



2020 ANNUAL REPORT



Principals Welcome



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

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 Trinity Connect newsletter, College

website, social media platforms and our annual magazine. Information has also been shared at College events, where able to be held, that included information sessions, open days and promotional events.

The information relates to the 2020 College year and expands on the information provided on the Commonwealth Government's My School website. The information herewith is a collated version of the communication to the College community, formatted to meet the requirements of the Australian Government.

What a year 2020 has been! The Covid-19 pandemic and resulting periods of remote learning and statewide lockdowns meant the usual operations of a school throughout the year were impacted. In order to offer a learning program whilst supporting the wellbeing of the college community our staff were flexible and agile. College events and activities occurred in different ways and through the challenge of change we aimed to seek opportunity to meet the needs of our community.

Trinity Lutheran College is a Preparatory to Year 10 College located at 920 Fifteenth Street, Mildura in the heart of the Sunraysia District. The College was established to provide high quality education within a caring Christian environment. Beginning as a primary school in 1982, Trinity Lutheran College moved 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.

The College Council and staff are proud of the educational standards that we have established and endeavour to improve these high standards annually. Trinity is committed to ensuring all government compliance standards are met each year. The College values feedback and is continually seeking ways to improve the college learning experience for all students.

We look forward to the opportunities that exist for us to continue growth and development of the College, building our culture and community whilst providing successful educational pathways for our students.

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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. The College is currently guided by the 2019-2021 Strategic Plan, a plan that included community consultation and collaboration to identify the strategic priorities and key action goals. Our annual Action Plan is informed by the strategic priorities to ensure a cycle of continual school improvement.

The College identifies student growth and 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). In 2020 our College received authorisation for our Primary Years Program (PYP) and continues as a candidate school for the Middle Years Program (MYP).

TRINITY Contextual Information

Our Curriculum

- In 2020 Trinity was authorised as a World School for the IB Primary Years Program.
- The Middle Years Program continues the road to authorisation (planned for 2022).
- Through the IB Framework Trinity met the requirements of the National Curriculum by 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.
- All students from Preparatory 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.
- Preparatory students participate weekly in PMP (Perceptual Motor Program).
- Students in Year 7 and 8 have specialist subject teachers and study all Australian Curriculum areas.
- In Year 9 and 10 students continue to study the core areas of English, Maths, Science, Humanities, Christian Studies, Language Acquisition and Health & Physical Education. A diverse range of semester elective programs are also offered including Hospitality, English Literature, Enterprise Education, Digital Technology, Psychology, Digital Photography and Legal Studies. Year 10 students can also commence a VCE or VET subject in schools program through other local education providers.

Our Pastoral Care Program

- All students from Preparatory to Year 10 have a designated pastoral care teacher for the purposes of pastoral care and monitoring student wellbeing. The secondary program (Pastoral Care Groups, PCG) is organised as a vertical care program based on house groups with students from Years 7 to 10 coming together each day during their PCG time. Topics covered in the extended pastoral care session include wellbeing strategies and approaches, organisation and time management, study habits, careers and pathways, relationship, and conflict resolution skills. During lockdowns virtual PCGs would meet via a live virtual class and an online classroom space.
- The primary program is informed by wellbeing programs and approaches that include the Zones of Regulation and You Can Do It! Integrated with the IB Learner Profiles and underpinned by restorative practice. The program focuses on relationship building, resilience, organisation, and personal development skills. In 2020, 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 Wellbeing Coordinator and Ministry Worker support staff and students in this area.



TRINITY Student Enrichment

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 2020 these were restricted due to Covid. Some programs that were able to be held included:



- camping program for Year 7. Due to Covid restrictions unfortunately not all camps were able to go ahead however, teachers adapted programs to ensure students had opportunities when on site to engage in leadership and team building skills.
- a strong instrumental music and dance program. Small end of year performances were able to be held for parents and guardians within the confines of school operating restrictions.
- recognition of student learners at assemblies based on the IB Learner Profiles. For a large part of the year these events were held virtually to ensure the College could still connect as a community but also operate according to the Covid Safe Plan.
- participation in national competitions such as ICAS and Language Perfect.
- lunch time clubs and preparation for competitions such as chess.
- secondary after school homework club.
- student leadership opportunities through Student Representative Council activities.
- fundraising for charities through Casual for a Cause Days, ALWS Gifts of Grace.
- participation in School Sport Victoria primary and secondary interschool sport competitions.
- class excursions to local venues and community activities.
- Book Week (virtual) activities.
- Virtual performances and presentations such as Prep Nativity Concert and annual Graduation and Awards Ceremony.
- immersion days including an ALWS Virtual Awareness Day.
- College community activities including a virtual ANZAC Day ceremony.

TRINITY Staff

Workforce Composition

Full Time Teachers:	29 (8 male, 21 female)
Part Time Teachers:	5 (5 female)
Non-Teaching Staff Full Time:	7 (3 male, 4 female)
Non-Teaching Staff Part Time:	11 (11 female)
Total Staff:	52 (11 male, 41 female)

****There was no indigenous staff employed in 2020**

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

A certificate II or above is held by 93% of non-teaching staff with qualifications appropriate to their role. 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. While 2020 offered very few face-to-face professional learning opportunities, our staff were able to access and engage in a much greater choice of learning due to the virtual opportunities that were available.

All teaching staff were involved in multiple virtual professional learning opportunities including IB focussed sessions and contemporary pedagogies. The staff also joined in a series of workshops to reflect and review the remote learning program offered by the College and collaboratively work on improvements to the delivery of a remote learning program and positive changes that may inform future practices within the operations and delivery of learning at our college. All teaching staff also completed the AITSL Self Evaluation Tool and collaboratively negotiated a professional learning plan with College Executive staff focussed on identified areas of professional growth.

TRINITY Community



Trinity celebrated Grandparents and Special Friends Day in March 2020 before the Covid-19 lockdowns were announced. The College was forced to cancel many of the traditional annual events at the College that are loved by our community.

Community Involvement and Satisfaction

Due to Covid-19 restrictions being in place for the majority of 2020, face to face community involvement in the College was very limited.

Most opportunities where parents are usually present and involved in the College, were cancelled. For example, the PTFA Deutschfest fundraiser, which is a major highlight of the Trinity calendar was cancelled along with a Twilight @ Trinity, the 9/10 Ball and most school camps. We were fortunate to host our annual Grandparents and Special Friends Day prior to the first lockdown, and this was a wonderful success.

The College continued its regular newsletters to all families as well as sharing virtually, videos to keep families up to date with what was happening around the community and within the College. Throughout the year the college also offered virtual events such as encouraging our families to 'Light Up the Dawn' for ANZAC Day and produced a community video of our families participating and online activities such as cupcake decorating, photography competitions and live Chapel and Assembly sessions.

In 2020, the level of satisfaction was majorly reported via the school social media channels and direct email and phone communication. The community was surveyed as a part of our Principal Appraisal process and the feedback was very positive.

Our Wellbeing Coordinator, LEAP Coordinator, Ministry Worker and PCG teachers were in regular contact with families via phone and emails to make sure needs were being met as best as possible during lockdowns.

The College ran alternative transition programs for our 2021 Preparatorys and new students. Sessions were held online and the required materials were mailed prior to these dates in order for students to participate.

TRINITY Governance

2020 Trinity Lutheran College Council Members:

Office Bearers

Chairperson: Debbie Bennett
Vice Chairperson: Kevin MacKay
Secretary: Marion Lang
Principal: Eloise Beveridge

Council Members

Tim Aldridge
Brian Handreck
Deidre Jaensch
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 subcommittee meetings as required which equates to a considerable commitment to ongoing governance and sustainability of Trinity Lutheran College. Meetings were mostly conducted over Zoom for the 2020 Year due to Covid-19 restrictions.

The main focus for the College Council was the continued governance oversight of the College and the continued plans for developing the College into the future, including a major refurbishment building program of secondary classrooms, Year 3 to 6 classrooms and the Library to commence in 2021.

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 tireless service, time, effort, direction and strategic thinking.

TRINITY Students

Student Characteristics

- 14% of Trinity students are from 20 countries of origin other than Australia
- 2.8% 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 Boeilli Creek.
- 18% of students regularly travel to and from the College each day by bus.

Enrolments at August Census

Trinity Lutheran College had a student enrolment of 464 students on the 2020 August Commonwealth Census Day.

	Prep	1	2	3	4	5	6	7	8	9	10	Total
Male	26	29	24	20	12	19	19	25	33	17	20	299
Female	23	24	20	19	19	20	25	24	15	17	14	165
Indigenous	1	1	2	2		3		1	1	1	1	13
Total	49	53	44	39	31	39	44	49	48	34	34	464

Average Attendance for 2020

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.

During online learning, student attendance was taken each day by their PCG teachers.

	Prep	1	2	3	4	5	6	7	8	9	10	Total
%	93.7	92.3	92.5	92.5	92.8	91.3	93.9	91.96	92.7	77.5	89.3	82.54
Total	49	53	44	39	31	39	44	49	48	34	34	464

Off Campus Study in Year 10

In 2020, six of our Year 10 students undertook an off campus program in addition to their Year 10 studies at Trinity. Students selected a VET in Schools course at Mildura Region Trade Training Centre on the Deakin or Riverside campus which typically involved one full day at the off campus venue. Courses selected include Automotive, Integrated Technology, Building and Construction and Beauty courses.

Post Year 10 Destinations

Our relationship with Mildura Senior College (MSC) remains strong with 100% of our Year 10 students who did not leave Mildura to attend boarding school continuing their senior studies at MSC in 2020.

Student Outcomes in Standardised Literacy and Numeracy Testing

Due to Covid-19 NAPLAN testing was cancelled by the Victorian Education Department.

The Victorian Government On Demand online testing and the ACER PAT standardised assessment program is used by the College 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.

TRINITY Finance and Facilities

As a result of the worldwide Covid-19 Pandemic, Australian communities have experienced a difficult year and education has not been an exemption. The college supported all families with online learning at home with a fee support payment of \$150 per student as well as returning all camp fees back to families. Further financial assistance was also offered to all families if Covid-19 was impacting their financial situation.

From a financial perspective, 2020 saw the college performing strongly, recording its best financial results over the past 7 years. The College recorded a 10.25% increase in enrolments during 2020 which is above the recorded increase experienced in 2019 of 7.42%.

Some highlights include:

- The installation of a synthetic pitch to our centre wicket and practices nets, thank you to a \$10,000 sports grant.
- Bio-Filta veggie garden beds to support the education of students.

- Student furniture upgrades.
- New AV Smart Televisions.
- The College completed capital works to the value of \$400,000.

The College Masterplan has been finalised with the implementation of Stages 1A, B and C commencing in 2021. The application for stage 2 developments across the College have also been submitted with a proposed project commencement of late 2021, into 2022.

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 building projects to commence in 2021 will provide a much awaited improvement to student learning facilities and support the contemporary and collaborative IB learning of our college.

The following table indicates the sources of income in 2020:

INCOME BY SOURCE 2020

Fees & Levies	\$1,664,475.00
Federal Government Grants	\$5,619,758.00
State Government Grants	\$930,995.00
Capital Income	\$119,148.00
Other Income	\$156,149.00
Scholarships	\$120,622.00
Total Income	\$8,369,903.00

CAPITAL WORKS GRANTS 2020

Capital Grants	-
LLL Loan	\$102,000.00
Cash Reserves	\$296,000.00
Total	\$398,000.00

