

Eastside Lutheran College

2019

Annual Report



EASTSIDE
LUTHERAN COLLEGE

College Details

School Sector
Independent Co-educational

College Address
15 Acorn Drive, Warrant, Tas 7018

Total Enrolments as at 2rd August 2019 Census
294 students (20.98 % increase)
Primary Dept – **173** students (16.89% increase)
Secondary Dept – **121** students (27.3% increase)

Year Levels Offered
Kindergarten to Year 10

Student Body Characteristics
Male: 152
Female: 142
Indigenous: 43
SWD Primary: 79 (45.6% of Primary Department)
SWD Secondary: 52 (42.97% of Secondary Department)

PREAMBLE

Eastside Lutheran College, (ELC or the College) originally named *St Peter's Lutheran Primary School*, was established in 1982 by St Peters Lutheran Church Hobart, as part of the Lutheran Church of Australia outreach program. Its original location was in the house next to the former Lutheran Church in Davey St, Hobart. In 1985, as enrolments increased, the school moved to its current site on the Eastern shore and was rebadged as Eastside Christian School. At the end of 2002 the school offered a secondary curriculum to Year 10 and in November 2004 changed its name once more to Eastside Lutheran College.

The College is a co-educational facility catering for students from Kindergarten to Year 10. This *family focused* College attracts many highly capable students whilst at the same time lovingly includes students with additional needs. Small class sizes and the Christian philosophy provide a safe environment for students to excel.

ELC is characterized by caring support for each individual; relationships of the highest quality; high quality educational programs and teaching practices; striving for personal, social and academic excellence and a caring, supportive and safe environment. The College aims to lovingly support a thriving, caring community of lifelong learners, each one a special child of God. Our underpinning values include love, justice, compassion, forgiveness, courage, humility, hope, quality and appreciation.

Set on 7 hectares of bush land overlooking Hobart, the Derwent River and Mt Wellington, students enjoy abundant room to move, play, explore and learn in an idyllic setting. As one of the few independent schools located on the eastern shore, the College draws its student cohort from many areas of south eastern Tasmania.

At the beginning of 2019 ELC purchased, in a lease to buy arrangement, learning pods from Pod Matrix (\$500,000). The building comprises 4 new classrooms built around the notion of agile learning. It accommodates the Years 4 to 6 primary cohort and adds asset value to the College.

In 2019 the Kindergarten Nature Play and Bush Kinder was formally established. This program has provided an excellent vehicle for students to learn through play and the 4 day per week timetable enables concentrated early intervention.



Sunset view of College Grounds

In the 2018-2019 summer holidays refurbishment projects were completed including internal painting, the establishment of a designated Learning Hub and the development of an Administration and Sick Bay area. The aging sewage pipes were also replaced. Other works included the installation of new LED lights in selected classrooms and blinds, window glazing and carpets in selected areas.

In terms of technology the College added to the upgrade of the new (2018) telephone system and public address system together with new data and fiber-optic cabling to new areas of the College. Additional lap-tops and a 3D printer were also purchased, and new software installed to assist with student learning throughout the primary and secondary departments.

The College oval was resurfaced to continue to provide a safe play space and more gardens were established.

COLLEGE BOARD

Under the chairpersonship of Mrs. Jodi Johnston-Glading (elected in 2018), the College Board has continued to oversee the development of the College. In the current economic climate, the College Board has demonstrated sound governance practice, prudent financial management and good strategic planning.

In 2019, there were eleven serving Board members with diverse financial, legal, community and business backgrounds. The Congregational Pastor, together with the College's Principal also attend the monthly meetings as ex-officio consultants. Other leadership personnel attended meetings as requested.

Board (College Directors)	Mrs. Jodi JOHNSTON~GLADING (Chairperson)
	Mrs. Kim BAUMELER
	Mr. John BUTTERY
	Mr. Juergen EVERS
	Mrs. Karen HAWES
	Mr. Johnathon HEIDENREICH
	Ms. Jodie SCHAFFERIUS
	Mr. Garry SEMMLER
	Mrs. Sonia WEIDENBACH
	(Consultants)
	Mr. Ralph Zapart / Ms. Wendy RUBACK

The Board meets on a monthly basis to review administrative, curriculum and financial policy matters pertaining to the organization and efficient running of the College.

COMPLIANCE

In accordance with requirements from the Commonwealth Government for 2019 the College has:

- Implemented the Australian Curriculum (*Australian Education Act 2013*);
- Collected and reported information on the gender, Indigenous status, socioeconomic background and language background of enrolled students;
- Provided families with readily understandable reports for each subject on students' achievement and
- Implemented the Australian Teacher Performance and Development Framework and provided access to ongoing Professional development

COLLEGE REGISTRATION

All independent schools in Australia are required to undergo a registration review, conducted by the state educational authority every five years. This review process ensures the College's ongoing governance policies, the operational curriculum content, the legislative and legal matters and the financial status of the College are sound and meet current legislative standards for its continued operation.

In August 2019 the College participated in the registration process to formally establish the previously informal Kindergarten and this was endorsed until the next whole school registration review scheduled for 2021. The College Bush Kindergarten, Nature Play, Play Based Learning model and the Kindergarten facilities met all standards required.

ELC fully implements the Australian Curriculum as set out by the Australian Curriculum Assessment and Reporting Authority (ACARA). 2019 continued to be a consolidation year for the Australian Curriculum with an increased emphasis on differentiation and reporting.

Strategies and programs were refined and developed to provide for the best possible outcomes for students. These included:

- Participation in the *Years 9 to 12 Project*. This is a collaborative, cross-sectoral project involving several Tasmanian education stakeholders. These include Catholic Education Tasmania, Independent Schools Tasmania, the Department of Education, TasTAFE, the University of Tasmania, Skills Tasmania and the Office of Tasmanian Assessment, Standards and Certification.
- Research and development of a comprehensive Year 11 and 12 feasibility study to be submitted in March 2020.
- Zones of Regulation program to explicitly teach social skills.
- Multi-Sensory Learning with explicit teaching of "Phonics" and embedded Spelling Program.
- Developing the Hands-on Learning Program across Primary and Secondary classes.
- Developing the Drumbeat and Play and Learn Programs.
- Introducing 'Aunty Deb' as a weekly mentor for the 43 indigenous students and 4 indigenous staff as well as a very valuable resource for indigenous studies across the College.
- Increasing the College's participation in indigenous cultural activities including Year 9 Mittagundi camp, the ATSL camp at Bruny Island, involvement in Harmony Day and Naidoc week.
- Increasing and refining the College's whole school sustainability program.

- Broadening of the Outdoor Education / Camp Program to ensure a range of experiences from Year 1 – 10.
- Increasing the student numbers and diversity of interests in the Duke of Edinburgh Award Program. These activities included; Survival Camping, Bushwalking, Rock Climbing, Skiing, snow-boarding and white-water rafting
- Adding Surfing and triathlons to the list of extracurricular activities available which currently include Cheerleading, Futsal and Hockey.
- Increasing Lunch time clubs to include coding, chess, music, gardening, art, science, table tennis, maker space and card playing.

EXTRA CURRICULA COMMUNITY AND SERVICE PARTNERSHIPS

This year our commitment to service and being active citizens has grown as our students became involved with **The Warrane Mornington Neighbourhood Centre, The Clarence Council Positive Ageing project, Young Leaders of Tasmania program** and engagement with **Business East**.

The whole College participated in World Youth Homelessness Day, the Colour Run for Rwandan refugees and the Pingpongathon in support of ending modern day slavery. Our teachers also showed their commitment to service through activities and events such as Liptember, Movember and fund raising for the Rwandan Coffee Club.

Regis Care Tasmania – As in past years a number of College Primary students continued in activities connected with Regis Care (Riverview Lodge). These activities included younger students sharing their reading and computer skills with the residents, a number of students providing musical entertainment on special days and a small group of students electing to spend lunch times with the elderly residents on a regular basis.

Work Experience opportunities have been expanded to provide Year 10 students with a greater range of vocational activities. Feedback received from employers has been very positive in terms of student attitude and skills.

Work experience opportunities have also been expanded on a needs' basis to other year levels.

The College developed firm links with **UTAS** and provided practicum placement for final year Practicum students and Business Masters' students as well as formed a partnership with **Teach for Australia** enabling the employment of a second Science Teacher, Dr Jeremy Just.

Land Care and Environmental Studies

The College is blessed to be situated in a unique environment. The bush area of the College has an exceptional diversity of flora and fauna with over 200 varieties of native plants in a concentrated area. During 2019 a small group of dedicated students participated in weekly activities and classes were involved in Land Care days.

The College Community garden continued to flourish and expand in 2019 with parents and students enjoying growing their own food.

COLLEGE INCOME (Percentage by funding source)

Funding Source	% of Total Income
Commonwealth Recurrent Grant	67%
State Recurrent & Special Grants	21%
College Fees	19%
Other Income	1%

COLLEGE EXPENDITURE.

Schedule	% of Total Expenses
Tuition	58%
Administration	31%
Utilities	1%
Equipment	3%
Maintenance	2%
Capital Works (Refurbishment)	11%

PASTORAL CARE

The College is widely regarded as a friendly, safe and caring environment focused on family values. This environment is linked to the College's Christian ethos, positive parental support and a strong behaviour management program.

The program creates a firm basis for the establishment and maintenance of harmony throughout the College community to allow and encourage each student to achieve optimal educational and personal outcomes. With this in mind, the College aims to:

- Develop a secure, positive learning environment, certain in the knowledge of God's love, mercy and forgiveness.
- Develop an environment in which individual needs, rights and responsibilities of students, staff and families are promoted and supported.
- Assist students to experience the blessings and benefits associated with making positive choices and decisions.
- Assist students to understand that behaviour is a choice; to accept responsibility and consequences for both appropriate and inappropriate decisions regarding their behaviour.

STAFFING INFORMATION

The positive and friendly atmosphere around the College continues as members of staff commit themselves to working for the very best educational opportunities for the students. The programs could not have been instigated or conducted if not for the dedicated and committed staff at the College.

Staff Composition

	Primary Only	Secondary Only	Primary / Secondary	Primary Only	Secondary Only	Total	
	HC	HC	HC	FTE	FTE	HC	FTE
Teachers	16	10	6	13.4	8	31	21.4
Officers	12	7	3	7.2	3.46	22	10.66

Teacher Retention During 2019 two staff members made the decision to resign their respective teaching roles; one Year 1 / 2 Teacher and one specialist AUSLAN Teacher. The Operations Manager also left in October. Due to the departure of the Operations Manager a restructure of the administration was conducted involving the reorganization of duties across current staff members and the hiring of a part time accountant to begin in 2020.

Principal Retirement

At the beginning of 2019, Mr. Ralph Zapart the much loved and long-standing principal of the College took extended sick leave due to a chronic back ailment. During that time, he made the decision to retire after taking long service leave.

Mr. Ralph Zapart has been the longest serving principal at ELC and has faithfully served the College for 9 years. His tireless dedication to the College and the College Community and his visionary leadership has been the driving force behind the success of the present-day College.

His unique ability to see possibilities and to unify staff and community for a common purpose and vision has enabled the College to provide an outstanding education for the students and his deep Christian faith was always evident in his interactions with staff, students and families.

We wish him God's richest blessings as he retires.

In June 2019 Ms. Wendy Ruback, previously the Dean of the College was appointed as the new College Principal.

Teacher Qualifications All College teaching staff are fully qualified and registered with the Tasmanian Teacher Registration Board. Lutheran school teachers across Australia also undertake specific studies to enhance their knowledge and pedagogy of Christian Studies thus providing accreditation to teach in a Lutheran College.

Qualifications	Number of Teachers
Diploma	0
Bachelor	20
Masters	5
Doctor of Philosophy	2
Grad Diploma (Theological) Ed	5

Teacher Attendance

The average attendance rate of teaching staff for 2019 was 93%. This was lower than previous years due to a severe outbreak of influenza.

Teacher Professional Development, participation and incurred expenditure

Staff at Eastside Lutheran College participated in professional development in the 2019 scholastic year with the focus being specifically on the following:

- Trauma training;
- Dyslexia workshop;
- Understanding Autism;
- Using Data and national testing to inform practice
- Teaching reading and synthetic phonics
- Agile Learning
- Provisional teacher profiling
- First Aide training
- Indigenous cultural awareness training

Total expenditure for the Professional Development above and other “in House” workshops for the year exceeded \$50,000. As usual professional development during the year was also completed in the teachers’ own time at no additional expense to the College.

STUDENT INFORMATION

The College is recognized for its dedication to focusing on the individual needs of students. Academic programs are differentiated so that students are supported according to their specific needs and abilities. The College conducts standardized testing in key subject areas as well as ongoing diagnostic testing to ensure student needs are clearly identified.

Student Total Enrolments and Attendance

The total (FTE) enrolment for 2019 was 294 students (as at the Commonwealth August Census) compared to the 2018 Census figure of 243 students, an increase of 20.98%. This figure includes students leaving due to relocations and family employment transfers.

Year Level Attendance Figures

Year	Prep	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6	Yr 7	Yr 8	Yr 9	Yr 10
	85.25	92.46	91.36	92.50	92.20	87.90	92.61	91.97	89.99	90.90	90.44

The annual average attendance rate was **90.18% (primary) & 90.16% (secondary)**.

Student attendance is carefully monitored twice daily with entries made for student illness, leave and late arrivals. Families are required to make phone contact or send a written note to explain an absence. Any unexplained absences are followed up and the College Attendance Policy clearly outlines the process in place for long term absences.

NAPLAN

To find out more about our Students contact the College office on 62446885. Find out more about NAPLAN and Sources of School Funding at <https://www.myschool.edu.au/>

While ELC celebrates with the students who achieved good results in this annual program, the College must emphasize that the result is only a *snapshot* of a test given on a particular day and does not consider the myriad of variations that impact such results.

As a growing school many of the Colleges students come to the College having had varying experiences at other schools. It takes time and planning to ensure each of these students begin to experience success in their educational journey.

The College has a comprehensive assessment regime which indicates and validates the excellent progress made by our students in the long term. The College utilizes internal testing and continual assessment to compile student's individual semester reports.

COLLEGE WEBSITE and e COMMUNICATION

The College's website is continually reviewed and redeveloped to reflect the ongoing growth and progress of the College with the inclusion of a parent *Facebook* page, *e Newsletter* and class *dojo* for families and interested community members to access up to date information. The website can be accessed at www.elc.tas.edu.au Any constructive comments which may assist the College in improving the content and navigation of the site are welcomed.

THE FUTURE:

The College has the distinction of being the fastest growing school in the Lutheran System over the past 4 years as well as being the fastest growing school in Tasmania. It has a very strong reputation for caring for students and families, providing a welcoming environment where students can develop their academic, emotional, physical and spiritual potential.

The College is continuing the process of developing a senior secondary college (Years 11 and 12) and it is planned that the Year 11 (and possibly Year 12) students will enroll in 2021/22; necessary approval must be granted from all involved authorities.

As we come to the end of the year there is a strong commitment by the College to keep the focus firmly on the students and families. We are committed to continuing the building on

our strong foundations to become an even better educational facility providing the highest quality of academic, co-curricular and service-learning opportunities for our students.

Everything that occurs in this College is for the students and dedicated to the glory of God. May God continue to bless Eastside Lutheran College.



Panoramic view of College grounds with Mt Wellington, the Derwent River and Hobart in the background.

For additional information please contact the College on (03) 6244 6885 or by emailing the Principal at Wendy.Ruback@elc.tas.edu.au