



# 2016 Annual Report



## Preface

As Christadelphian Heritage College Melbourne (CHCM) is a registered non-government school it undertakes to fulfill all requirements and responsibilities expected by governing authorities. One of these mandatory requirements is for CHCM to publicly disclose by way of an annual report, the educational and financial performance measures of the school.

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## Distribution of Annual Report

- Victorian Registration and Qualifications Authority
- Via email to School Association
- Posted on College website – [www.heritage.vic.edu.au](http://www.heritage.vic.edu.au)
- Copies available from College Office (and advertised through College newsletter)

## **Area 1: A Message from key school bodies**

### **Principal's Report**

It was a pleasant surprise to get an email from a past student recently. I had been their teacher in Year 4 when I first started teaching at the College in 2011. They had contacted us to ask if they could do their work experience at the College this year because they want to be a teacher.

It was another great reminder of the lasting impact that a Heritage education has on each and every one of our students. At the end of 2016 we once again said farewell to our Year 6 students. This was a very special group, as some had started at the College in Prep – and had completed all of their primary education at Heritage College. We thank them, and their families, for the impact they have made on Heritage College. As the College enters its eighth year in 2017, we reflect with thankfulness upon another wonderful 12 months. To God be the glory and we pray for His continued oversight.

2016 saw the College partner with the Commonwealth Government's Sporting Schools program to offer sports workshops in Soccer, Golf and Athletics. We also greatly appreciated volunteer support to run an extracurricular basketball clinic in 2017. The Heritage College Concert Choir was formed last year and was a huge success performing at College, local and Christadelphian events. In Bible Study our students explored the parables and miracles of Jesus.

We thank all our staff for their commitment to the College. We are grateful to Alan West, Kristina Dobrigna and Renee Payton for their dedicated teaching service. We offer thanks to Fiona Brewer, Kim Morrison, Sue Harrington, Matthew Caudery and to all our casual relief staff for their contributions to the College. In 2016 we also welcomed two Integration Aides, Jacqui Heron and Vicky Franklin-Pearse to the College staff.

Our parents and volunteers have continued to offer an abundance of support. The time, talents and resources that so many freely offer to the College are invaluable and greatly appreciated. The ways in which our parents and volunteers support the College is incredibly diverse. We convey our thanks to all our helpers and seek your continued support.

We thank all of the College Board for their dedication and support. Last year the College was engaged in preparation for the new Victorian Child Safe Standards and the College Board has established a new Child Safe Policy and Code of Conduct amongst other measures. The culmination of the Board's Strategic Planning process saw the publication of the 2016-2020 Strategic Plan last year – this plan which is reviewed annually, provides the College community with an exciting vision for the years ahead.

I would also like to thank the wider Christadelphian Community for their ongoing support of the College. My fourth year as Principal at Heritage College was rich with blessings. On behalf of all our staff and students, I would like to thank everyone for the support and prayers that have been offered for Heritage College.

*Jonathan Fry  
Principal*

## **College Board Report**

Firstly, the Board would like to express our thanks to our Heavenly Father. It is with a great sense of gratitude that we can look back on another very successful year and the great blessings we experienced from His hand throughout 2016 which saw the completion of our seventh year at Heritage College.

The Board would like to express its sincere thanks to our principal Jon Fry who has continued to lead our school and consolidate a foundation for future growth. Jon has continued the great work of providing a loving and caring environment where our children can maximize their growth potential in education and develop all important life skills.

We also extend to all the teaching staff our sincere thanks for their dedication and commitment to the students. In 2016 our teachers were Jon Fry, Alan West, Renee Payton and Kristina Dobringa. Special thanks also go to our learning support staff; Kim Morrison, Vicky Franklin-Pearse and Jacqui Heron and to the many others who volunteer their time to help with the children's education.

Our thanks also go to Sue Harrington and Matthew Caudery for keeping our buildings and grounds clean and also Maddison Watson and Annie Brewer who helped out during the year.

The Board is so thankful for our administration and finance officer, Fiona Brewer, whose commitment and dedication was very evident in the long hours spent during the day and on many weekends. Our thanks to all our volunteer bus drivers and the people who willingly perform other essential work, as well as the many mums, dads and family members who do so much for the College – without their generosity of time the school would not exist as it does.

Personally, I would also like to sincerely thank all members of the Board who have shouldered the responsibility of governing the College during 2016.

I would like to extend our special thanks to Andrew Galbraith who moved on from the Board midyear. Andrew has been a member of the Board from the beginning and his contribution to the school at board level is greatly valued. His energy and commitment in turning a dilapidated property into the wonderful place we have today was enormous and we are indebted to him for his involvement.

This year we have two of our board members retiring from the Board, Zoë Henderson and Jack Lawson, who both have contributed enormously to the college and will be greatly missed.

On behalf of the whole school community we sincerely thank you both for the incredible commitment and your love for the college which led you both to work tirelessly in making the school what it is today.

Jack was there at very beginning when the school was just a thought and Zoë joined after the first year. She has been secretary for almost all that time and has contributed immensely in every aspect of school governance. Both have contributed many days

driving the school bus. The school is greatly indebted to them both for the amazing service to our children and our community. You will be greatly missed.

We now welcome onto the Board Leah Wigg, Anthony Johnson and Dan Yearsley and we look forward to working with them. Each one brings skill sets and experience which will be of great value to Heritage College.

In closing a huge thank you to all who work so hard to make our Heritage College what it is today, a beautiful and safe environment where our children learn and are nurtured in the ways of God.

*Andrew Wallace  
Chairman  
College Board*

## **Parents & Friends Association Report**

The Parents and Friends meetings have been well attended this year and have been characterised by informative presentations, open participation and new ideas. In an effort to grow together as a P&F community we intend to mix up the content of our meetings this year and will be basing our Term 2 gathering around the screening of *The Secret of Happy Children*, a presentation by Steve Biddulph.

Preparations for this year's Fair are underway and it is set to build on last year's \$16,000 success with a projected profit of \$20,000. There will be minor tweaks to the fair itself and the committee will focus on broader school participation and advertising.

The Yard Development Committee is only a few months away from delivering the renovated basketball court. This is a very exciting project that will dramatically improve the schools facilities and aesthetics. A sensory garden has been planted next to the under-croft, and new welcome and directional signage will also be installed in the next few months. It is continually encouraging to see the dedication of a core group of families who consistently support the college activities and working bees. There is a collective spirit among many families to reinvigorate the vision of the college and its community and we pray that it will bear fruit as the school continues to mature.

*Cam Crispin  
Chairman  
Parents & Friends Association*

## College Captains' Report

In 2016 the highlights for the students at Heritage College were:

- Ice skating
- 4-6 Camp
- Como House Excursion
- Waterslide
- Choir
- Chess Club
- Olivet Choir
- Gardening Club
- Swimming
- Gymnastics
- Fiddlesticks
- Ceres - Sustainability Excursion
- Fun Run to raise money for Jesse Ansell
- After School Basketball
- Outdoor-Ed
- Athletics
- First Aid Training

*Leah Galante & Aidan Reynolds  
2017 College Captains*

## **Area 2: Contextual information and characteristics of the student body**

### **An Introduction to Christadelphian Heritage College Melbourne**

Christadelphian Heritage College Melbourne is an independent, co-educational, Christian school comprising Prep through Year 6. The college was established in 2010 through the initiative and cooperation of families from the Melbourne Christadelphian Community. This was in response to the success of the Heritage Colleges in Adelaide, Lake Macquarie (NSW), Sydney and Perth. In its first year Christadelphian Heritage College Melbourne started with 20 students total from Prep through Year 6.

In 2016 the College had 54 students enrolled from Prep to Year 6. This total comprised 21 girls and 33 boys. 93% of the students came from families who were members of the Christadelphian community. We acknowledge the significant contribution to the College of those families who are not part of the Melbourne Christadelphian community.

We commenced 2017 with 49 students enrolled across three composite classes.

### Area 3: Student outcomes in national assessments

#### Literacy and Numeracy Assessments in Years 3 and 5

In 2016, eleven Year 3 and eight Year 5 students participated in the National Assessment Program Literacy and Numeracy (NAPLAN).

Due to the small numbers of NAPLAN participants at CHCM each year, caution should be used when drawing conclusions from data. It cannot be concluded with statistical certainty that students performed at a higher or lower level than Australian students on average.

Outlined below is the average achievement of students at Christadelphian Heritage College Melbourne compared to the average achievement of students in Australia.

<b>Year 3</b>	<i>CHCM 2016 Average student achievement compared to the Australian average</i>	<i>CHCM 2014 – 2016 Average student achievement compared to the Australian average</i>
Reading	Similar to	Above
Writing	Similar to	Similar to
Spelling	Below	Similar to
Language Conventions	Above	Above
Numeracy	Similar to	Similar to

<b>Year 5</b>	<i>CHCM 2016 Average student achievement compared to the Australian average</i>	<i>CHCM 2014 – 2016 Average student achievement compared to the Australian average</i>
Reading	Above	Substantially above
Writing	Above	Above
Spelling	Above	Above
Language Conventions	Above	Substantially above
Numeracy	Similar to	Above

For information on NAPLAN results, please visit <http://www.myschool.edu.au>

## Area 4: Professional learning and teacher standards

### Teacher standards

<i>Category</i>	<i>Number of Teachers</i>
Teachers who have teaching qualifications from a higher education institution within Australia or as recognised within the National Office of Overseas Skills Recognition (AEI-NOOSR) guidelines and who are registered with the Victorian Institute of Teachers (VIT)	4

### Professional learning

Throughout 2016, CHCM staff, volunteers and Board Members undertook the following external professional development activities, many through Independent Schools Victoria (ISV). Each participant was available to present relevant information at subsequent meetings and/or through other collegiate conversations:

<i>Description of professional learning activity</i>	<i>Number participating</i>
Provide First Aid (Incl. CPR, Asthma & Anaphylaxis)	6
Mandatory Reporting Training (Department of Education)	4
How to Learn Maths for Teachers (Stanford University Online)	4
Teaching and Behaviour Support Strategies for Student with ASD	7
KidsMatter Briefing	4
ISV Supporting Early Career Teacher Program (4 Days)	2
ISV The Big 6 – Literacy Learning	1
ISV Differentiation in the Primary Classroom	1
ISV Formative Assessment	1
ISV Principal Briefing	1
ISV Teaching that stretches your mind (Guy Claxton)	1
ISV The Smart Spelling Approach	1
Leading the Learning of Mathematics (Monash University)	1
ISV Learning for Leaders – Unlearning to Learn	1
Welfare Coordinators Guide to Supporting Students	1
Child Protection Briefing	1
Conflict Resolution	1
The 8 Pillars of Leading Effective Learning	1
VRQA Child Safe Standards	1
AITSL 360 Degree Reflection Tool	4
Heritage College Principals' Conference	1
Let's Get Practical with Building Learning Power (Guy Claxton)	1
Heritage Colleges' combined Board/Council Conference	4
ISV Governance Seminar	3

## Area 5: Workforce composition

<i>Full Time</i>	<i>Male</i>	<i>% of total</i>	<i>Female</i>	<i>% of total</i>	<i>Combined % of total</i>
Primary Teaching	2	40	2	40	80
Administration	0	0	1	20	20

The College also employed three part time learning support officers, a cleaner and maintenance officer. The College relied on volunteers to operate the student bus service incorporating one bus route starting in Heathmont. We are also extremely thankful to the many volunteers who assisted the school in the area of learning support. In 2016 there were no indigenous staff working at the College.

## **Area 6: Student attendance and management of non-attendance**

### **Attendance Rate**

Student attendance was 91% on average and this is similar to the attendance rate in previous years. The student attendance average over the past 2 years is 91%.

### **Attendance Rate by Year Group**

Prep	90%
Year 1	93%
Year 2	88%
Year 3	91%
Year 4	91%
Year 5	92%
Year 6	91%

For information on student attendance, please visit <http://www.myschool.edu.au>

### **Management of Non-attendance**

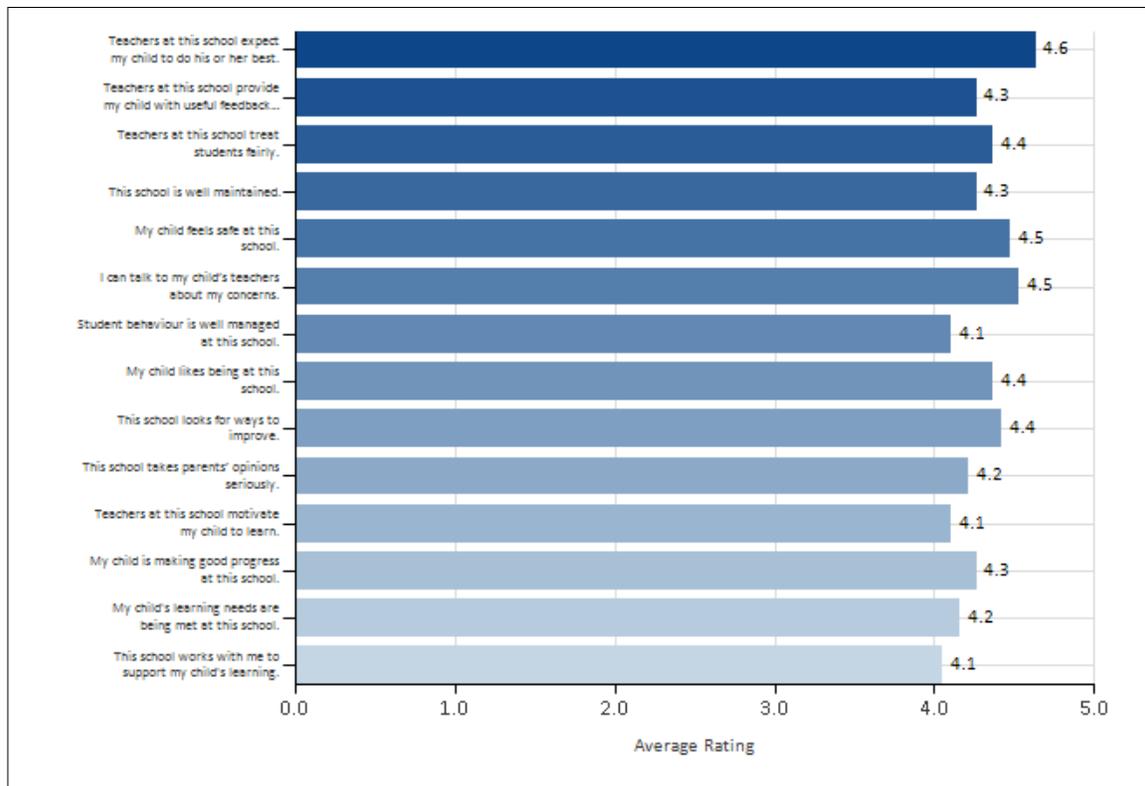
Heritage College traditionally has a relatively low rate of absence, with non-attendance of students mainly due to illness or holidays. For absences of extended periods such as chronic illnesses students are supported and encouraged to continue as far as possible with the academic work covered by their class during their period of absence.

## Area 7: Parent, student and teacher satisfaction

### Parent satisfaction

So as to ascertain an accurate and current grasp of levels of community satisfaction the Principal and Board of Governors co-ordinated a survey of our parents in 2016.

The survey was completed by 19 respondents online (representing 61% of the College community) and covered the following areas:



Rating	Score
Strongly agree	5
Agree	4
Neither agree nor disagree	3
Disagree	2
Strongly disagree	1
N/A	Null

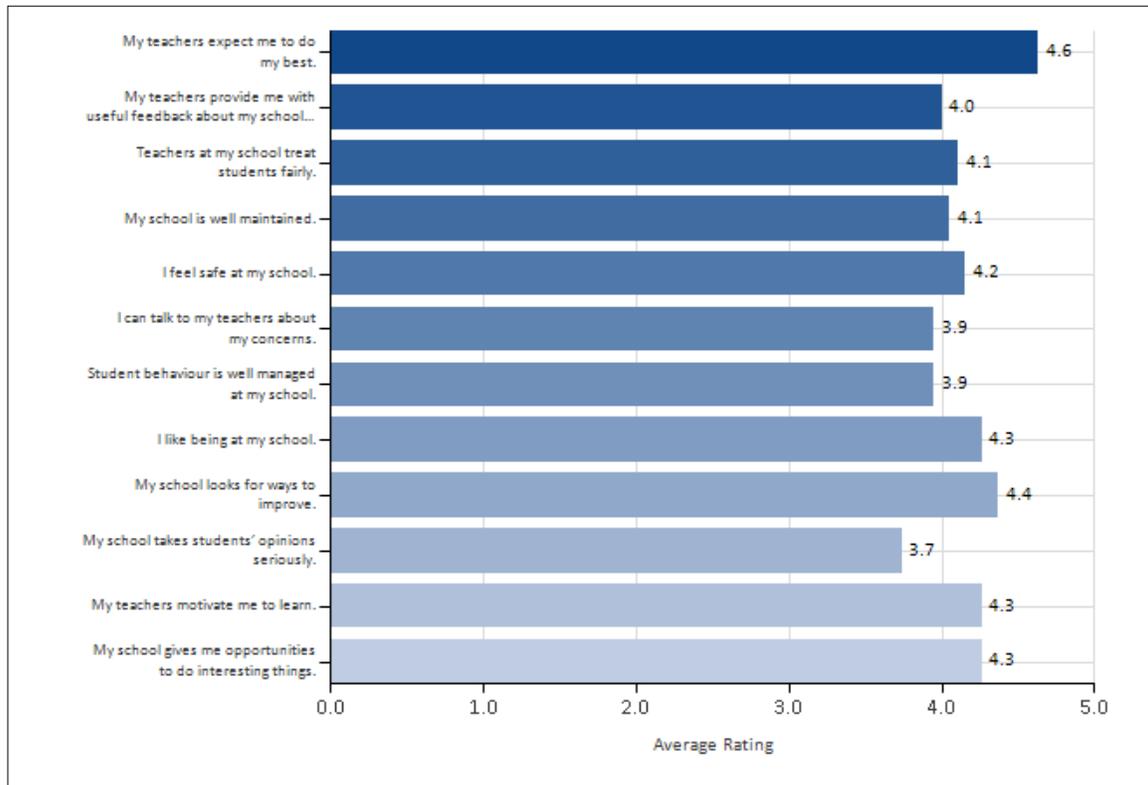
Overall, those who responded indicated satisfaction in most areas. Areas for improvement were noted from this survey and will be implemented during 2017, including:

- Review of Positive Behaviour Management Policy
- Developing student *Learning Power* strategies
- Expanding Class newsletters and reviewing teacher/parent communications

## Student satisfaction

To ascertain an accurate and current grasp of levels of student satisfaction the College co-ordinated a survey of our Year 4 – 6 students in 2016.

The survey was completed by 19 respondents online (representing 35% of the College student community) and covered the following areas:



Rating	Score
Strongly agree	5
Agree	4
Neither agree nor disagree	3
Disagree	2
Strongly disagree	1
N/A	Null

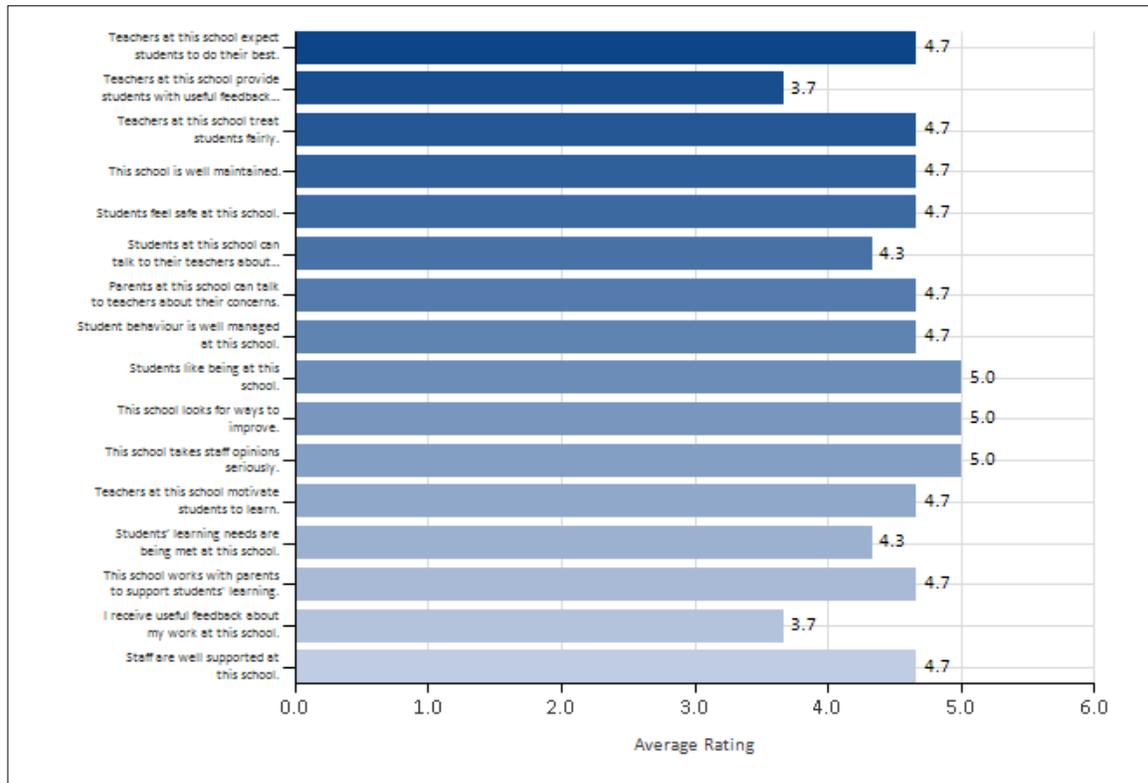
Overall, the responses indicated a high level of satisfaction in most areas. Areas for improvement were noted from this survey and will be implemented during 2017, including:

- Further development of Student Council
- Class lessons on positive behaviour
- School Counsellor

## Teacher satisfaction

So as to ascertain an accurate and current grasp of levels of teacher satisfaction the Principal and Board of Governors co-ordinated a survey of our teachers in 2016.

The survey was completed by 3 respondents online and covered the following areas:

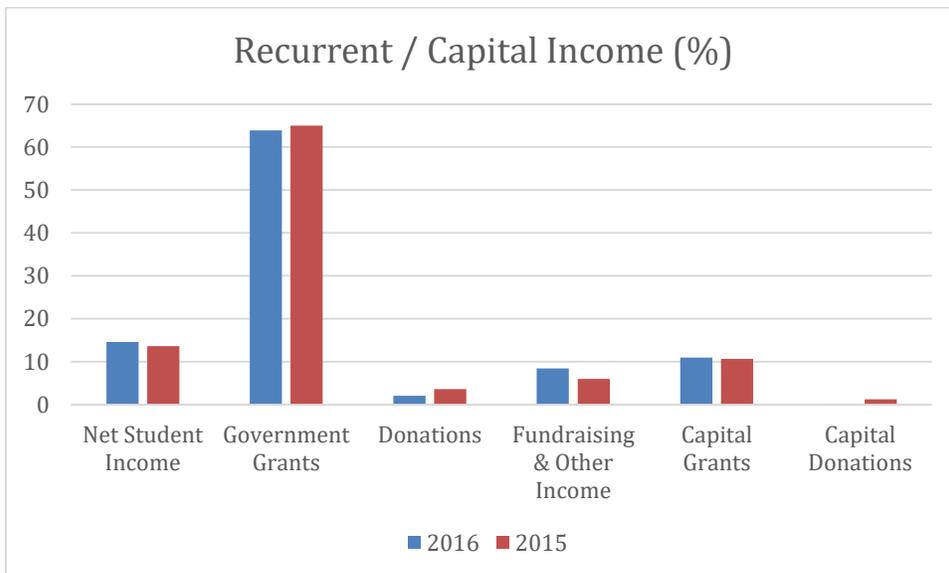
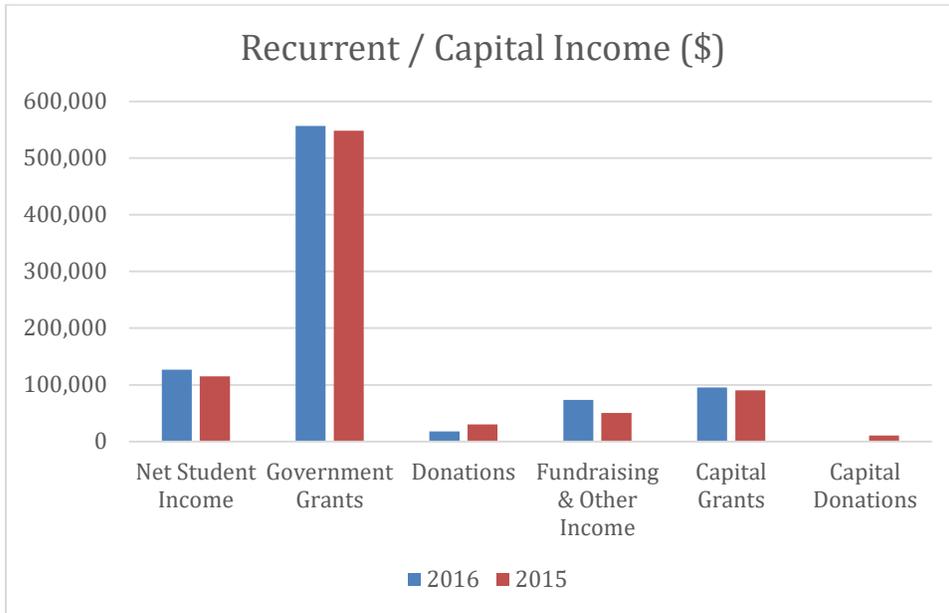


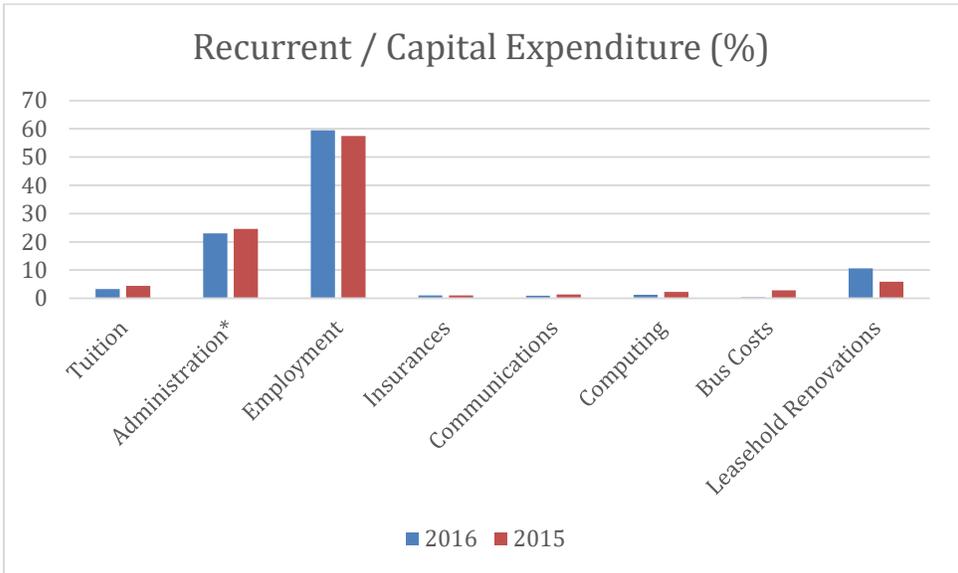
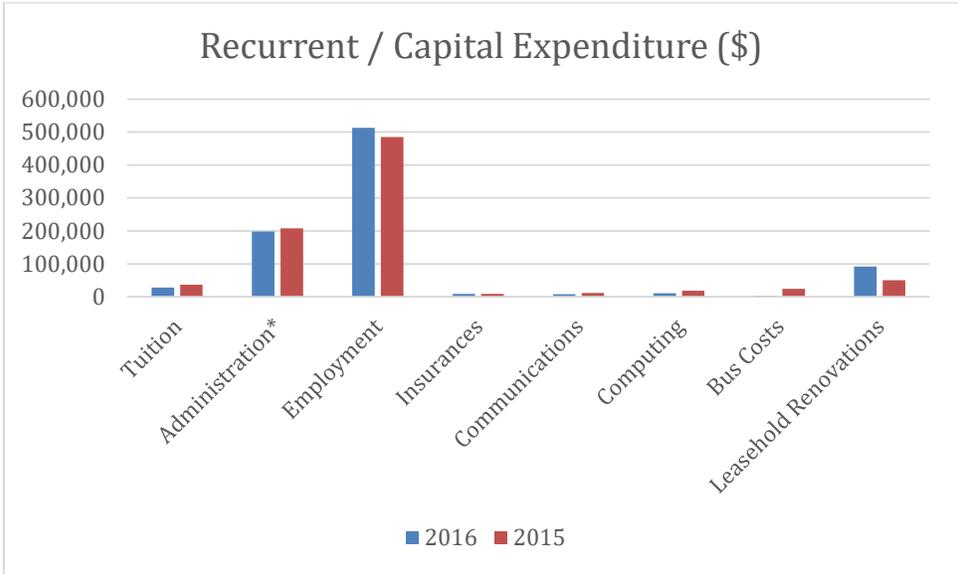
Rating	Score
Strongly agree	5
Agree	4
Neither agree nor disagree	3
Disagree	2
Strongly disagree	1
N/A	Null

Overall, the responses indicated a high level of satisfaction in most areas. Areas for improvement were noted from this survey and will be implemented during 2016, including:

- Student Feedback Professional Development
- Review of College Performance and Development Framework
- Student Individual Needs Support Framework

## Area 8: Summary financial information





\*Administration includes property, maintenance and utility costs