



TRINITY
Lutheran College

2021

Annual Report

Mildura



NURTURE THE FAITH. GROW IN KNOWLEDGE. ACT WITH HONOUR.

College Profile

Established in 1982 as a small primary school, Trinity Lutheran College has grown into a thriving and established Prep to Year 10 co-educational College. Serving the Sunraysia community, the College is dedicated to providing a quality, Christian education for all students, current and into the future.

The College is an authorized Primary Years Programme (PYP) and a candidate Middle Years Programme (MYP) IB International Baccalaureate (IB) School with a focus on providing a rich and diverse learning setting for all students.

As a school of the Lutheran Church of Australia, we are dedicated to providing an education for our students that is informed by strong Christian principles and underpinned by the values that make our Lutheran Schools across Australia so unique. Our community endeavours to embody Christian attitudes and relationships in all that we do, guided by our college values, *Faith, Knowledge and Honour*, nurturing students for life as a compassionate, caring and global minded citizen.

At Trinity Lutheran College, we value each child as an individual and celebrate the diversity of our community. We aim to develop a love of learning for all members of our community, encouraging lifelong learners who continue to grow, to learn and to contribute, now and into their futures. We value and thank the parents and guardians of our student community for the privilege of partnering with them in the education of their children.

Trinity Lutheran College is a Child Safe organization with a zero tolerance for child abuse and is committed to acting in the best interests of children.

Eloise Beveridge (Principal)

TRINITY Mission and Vision

Trinity Lutheran College offers an educational environment where relationships are central to the daily operations of the community. As Christ centered, the college mission and ministry framework places the wellbeing of our community at the heart of all that we do. With a strong emphasis on pastoral care and student wellbeing, students are involved in specific and targeted learning programs that support the holistic development of each child. Our wider school community embodies the college values also, with programs in place to support families and those in need.

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 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.

TRINITY Contextual Information

Our Curriculum

- In 2020 Trinity Lutheran College was authorised as a World School for the IB Primary Years Programme 2022.
- Through the IB Framework the College meets 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 Prep – Year 10, study all Australian Curriculum areas.
- In the primary years, specialist teachers provide programs in, The Arts, Chinese or Italian, Physical Education and Information Literacy.
- Preparatory students participate weekly in PMP (Perceptual Motor Program).
- Students in Year 7 and 8 have specialist subject teachers.
- A diverse range of semester elective programs are also offered including Hospitality, English Literature, Enterprise Education, Digital Technology, Psychology, Digital Photography and Legal Studies for students in Years 9 and 10.
- Year 10 students can also commence a VCE or VET subject in 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 2021, 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 both students and the community. In 2021, the pandemic impacted the opportunities for some of these enrichment activities, however the College embraced the theme, 'find opportunity in challenge' and was able to offer a number of outstanding and valuable opportunities for students and staff.

Opportunities Included:

- A camping program for Year 7, Year 8 and Year 4.
- Students in Prep, Year 1/2 and Year 9/10 were unable to attend their scheduled camps due to the pandemic restrictions in our region, however were able to participate in fun year level days focused on team building and wellbeing, at a different time in the school year.
- A strong instrumental music and dance program with a small end of year performances for parents and carer's to enjoy.
- Student learning recognized and celebrated (based on the IB Learner Profiles) at virtual and face-to-face assemblies.
- 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 and 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.
- Incursion and immersion days including an ALWS Awareness Day.
- College community activities including a virtual ANZAC Day ceremony.
- Sports carnivals and events including swimming, cross country and a Year 9/10 Outdoor Education Camp.



TRINITY Staff

Workforce Composition

Workforce Composition	
Full Time Teachers	31
Part Time Teachers	8
Non-Teaching Staff Full Time	8
Non-Teaching Staff Part Time	16
Total Staff:	63

***There was no indigenous staff employed in 2021*

Qualifications	
Diploma	26
Grad Diploma	14
Bachelor	35
Masters	2
Theological	3
Leadership	6

A certificate II or above is held by 92% of non-teaching staff with qualifications appropriate to their role.

Teacher Standards and Qualifications as at August Census

Trinity Lutheran College is committed to ensuring that staff are employed with appropriate qualifications and who will actively support the Christian ethos of the College. The College values the ongoing development of all staff learning and skills through the provision of relevant professional learning opportunities. Teaching staff have personal growth plans, developed in conjunction with college administration.

All teaching staff at Trinity meet the current requirements for teacher registration with the Victorian Institute of Teaching. 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; PROTECT, Child Safety, First Aid including CPR, anaphylaxis and asthma; emergency management procedures.

Staff are briefed at staff meetings throughout the year of OHS requirements, Child Safety, Compliance, procedures and policies and any other additional legislation changes and requirements for schools

TRINITY Community

Multiple Covid-19 lockdowns and return to face-to-face learning with significant restrictions impacted the community activities we would traditionally celebrate as a college.

However, changes to events such as our Year 10 Graduation to an intimate ceremony on the College lawns with immediate family and staff provided opportunities for us to connect with our community and find new ways of celebrating such important college milestones. Sharing drinks and individual cheese platters prepared by our hospitality students on the lawns provided a wonderful celebration for our students and their families, with connection from our community we would not traditionally have had.

Community Involvement and Satisfaction

The College continued its regular newsletters to all families as well as sharing virtual, 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 parent teacher interviews, assembly, worship services and awards ceremonies to keep connection and communication open and current with our community.

Our school is committed to an ongoing school improvement process, with community and staff agency a significant voice in the future directions of the college. Feedback is gained through Parent Satisfaction Surveys, Parent Teacher Interviews, Information Sessions, specific surveys targeting a focus area, Staff meetings, PTFA meetings and reports, the College Magazine, School Assemblies, and the Students Representative Councils.

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 2022 Prep and Year 7 students.

The College regularly reports on events, programs and activities that have a positive impact on the learning and wellbeing of our students and school community. Events build community spirit, celebrate student learning and recognize excellence.

TRINITY Governance

2021 Trinity Lutheran College Board of Directors:

Chair Person/Director	Debbie Bennett
Deputy Chairperson/Director	Kevin MacKay
Director	Damien Heintze
Director	Deidre Jaensch
Director	Tim Aldridge
Director	Ian Stewart
Principal	Eloise Beveridge
Business Manager	Darren Osborne
Congregation Pastor	Pastor Carl Richter
Minute Secretary	Elaine Heinrich
Consultant	David McNabb

Trinity Lutheran College Mildura Ltd was registered with ASIC in 2021 and approved by the ACNC as a charity as a part of the Incorporation. All staff completed a transition of employment document as a part of the restructure of Lutheran Education Victoria, New South Wales, Tasmania (LEVNT) and its member schools.

The College Board met 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 2021 year due to Covid-19 restrictions.

The main focus for the College Board 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. This program commenced in July 2021 with a completion date of early 2023.

The planning of the College Board 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 Directors Council for their tireless service, time, effort, direction and strategic thinking.

TRINITY Community

Student Characteristics

- 10% of Trinity students are from 20 countries of origin other than Australia
- 2.8% of students are of Indigenous background
- Geographically, students travel from Red Cliffs, Irymple, Merbein, Gol Gol, Buronga and Dareton as well as travelling from the more distant areas of Meringur, Wentworth, Curlwaa, Robinvale and Boeilli Creek.
- 16% of students regularly travel to and from the College each day by bus

Enrolments at August Census

Enrolments at August Census				
	Number of Students			Total
	Male	Female	Indigenous	
Prep	28	24	1	52
Year 1	27	24	1	51
Year 2	29	24	1	53
Year 3	25	18	2	43
Year 4	21	20	2	41
Year 5	13	22	0	35
Year 6	20	22	3	42
Year 7	19	29	0	48
Year 8	25	26	1	51
Year 9	26	17	2	43
Year 10	16	16	1	32
Total	249	242	14	491
Trinity Lutheran College had a student enrolment of 491 students on the 2021 August Commonwealth Census Day.				

Average Attendance for 2021		
	%	Total
Prep	90.2	52
Year 1	80.9	51
Year 2	92.3	53
Year 3	91.4	43
Year 4	94.5	41
Year 5	94.2	35
Year 6	91.5	42
Year 7	90.9	48
Year 8	76.1	51
Year 9	92.3	43
Year 10	77.2	32
Total	88.3	491
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		

In 2021, the College saw a decline in average attendance in some year levels. These results were impacted by a small number of students who were impacted directly by the pandemic. The college supported these students and their families at all times to ensure they were involved in a learning program and accessing the specific support required for each case.

The College ensures that processes are in place for the support of all students and their families in relation to school attendance. Some of the strategies implemented include:

- Each day absences are shown 'live' on our student management system via roll marking
- Parents of absent children are notified if prior notice has not been received by the college
- Unexplained or inadequately explained absences will result in communication with parents and students
- A formal attendance meeting may be called to resolve ongoing attendance concerns and discuss support strategies to improve future attendance
- Student attendance figures appears on Student Academic Reports
- Support from the pastoral and well-being team where required, or referral to outside agencies
- Aggregated student attendance data is reported to the Department of Education and Training.

Off Campus Study in Year 10

In 2021, three 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 2022.

Student Outcomes in Standardised Literacy and Numeracy Testing

All students in Years 3, 5, 7, & 9 are required to sit NAPLAN (National Assessment Program in Literacy and Numeracy) in Reading, Language Conventions (Writing, Spelling and Grammar and Punctuation) and Numeracy. NAPLAN assessment is each year and establishes the proportion of students achieving the national benchmarks.

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.

NAPLAN	
Year Level	# students participating
Year 3	43
Year 5	34
Year 7	47
Year 9	42

Percentage of Students achieving at or above the National Minimum Standards				
	Year 3	Year 5	Year 7	Year 9
Reading	95%	97%	99%	95%
Writing	97%	94%	100%	97%
Spelling	97%	97%	93%	90%
Grammar & Punctuation	97%	94%	93%	92%
Numeracy	97%	97%	98%	100%

TRINITY Finance and Facilities

From a financial perspective, 2021 saw the College performing strongly, recording its best financial results over the past 8 years. Enrolment growth is pleasing, with the college recording a 6% increase in enrolments during 2021, following 10.25% in 2020. Trinity Lutheran College remains focused on providing an affordable Christian education to the Sunraysia region.

Some Highlights from 2021 Include:

- Completion of Stage 1A of our Masterplan (Mungo Wing)
- Acquisition of 924 15th Street Mildura for future development needs
- Upgrade to our college IT infrastructure
- Upgrade to College Canteen Ovens
- Upgrade to College Mower
- Completion of our Digital Design Space
- Further upgrades to our shade sails for play areas
- Student furniture upgrades

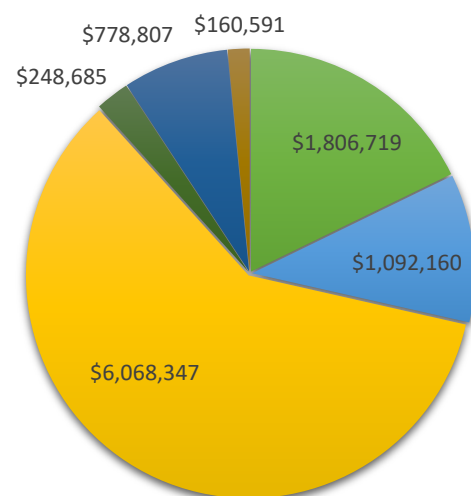
The College Masterplan has been finalised with the implementation of Stages 1A, B and C commenced in 2021. Stage 2 developments have a proposed project commencement of June 2022. Trinity Lutheran College remains in a viable position and is pleased to be able to offer ongoing, affordable Christian education to the local community.

The refurbishment building project will provide a much-awaited improvement to student learning facilities, supporting the contemporary and collaborative IB learning of our college.

The College's financial performance information has also been provided to the Australian Charities and Not-for-profits Commission (ACNC) and appropriate government bodies.

2021 Income Source	
Fees & Levies	\$1,806,719
Federal Government Grants	\$6,068,347
State Government Grants	\$1,092,160
Capital Income	\$778,807
Other Income	\$248,685
Scholarships	\$160,591
Total Income	\$9,834,127

2021 Capital Works Grants	
Funding	\$778,807
Loan Facilities	\$1,579,845
Cash Reserves	\$-
Total	\$2,358,652



- Tuition Student Income
- State Government
- Federal Funding
- Private/Other
- Capital income
- Scholarships