



**TRINITY**  
Lutheran College

# ANNUAL REPORT

20  
22



**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 learners, current and into the future.

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

As a school of the Lutheran Church of Australia, we are dedicated to providing an education for our learners that is supported by strong Christian principles and underpinned by the values that make our Lutheran Schools across Australia so unique. Guided by our college values, Faith, Knowledge and Honour, our college is committed to nurturing learners 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 & Vision

Trinity Lutheran College offers an educational environment where relationships are central to the daily operations of the community. The college mission and ministry framework places the wellbeing of our community at the heart of all that we do. Christ centered, with a strong emphasis on pastoral care and student wellbeing, learners 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 2022 - 2024 Strategic Plan. This current Strategic Plan included community, staff and learner consultation and collaboration to identify the strategic initiatives and key action goals. Our annual Action Plan is informed by the strategic initiatives 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 2022, Trinity Lutheran College was authorised as a World School for the IB Middle Years Programme.
- Trinity Lutheran College is an authorized World School for the IB Primary Years Programme.
- 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 learners, from Prep – Year 10, study all Australian Curriculum areas.

- In the primary years, specialist teachers provide programs in, The Arts, Language Acquisition (Chinese or Italian), Physical Education and Information Literacy.
- Preparatory students participate in weekly 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 Outdoor Education, Sport for Leisure, Fine Arts, 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 who monitors student wellbeing and provides Pastoral Care.
- 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, relationships, and conflict resolution skills.
- The primary program encompasses wellbeing programs and approaches, that include the Zones of Regulation and Berry Street Program, integrated with the IB Learner Profiles, and underpinned by restorative practice. The program focuses on relationship building, resilience, mindset, organisation, and personal development skills.
- In 2022, the Daniel Morecombe Child Safety Curriculum continued to be implemented across all year levels across Preparatory – Year 10.
- 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.
- Staff wellbeing and pastoral support is shared through Daily Staff Devotions, Spiritual Retreat Days and staff welfare activities.





Trinity Lutheran College seeks to enhance and enrich student outcomes by offering a range of experiences to engage both students and the community. In 2022, our College was able to offer a wider range of enrichment activities, post pandemic, embracing the lessons learnt from the previous two years. Opportunities focused on building community and reconnecting as a college community, as well as within year level learning communities.

## Opportunities Included:

- A school camp program for learners across Years 3 – 10.
- Learners in Prep and Year 1/2 participated in fun year level days focused on team building and wellbeing.
- A strong instrumental music and dance program with end of year performances for parents and guardians to enjoy.
- Recognition and celebration of student learning (based on the IB Learner Profiles) by award presentation at 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.
- Interhouse Sports Carnivals (Swimming, Athletics and Cross Country).
- Class excursions to local venues and community activities.
- Book Week activities and Dress Up Parade.
- Grandparents and Special Friends Day.
- Twilight @ Trinity, a showcase and celebration of learning across the college for the community to share.
- Prep Nativity Concert.
- Annual Year 10 Graduation Ceremony and Final Assembly.
- College Awards Ceremony.
- Incursion and immersion days including an ALWS Awareness Day.
- College community activities including ANZAC Day and Remembrance Day ceremonies, Holy Week Worship Services and Christmas Drive Through community event.
- Outdoor education camp and off-site activities.
- Student led colour run.
- Harmony Day, NAIDOC Week and Reconciliation focuses.
- Involvement in the College Worship program.
- Various incursion and excursion events, held across year levels, to extend and consolidate learning.
- College Musical, with learners from Year 5 – 10 in the cast and crew.
- Participation by many learners, representing the College in the annual Mildura Eisteddfod.





Workforce Composition	
Full Time Teachers	31
Part Time Teachers	8
Non-Teaching Staff Full Time	6
Non-Teaching Staff Part Time	14
Total Staff	59
<i>There was no indigenous staff employed in 2022.</i>	
Qualifications	
Diploma	31
Grad Diploma	13
Bachelor	25
Masters	1
Theological	3
Leadership	5
<i>A certificate II or above is held by 92% of non-teaching staff with qualifications appropriate to their role.</i>	

### 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 Checks. All staff members have undertaken the appropriate mandatory training in 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

As COVID-19 Pandemic restrictions were relaxed, the college focused on building community connection. 2022 was the celebration of our College’s 40th Anniversary with a number of special celebrations held to acknowledge such an occasion.

The community came together to celebrate in an 80’s dress up day, Service of Thanksgiving, Community Morning Tea and College Tours, Trivia Night, ‘Old School Games Day’, and a Wine and Cheese Evening celebration with campus tours. Throughout the year, various memorabilia displays were shared as well as the sale of commemorative items.

Events such as our graduation and awards evenings remained more intimate and focused on opportunities for the parent community to connect. Our transition programs included opportunities for family picnics on the college lawns and year level family get togethers were held at the local playground on a Friday evening.

### Community Involvement and Satisfaction

The College continued its regular newsletters to all families as well as sharing social media posts to keep families up to date with what was happening around the community and within the College. Throughout the year, the College hosted events such as parent teacher interviews, assemblies, worship services and awards ceremonies to assist with the rebuilding of 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, the College Magazine, School Assemblies, and the Students Representative Councils.

The College 2023 transition programs for Prep and Year 7 learners and their families were very successful events and assisted in the smooth transition for each child and their family.

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 Lutheran College Mildura Ltd was registered with ASIC in 2021 and approved by the ACNC as a charity and 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. This equates to a considerable commitment to ongoing governance and sustainability of Trinity Lutheran College.

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 finalizing the major refurbishment building program of all secondary classrooms, Year 3 to 6 classrooms and the library. This program commenced in July 2021 with a scheduled 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 learners as they explore their individual learning pathways. We thank the Directors for their tireless service, time, effort, direction and strategic thinking.

2022 Trinity Lutheran College Board of Directors:	
Chair/Director	Debbie Bennett
Deputy Chair/Director	Kevin MacKay
Director	Damien Heintze
Director	Deidre Jaensch
Director	David McNabb
Director	Ian Stewart
Director	Garry Wallace
Principal	Eloise Beveridge
Business Manager	Darren Osborne
Congregation Pastor	Pastor Carl Richter
Minute Secretary	Melissa Evans

## TRINITY Students

### Student Characteristics

- 5.63% of Trinity students are from 20 countries of origin other than Australia.
- 3.3% of students are of Indigenous background.
- Geographically, students travel from Red Cliffs, Irymple, Nichols Point, Merbein, Gol Gol, Buronga and Dareton as well as travelling from the more distant areas of Meringur, Wentworth, Curlwaa, Robinvale and Boeill Creek.
- 18.4% of students regularly travel to and from the College each day by bus.

Enrolments at August Census				
	Number of Students			Total
	Male	Female	Indigenous	
Prep	23	26	1	49
Year 1	27	29	1	56
Year 2	24	23	1	47
Year 3	28	25	1	53
Year 4	26	16	3	42
Year 5	21	20	2	41
Year 6	14	19	0	33
Year 7	28	24	5	52
Year 8	20	30	0	50
Year 9	25	24	0	49
Year 10	25	18	3	43
<b>Total</b>	<b>261</b>	<b>254</b>	<b>17</b>	<b>515</b>

*Trinity Lutheran College had a student enrolment of 515 students on the 2022 August Commonwealth Census Day.*

Average Attendance for 2022			<i>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,</i>
	%	Total	
Prep	90.2	49	
Year 1	88.9	56	
Year 2	90.0	47	
Year 3	89.2	53	
Year 4	85.6	42	
Year 5	88.8	41	
Year 6	88.8	33	
Year 7	83.9	52	
Year 8	88.9	50	
Year 9	84.9	49	
Year 10	80.4	43	
<b>Total</b>	<b>86.9</b>	<b>515</b>	



In 2022, the College recorded an increase in average student attendance in some year levels, compared to 2021. Post pandemic, some learners have faced mental health and wellbeing challenges that have directly impacted school attendance. The College wellbeing team have supported these learners, as well as their families, to navigate these challenges and ensure they were involved in a learning program with access to specific support required for each case.

The College ensures that processes are in place for the support of all learners 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 learners.
- 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 2022, nine 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 2023.

**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. Annual NAPLAN assessment 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		Percentage of Students achieving at or above the National Minimum Standards			
Year Level	# students participating	Year 3	Year 5	Year 7	Year 9
Year 3	48	100%	100%	98%	93%
Year 5	38	98%	100%	100%	93%
Year 7	46	100%	100%	95%	93%
Year 9	43	100%	100%	96%	93%
		<b>Numeracy</b>	100%	100%	93%

From a financial perspective, 2022 sees the College continue to perform strongly. Enrolment growth is pleasing, with the College recording a 4.89% increase in enrolments during 2022, which takes the cumulative growth in enrolment over the past five years to 31%. Trinity Lutheran College remains focused on providing an affordable Christian education in the Sunraysia region.

### Some Highlights from 2022 Include:

- Completion of Stage 1b of our Masterplan (Hattah Wing)
- Completion of stage 1c Courtyard of our Masterplan
- Stage 2A-2C in their final stages of fit out with completion due in March 2023
- Upgrade to College IT infrastructure

The College Masterplan has been finalised with the implementation of Stages 1A, B and C commencement in 2021. Stage 2 developments commenced in 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 has provided a much-awaited improvement to College learning facilities, supporting the contemporary and collaborative 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 other appropriate government bodies.

2022 Income Statement	
Fees & Levies	\$2,006,227
Federal Government Grants	\$6,489,259
State Government Grants	\$1,163,917
Capital Income	\$300,125
Other Income	\$228,512
Scholarships	\$287,657
<b>Total Income</b>	<b>\$9,900,383</b>

2022 Capital Works Grants	
Funding	-
Loan Facilities	\$1,600,000
Cash Reserves	\$1,036,613
<b>Total</b>	<b>\$2,636,613</b>

