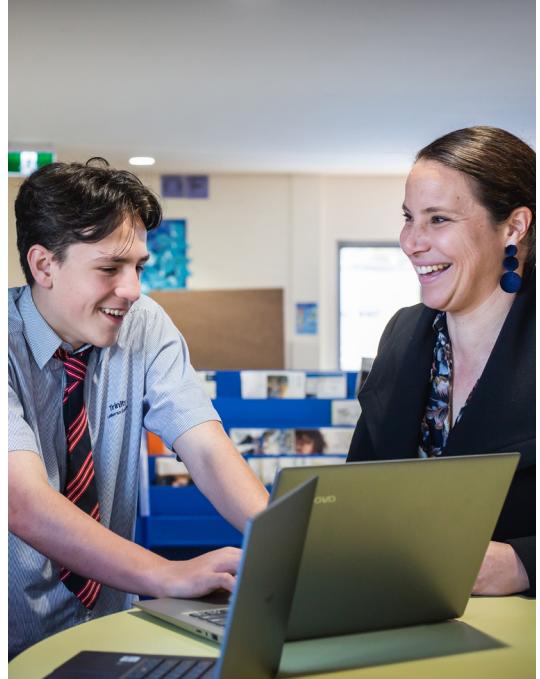


TRINITY



2019
ANNUAL REPORT

Principals Welcome



Our annual report is an opportunity for Trinity Lutheran College to collate and share information that has been provided to the College community throughout the year across a range of mediums including the College newsletter, Trinity CONNECT, information evenings, open days and promotional events the College website, social media and our annual magazine.

The annual report makes public specific school performance information as a part of our funding agreement with the Australian Government.

The annual report is a snapshot into our College life at Trinity and is an example of the accomplishments of our College and our community this year. The achievements of our College are a reflection of the dedication of our staff, the enthusiasm of our students and support our parents and community provide. The information relates to the 2019 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.

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.

TRINITY Mission – At Trinity Lutheran College, we are guided by the gospel of Jesus Christ to nurture and challenge each individual learner to grow into an inquiring and compassionate global citizen with a heart to serve, shape and enrich the world.

TRINITY Values - Faith, Knowledge, Honour

Our College strives to create an educational setting where we recognise that each member is an individual, unique and loved by God, with gifts and talents of their own. We work in partnership with parents and caregivers, to provide an inclusive, inquiry-based education for every student.

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. Students at Trinity Lutheran College are on a journey to becoming:

- Self-directed, insightful investigators and learners
- Discerning, resourceful problem solvers and implementers
- Adept, creative producers and contributors
- Open, responsive communicators and facilitators
- Principled, resilient leaders and collaborators
- Caring, loyal supporters and advocates

TRINITY Strategic Direction

The College is informed by the Strategic Plan, 2019-2021. The strategic direction and intent for school improvement is developed with consultation across our College community including students, staff and parents.

TRINITY Contextual Information

Our Learning

- Prep students participate in the weekly 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, Digital Technology, Ceramics, Textiles, Hospitality 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, well-being strategies, relationship and conflict resolution skills.
- The primary program is organised under the IB Learner Profiles with support from both You Can Do It! and the Zones of Regulation program.
- The Daniel Morecombe Child Safety Curriculum continues 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 Coordinator support staff, students and families 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 2019 these included:

- Twilight @ Trinity events in March and September.
- 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.
- 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 and our values.
- Broad participation and extensive success in the annual Mildura Eisteddfod.
- Participation in national competitions such as ICAS, Language Perfect and the Premier's Reading Challenge.
- Lunch time clubs and preparation for competitions such as chess and Tournament of Minds.
- Regional winners for Tournament of Minds representation.
- Secondary after school homework club.
- Student leadership opportunities through Student Representative Council activities and various local opportunities.
- Support and fundraising for charities through Casual for a Cause Days, ALWS Gifts of Grace and a sleep out appeal.
- Participation in School Sport Victoria primary and secondary interschool sport competitions with

a number of teams and individuals competing at district and regional level.

- Class excursions and incursions.
- Science Week and Book Week activities.
- Performances and presentations such as prep nativity concert and the College Musical.
- Immersion days including Year 6 Maths Day and Year 5 Goldfields Day.

TRINITY Staff



Workforce composition

Full Time Teachers:	27 (6 male, 21 female)
Part Time Teachers:	5 (5 female)
Non-Teaching Staff Full Time:	8 (3 male, 5 female)
Non-Teaching Staff Part Time:	14 (3 male, 11 female)
Total Staff:	54 (12 male, 42 female)

***There were no indigenous staff employed in 2019*

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.

Number with degree/s (education/teaching)	26
Number with degree/s in other disciplines	14
Number with graduate diploma (education/teaching)	17
Number with additional qualifications	28
Number with masters (education/teaching)	1
Number with theological qualifications	8
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 2019, all teaching staff completed IB professional development delivered by authorised IB Trainer/s. 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 2019, the level of satisfaction was reported and gained through a range of activities such as newsletters, interviews, information sessions, meetings and stakeholder surveys.

In 2019, there was a noted increase in parents attending student learning celebrations. Parent involvement has also increased in parent teacher interviews with a change of focus to include students and have a three way conference on student progress and goal setting. This is evidence of the importance of the partnership between home and school and the value our College places on it.

Our 'Twilight @ Trinity' events were highly attended and received high levels of praise and feedback, specifically on the level of student engagement and learning outcomes achieved.

Grandparents and Special Friends Day continues to attract large numbers of visitors to our College with the most visitors we have had attend on this traditional day in many years.

In 2019, the PTFA started hosting cooking evenings to ensure supplies of meals are stored in the freezer for any families to help in times of need. The PTFA and Ministry Coordinator work together to offer the meals, prayer and support to families as needed.

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 Tuesday 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 – 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 and orientation events is supportive and increasing.
- The high level of attendance by parents and community at events such as the instrumental program showcase, ‘Twilight @ Trinity’ 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.

Governance

2019 Trinity Lutheran College Council Members:	
Office Bearers	Council Members
Chairperson: Debbie Bennett	Tim Aldridge
Vice Chairperson: Kevin MacKay	Brian Handreck
Secretary: Marion Lang	Deidre Jaensch
Principal: Eloise Beveridge	Bruce Thorne

The College Council membership consists of volunteers from the Mildura Lutheran Parish, parent body of Trinity Lutheran College, College staff (Ex-Officio includes Principal and Business Manager) and Parish Pastor. The College Council meet throughout the year as well as attend additional sub-committee meetings as required which equates to a considerable commitment to ongoing governance and sustainability of Trinity Lutheran College.

The main focus for the College Council was the continued oversight of the governance of the College and the continued plans for developing the College into the future.

The planning of the College Council is fundamental to the vision and direction of the College for the future and the opportunity for all students as they explore their individual learning pathways. We thank the members of our College Council for their service, time, effort, direction and strategic thinking.

TRINITY Students



Student Characteristics

- 16% of students attending Trinity Lutheran College are from 22 countries of origin other than Australia.
- 2.38% 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.

Enrolments at August Census

Trinity Lutheran College had a student enrolment of 420 students on the 2019 August Commonwealth Census Day.

	Prep	1	2	3	4	5	6	7	8	9	10	Total
Male	28	25	19	14	16	17	26	29	17	21	14	226
Female	24	18	13	19	19	25	22	13	12	16	13	194
Indigenous	1	2	1		2			1	1	1	1	10
Total	52	43	32	33	35	42	48	42	29	37	27	420

Average attendance for 2019

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
%	89.1	88.7	89.9	91.3	86.8	92.3	91.6	89.7	89.9	90.2	91.1	90.15%
Total	52	43	32	33	35	42	48	42	29	37	27	420

Off Campus Study in Year 10

In 2019, 20% of our Year 10 students were undertaking an off campus program in addition to their year 10 studies at Trinity. These students were enrolled in:

- VCE study at Mildura Senior College (MSC) or
- VET enrolment in a schools course at either Sunraysia TAFE or the Mildura Regional Trade Training Centre, Deakin or Riverside campus.

This typically involved one full day at the off campus venue.

Post Year 10 destinations

Our relationship with Mildura Senior College (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 2019.

Student Outcomes in Standardised Literacy and Numeracy Testing

At Trinity Lutheran College all students are encouraged to participate in 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 continue to perform extremely well in NAPLAN testing however there has been a drop in the overall average of students meeting national benchmark results in our 2017 to 2019 comparison. Our extensive tracking of student achievement indicates that this is attributed to a number of factors including a number of new students to the College achieving below benchmark. Intervention and targeted support have been allocated to assist students where required and cohorts are being monitored closely.

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 2019

	Year 3	Year 5	Year 7	Year 9
Reading	100%	96%	100%	97%
Writing	100%	97%	97%	94%
Spelling	100%	96%	92%	97%
Grammar & Punctuation	100%	89%	95%	97%
Numeracy	97%	100%	100%	100%

Changes in the national benchmarks results from 2018 to 2019

	Year 3	Year 5	Year 7	Year 9
Reading	0	-1	0	-3
Writing	0	+5	+4	-6
Spelling	+3	+1	-2	-1
Grammar & Punctuation	+3	-6	-1	-3
Numeracy	0	+3	+4	0

Changes in the national benchmarks results from 2017 cohort to 2019 cohort

	Year 3, 2017	Year 5, 2019	Change
Reading	100%	96%	-4
Writing	100%	97%	-3
Spelling	100%	96%	-4
Grammar & Punctuation	94%	89%	-5
Numeracy	100%	100%	0

Changes in the national benchmarks results from 2017 cohort to 2019 cohort

	Year 5, 2017	Year 7, 2019	
Reading	100%	100%	0
Writing	100%	97%	-3
Spelling	97%	92%	-5
Grammar & Punctuation	97%	95%	-2
Numeracy	100%	100%	0

Changes in the national benchmarks results from 2017 cohort to 2019 cohort

	Year 7, 2017	Year 9, 2019	
Reading	100%	97%	-3
Writing	97%	94%	-3
Spelling	100%	97%	-3
Grammar & Punctuation	100%	97%	-3
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 2019:

Income by Source 2019

	\$	%
Fees & Levies	1,343,325.00	17
Federal Government Grants	4,863,860.00	63
State Government Grants	929,803.00	12
Other Income	327,659.00	8
Total Income	7,464,647.00	

Capital Works Program 2019

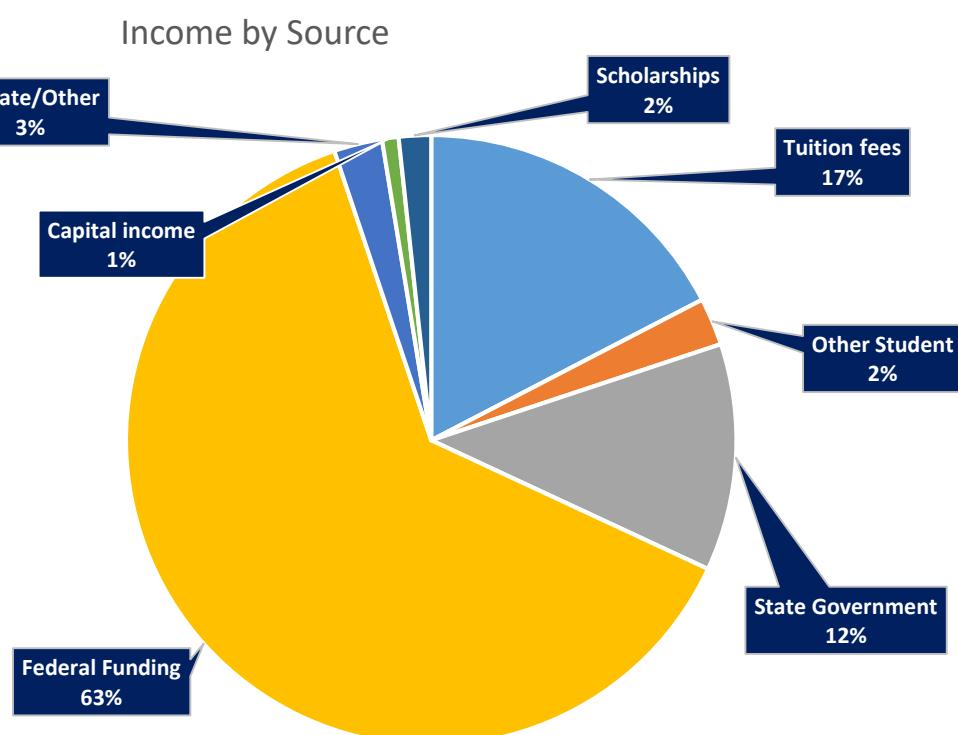
	\$	%
Capital Grants	-	0
LLL Loan	200,000.00	32
Cash Reserves	419,000.00	68
Total	619,000.00	

The 2019 financial year had a number of strategic highlights with the main highlight being a positive result on enrolments following 5 years of continued decline. The College grew its enrolments from 391 (census 2018) to 420 (Census 2019).

The College has commenced working through a masterplan that was prepared by external consultant Bickerton Masters. The first stage of the building plan was completed, involving sealing and line marking the College carpark in front of the Sunset Theatre.

Additional purchases in line with strategic direction to improve student learning outcomes include:

- A near new 22 Seat Bus was purchased.
- The upgrading of smart boards across the secondary wing.
- The provision of smart screens in the staff room and boardroom.
- In a partnership with the PTFA, the purchase and installation of a middle years playground.
- Upgrade and development of a down ball court and seating area within the Hawthorn/Victoria (Prep – Year 4) court yard.
- Upgrade of lockers for all Year 5-10 students.



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