

Covenant College

CHRISTIAN LEARNING FOR LIFE

Annual Report 2018



“TRAIN UP A CHILD IN
THE WAY HE SHOULD
GO, AND WHEN HE
IS OLD HE WILL NOT
DEPART FROM IT.”

PROVERBS 22:6





Contents

Message from the Principal	6
Section 1: Professional Engagement	14
Staff Attendance	14
Staff Retention	14
Staff Professional Development	15
Professional Development Expenditure	15
Professional Development Summary List	15
Teacher Qualifications	17
Experience of Staff	17
Section 2: Student Outcomes	18
Student Attendance	18
Student Retention	18
Year 3 National Benchmarks	19
Year 5 National Benchmarks	19
Year 7 National Benchmarks	19
Year 9 National Benchmarks	19
Year 12 ATAR Scores	20
Year 12 Post school destinations	20
Our Past Students - where are they now?	21
Students Connecting Globally	22
Section 3: Parent Satisfaction Survey	24
Section 4: Income Source and Expenditure Breakdown	26

Message from the College Principal

In 2018 we marked 39 years as a College which strives to honour God in all its activities, processes and curriculum. God's continued blessing and care for our students, staff and families is something for which we continue to be very thankful. Our vision statement is always at the forefront of our thinking and planning– *'Covenant College strives to be a vibrant Christ-centred community where parents and teachers serve in partnership to nurture in each child a passion for learning and an uncompromising desire to live according to God's word.'* This statement is what energises us in our pursuit to provide Christ honouring, Biblically faithful, quality education that encourages our students to be lifelong learners who understand and know who God is and understand His love for them.

We continue to train our staff in their understanding of what Biblical based education is. Again this year all new staff participated in a Professional Development evening at school, where they were privileged to have two of our College fathers lead them through the evening – Dr Murray Capill and Dr Phillip Scheepers. During the evening the staff were introduced to the importance of Christian Education and how it permeates all that we do at Covenant.

Our devotion time as a staff continued to focus on strengthening our Biblical understanding and how this impacts our teaching. Maintaining a Christian worldview is essential for our staff as they completed many and varied professional development courses across the year through different secular providers, as we continued to teach from the Australian Curriculum.

Religious freedom and exemptions continued to be on the political agenda in 2018 and many parents and staff leant their voice to maintaining our ability to hold onto our freedom of speech, the freedom to teach from our Biblical Basis statement and our ability to shape the educational practice of the school based on these core beliefs.

We welcomed new staff at the beginning and during the year:

Sar Paw Htwa and Melisa Zutt (Kindergarten Assistants)

John Dallimore and Ebony Wigley (Year 2)

Alana Burgess (Year 5)

Nathanael McEwen (Science)

Rheanna Goeschl and Cheryl Lansdown (LOTE)

Leah Mulroyan (Year 7 & VCE Psychology)

Corey Bolton (Year 9)

Leah Farr (Senior History)

Ezra Warren and Helen Maybin (Senior English)

Giselle Greene (VET), Trudi Kirk (VCAL)

Jorline Cox (Education Support Coordinator)

Danielle Prollius, Cheryl Lansdown, Robyn Thierry and Sarah Jeffery (Education Support)

Emma Currie and Ainsley Moore (Administration)

Robert Baird (Transport)

Julian Peace, Barry Wild and David Burgess (Grounds & Maintenance & Transport)

Megan Thierry (Catering).

We said a sad goodbye to two of our long term staff: David Feldman and Margaret McEwen. David has taught at Covenant College for 36 years. During this time he has been an example of someone dedicated to Christ and the call on his life to be committed to teaching and his students, Maggie has been part of the Covenant community and a staff member for many years. Her input into school life has included many roles including: managing the bus system, Enrolments, Daily Organiser, Education Support, Reception and so much more. Both Marg and Dave have been incredible assets to the College, their walk with God being evident in all that they do. We also said a very sad farewell to Elise Plumridge who passed away after a battle with cancer. Elise was a dedicated teacher and friend to students and staff. 2 Corinthians 4:16-19 says *“So we do not lose heart. Though our outer self is wasting away, our inner self is being renewed day by day. For this light momentary affliction is preparing for us an eternal weight of glory beyond all comparison, as we look not to the things that are seen but to the things that are unseen. For the things that are seen are transient, but the things that are unseen are eternal.”*



In 2018 we opened two new Middle School classrooms which were quickly occupied by our Year 8's.

We had a visit from Vasili's Garden Show who came to Covenant to feature our Horticulture and Agriculture program. Vasili was extremely impressed by the Sunny Patch and all it has to offer students, both in the care and production of plants and also in the abundance of food it produces.



We held our first whole school 'Agriculture Show' where students and teachers arrived at school dressed as farmers. We raised money for the 'Buy a Bale' fund to help farmers who were suffering the effects of the drought. Students and families entered our display sections for judging. A Bush dance ran all day. Students ran 'Agriculture' stalls where they taught others what they had learnt and gave away goodies to remind them of what they had heard. There were demonstrations and talks, a pie eating competition and a tractor pull competition. Vasili's garden did a feature on the show. The school bands played. There were sheep, goats, a pig, a cow and calves, an alpaca, chickens and dogs to say hello to and pat. It was a wonderful community day where: 250+ visited; 250 people entered the Home Craft competition; 700 cups of orange juice were made; a kilo of Ostrich meat eaten; 40 litres of tea drunk and 800 sausages, 700 hot dogs, 700 party pies, 100 custard tarts consumed and enjoyed.



Patricia Weerakoon (Sexologist and writer) was with us in August speaking to the parents and students on topics such as 'Teens, Sex and Technology' and 'Growing Up: sexual, body, brain and behaviour'.

We congratulated our 2018 graduates, of which 95.83% of those seeking University or TAFE places were given first round offers. Some of the disciplines that students had chosen to study in 2019 included: Arts, Dance, Exercise and Sport Science, Commerce, Outdoor and Environmental Education, Agricultural Sciences, Mechanical and Civil Engineering, Science, Information Technology, Psychological Science, Biomedical Science, Nursing, Education and Health Sciences. The main institutions of choice have been: The University of Melbourne, Deakin University, Deakin College, Monash University, Federation University, RMIT, La Trobe University and Victorian University. Our DUX for 2018 was Brittany Capill with an Australian Tertiary Admissions Rank of 97.25.

We welcomed our new student leadership team:

Middle School Class Captains: Grace Clarke, Hannah Williams, Ellen Holman, Naomi Cox, Luca Thompson, Kayla Willey, Mercy Rowe, Maiyah Dempsey, Jordy Edwards and Alex Adamovic.

Senior School Leaders: Samuel Brown, Justin Bell, Benjamin Clarke, Molly Varcoe and Lilly Billman

Middle and Senior School House Captains:

Parker Lawrence, Estelle Loukas, Ryan Hansen, Lachlan Bona, Benjamin Weber, Samuel Imrie, Samuel Schultink, Matthew Beasley, Lachlan Horne, Molly Kent, Daniel Dunn, Annabelle Ward and Isaac Morgan.

Junior School Captains:

Hudson Timberlake, Benjamin Schaddee, Madeleine King and Hannah Rolley

Middle School Captains

Ellen Holman and Hannah Williams

Senior School Vice Captains

Matthew Beasley and Sarah Williams

Senior School Captains

Samuel Schultink and Alana Pritchard

Our championing of other schools continued with many of our staff and students supporting Joshua Primary School, part of Bushikori in Uganda. Some of the sponsored students having moved on to university and continue to be supported by staff from Covenant. We continued to have a wonderful relationship with Covenant Christian Academy in Rizal Philippines. Senior School students and staff visit CCA in November each year and we were able to support the school through sponsorship of students and staff. CCA continued to grow as they reached out into their community offering Bible based education, love and care.



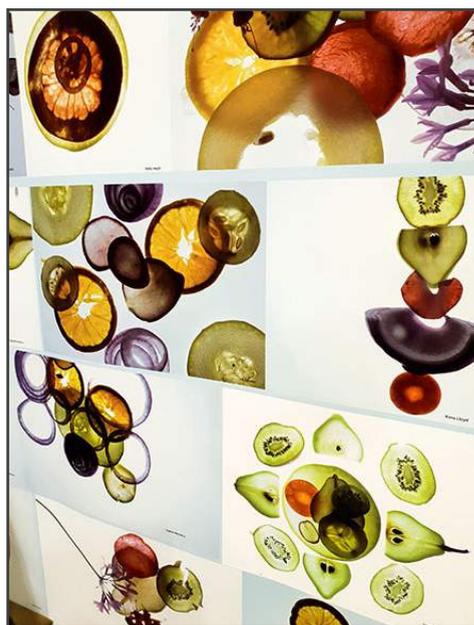
Our Japanese connection continued as we welcomed students for short and long stays through AIU Victoria. Our coordinator Jenny Harrison continued to do a wonderful job organising the students and coming into the school running English lessons with them. Our students highly value the time they have with the Japanese students, a time to learn about another culture, from a students' perspective and chance to practice another language.



Our Music and Band students continued to have many opportunities to demonstrate their abilities. With performances at the various musical recitals which included performances from our Concert Band, Senior Acapella Group, Training Band, VCE Music students, String Ensemble, Middle/Senior School Vocal Group and 1/2 Junior Strings. The recitals were enjoyed by many. We also benefitted from our Concert Band playing at our Investiture Service and end of year Graduation Service.



Our LOTE program in Middle School continued with the offering of ten different languages which included French, Spanish, Tagalog, Hebrew, Portuguese, Greek, Auslan, Japanese, Indonesian, Vietnamese and Afrikaans. We will be adding German to our list of languages in 2019. The students enjoyed the opportunity to learn about the different countries, cultures and languages.



Our Annual Music Recital, Art and Design show was fantastic, we were able to view and hear the work of our very talented students. A huge thank you to the Music, Art and Design departments, parent volunteers and students for a wonderful, creative and exciting celebration.

Our Trade Training Centre continues to grow in numbers as Kelly McKenzie took on the role of Coordinator with full classes planned for 2019.

Various activities were held during the year. These included: VET and VCAL students attending many hands on excursions, Foundation and Middle School days at the beach, Foundation excursion to Collingwood Farm and the Melbourne Zoo. Year 4 students ventured to Mill Valley Ranch and Year 7's had a Surf Camp. Year 5 & 6 drove to Canberra, Grandparents and Special Friends visited the Junior School, Year 8 stayed at Ballarat and we celebrated Book Week with a Junior School Book Parade. Year 9's explored the Murray to Mountain Bike trail, participated in Expedition and Pre-hike. There was also the Middle School Festival of Minds, Book Fair and the Victorian Premier's Reading Challenge, Outdoor Ed Camps including a Snow Trip and Year 10 Work Experience. Parent Teacher Interviews, Junior School and Middle/Senior School Graduations were also a highlight.





Congratulations to Samuel Schultink and Alana Pritchard, our Students of the Year.

Sport continued to grow and students are achieving at a very high level. The Covenant College Netball Academy and the Covenant College Soccer Academy are training our students well. Our students also participated in Athletics Carnivals, Swimming Carnivals, Cross Country, Lightning Premierships, Geelong North Division Primary Cross Country and Athletics Championships, GISSA, CSSN and many more sporting events, culminating in the Sports Awards night where students were recognised by receiving awards such as: Rookie of the Year, Rising Star, Most Courageous, Most Improved, Leadership, MVP, Runner up MVP, Coaches Award, and of course Sports Person of the Year Award which was won by Sarah Williams.

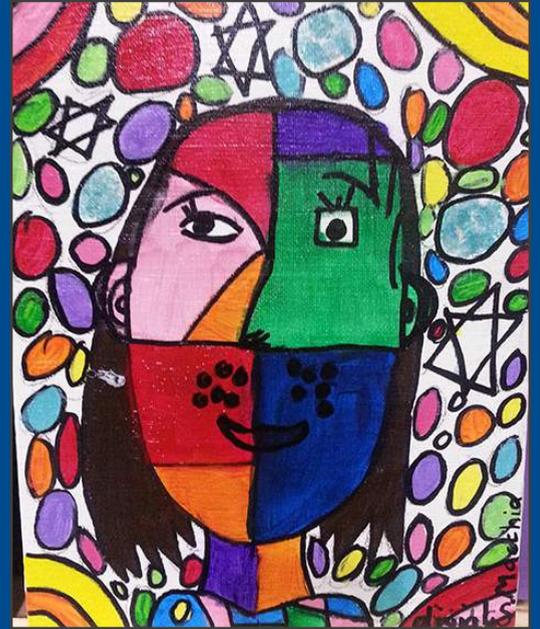
I would again this year, like to thank our dedicated staff of 2018; Administration, Bus Drivers, Grounds and Maintenance workers, Cleaners, Teachers, Community Development, Leadership and Board Members for their work and their passion for Christian Education, which is seen in whatever area they work. I thank our families for their support of the staff and the students who make it a joy and a blessing as we journey together.

Ultimately all thanks goes to God for His hand on Covenant College, with Him giving His love, protection, empowering, blessing and constant challenge to us to live according to His will.









Section 1 Professional Engagement

Staff Attendance 97%

The average number of days that teaching staff were absent was 5.72 days in 2018; this represents a 97% attendance rate.

Staff Retention 94%

From the 71 full-time and part-time teachers in 2018, 67 teachers continued their employment at Covenant, which represents a 94% staff retention rate.

The main reasons for this level of staff retention included going overseas for further study, teaching position closer to home, change of career and personal reasons. We would like to take this opportunity to again thank our staff for their commitment to Christian Education, their students and Covenant College.

At Covenant College there were 41 female and 30 male staff members in 2018. There were 22% between 18 and 29 years of age, 50% between 30 and 45 years of age, 19% between 46 and 59 years of age and 9% who are 60 years and over. There was one teacher who had an Indigenous background.



Section 1 Professional Development

Staff Professional Development 98%

From the 71 full-time and part-time teachers in 2018, 70 members of the teaching staff participated in Professional Development [PD] in 2018.

Professional Development takes many forms and contexts. At Covenant College, the broad categories of PD undertaken in 2018 included:

A Summary List Of The Professional Development Courses and Seminars undertaken in 2018

- Teachers Toolkit VCE Legal Studies
- Teachers Toolkit Food Tech Unit 1&2
- Teacher's Toolkit Unit 3 & 4 Food Studies
- 2018 CDES Conference
- Maths Craft and the Everyday Maths Classroom
- ACER Research Conference
- Education in Games Summit
- Building your leadership capacity
- ACSA Australian Curriculum Symposium
- Understanding and Managing Challenging Behaviour
- 20th Annual Psychology Teachers Conference
- CEA Lecture Series
- CEN Teachers and Leaders Conference
- Induction for Experienced Teacher
- Principals & Executives Conference
- Stakeholder Relationships in the Christian School Community
- National Policy Forum
- Chemical Use Course
- PD Pottery Wheel
- Autism Essentials for the Classroom (Webinar)
- Engaging Boys with Special Needs
- Freedom of Belief Forum
- STEM Education Conference 2018
- Turning Knowledge into Action
- Behaviour Management for Beginning Teachers
- Cracking the hard class
- Pathological Demand Avoidance: From Misunderstanding to awareness (K-12)
- Victorian Agribusiness Summit
- CPR Refresher
- Provide First Aid
- Units 1 & 3 History Conference and Examination Reports
- Home Economics Annual Conference
- Smart Spelling Internet PD

Section 1 Professional Development

Continued...

- Developing Deep Level Thinking - Comprehension
- Growing your Performance Culture
- Student Assessment Project - Moving Forward: Learning Difficulties
- Upgrade to TAE40116 Cert 4 Training and Assessment
- Further Mathematics Applications and Modelling Problem Solving Tasks
- Dyscalculia - A specific Learning Disorder in Maths
- Difficult Conversations - How to talk to Almost Anyone about Almost Anything
- NAPLAN Workshop
- School Sports Law
- Community Surf Life Saving Certificate
- Guided Reading Online PD
- Pruning & Grafting workshop
- Dyslexia: Core skills for all staff
- Smart Spelling
- Mini Lit
- MacqLit
- Reading Tutor Program
- My Special Child Conference
- Career Education for Student with a Disability
- Special Needs Symposium
- Outdoors Victoria - 2018 Annual Conference
- The Fountas & Pinnel Literacy Continuum workshop
- The School of Life Nigella Lawson Why Food Matters
- Bringing School Staff and Parents and Carers Together: understanding Autism
- From awareness to action. Building mentally fit schools
- Real Libraries vs Fake News
- Prep Literacy Program
- STEM conference
- Data Literacy
- Understanding Autism Spectrum Disorders
- Sungold Field Days
- Wilderness First Aid
- 2018 Cystic Fibrosis Teacher's Seminar
- VCE Health and Human Development Preparing for 2019 Unit 1
- COMVIEW 2018
- Viscon conference
- VCE & K-10 Agricultural workshop
- National Auslan Curriculum
- VIT Mentor Program
- Intro to Walker Learning play-based curriculum. Early childhood education
- Professional Reading Resources for Staff PD
- Wilderness First Aid

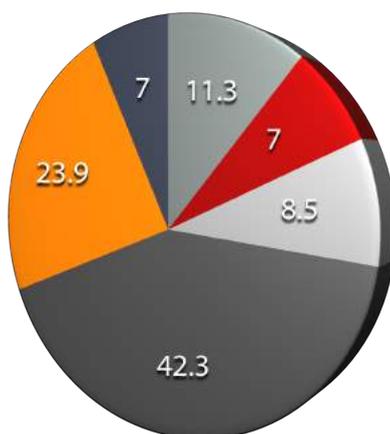
Professional Development Expenditure

\$ 52148.26

The total amount of \$52,148.26 was spent on Professional Development, which represents an average of \$734.50 per teaching staff member. (This does not include the cost of Casual Relief Teachers to cover classes)

Section 1 Professional Development

Teacher Qualifications



- Degree with Masters
- Double Degree with Post Graduate Qualifications
- Double Degree
- Degree with Post Graduate Qualifications
- Degree
- Teacher's College Qualification and Other

Teacher Qualification/s

%

Degree With Masters	11.3
Double Degree with Post Graduate Qualifications	7.0
Double Degree	8.5
Degree with Post Graduate Qualifications	42.3
Degree	23.9
Teachers' College Qualification and Other	7.0
	100.0

Experience of Staff - Years of Experience in Teaching

%

20 years and more	25.0
15 to 19 years	14.0
10 to 14 years	14.0
5 to 9 years	28.0
Less than 5 years	18.0
	100.0

Staff Appraisals

It is the policy of Covenant College to conduct ongoing staff appraisals, both in a formal and informal manner. These are undertaken to encourage staff in their work and to develop ongoing goals.



Section 2 Student Outcomes

Item	Student Attendance	89.9%
	Student Retention	55.6%

Summary:

- On average, students from Prep to Year 11 are in attendance¹ at school nearly 89.9% of the time. Below is the breakdown of the student attendance for each year level.

Level	2018 % of Attendance
Foundation	92.3
Year 1	90.6
Year 2	90.8
Year 3	91.3
Year 4	90.2
Year 5	92.8
Year 6	88.2
Year 7	89.3
Year 8	89.1
Year 9	89.4
Year 10	86.9
Year 11	88.7

¹Student absenteeism is defined as 'students not attending school at all or students who arrive late or depart early'.

- Management of student non-attendance – If a student is marked with an unexplained absence at roll call, an SMS is sent to the parent telling them their child has not arrived at school and asks them to contact the school. In the event of long term, unexplained absences, the Head of School will follow up directly with the family.
- 55.6% of the 2015 Year 9 students graduated in the 2018 Year 12 class.

Section 2 National Benchmarks

The Victorian Curriculum & Assessment Authority (VCAA) administers the National Assessment Program Literacy and Numeracy (NAPLAN), providing an indication of how well the literacy and numeracy skills of students are developing. Students across Australia in Years 3, 5, 7 and 9 undertake the testing.

Year 3 National Benchmark Results ² :

	% of students who attained b/mark in 2017	% of students who attained b/mark in 2018	% change from 2017 to 2018
Reading	100	95	-5.0
Writing	100	100	0.0
Maths	93	100	7.0

Year 5 National Benchmark Results ³ :

	% of students who attained b/mark in 2017	% of students who attained b/mark in 2018	% change from 2017 to 2018
Reading	100	98	-2.0
Writing	98	95	-3.0
Maths	100	100	0.0

Year 7 National Benchmark Results ⁴ :

	% of students who attained b/mark in 2017	% of students who attained b/mark in 2018	% change from 2017 to 2018
Reading	100	97	-3.0
Writing	98	95	-3.0
Maths	100	95	-5.0

Year 9 National Benchmark Results ⁵ :

	% of students who attained b/mark in 2017	% of students who attained b/mark in 2018	% change from 2017 to 2018
Reading	99	97	-2.0
Writing	89	85	-4.0
Maths	100	100	0.0

² Annual NAPLAN Results for Reading, Writing, Spelling and Numeracy benchmarks for Year 3.

³ Annual NAPLAN Results for Reading, Writing, Spelling, and Numeracy benchmarks for Year 5.

⁴ Annual NAPLAN Results for Reading, Writing, Spelling and Numeracy benchmarks for Year 7.

⁵ Annual NAPLAN Results for Reading, Writing, Spelling, and Numeracy benchmarks for Year 9.

Section 2 National Benchmarks

What were our Year 12 ATARs for 2018?

Average ATAR (Australian Tertiary Admissions Ranking) score 65.53.

Where did our 2018 Year 12 students go?

Career Pathway	#	%
Received a University Offer	23	71.9
Received a Tafe Offer	3	3.1
Internship	0	0
Traineeship	0	0
Apprenticeship/Pre-Apprenticeship	1	3.1
Full Time Employment	1	3.1
Permanent Part-Time Employment	9	24.3
Casual Employment	3	9.4
Not Currently Employed/Unsure	3	9.4
		100.0

The University courses that our 2018 Year 12 students are now enrolled in include:

- Business/Commerce
- Science/Applied/Health/Environmental & Conservation
- Engineering
- Psychological Science
- Education - P-12
- Outdoor and Environmental Education
- Arts/Fine Arts
- Nursing
- Christian Studies



Our past students

– where are they now?

2006 Graduate and School Captain Matthew Warren was one of the many students to return to Covenant College this year and share their journey beyond the College walls. Matt developed a passion for culture and language while at the College. A passion which now sees him sharing the gospel in three languages in Niger, Africa.

We asked him about Christian Education at Covenant College and how his life was influenced by all he learnt and experienced at school.

Matt credits Christian Education for his ability to analyse and reflect, to think critically, leading him to develop a discerning eye for truth. Teacher's stories and honest sharing also contributed to positive choices Matt made later in life. The best attribute of Covenant College, for him, was that it provided constant access to the Gospel.

After Covenant College Matt attended university. Although at times difficult, the stark contrast between Covenant College and University served as a constant reminder that we are not supposed to feel comfortable in the world, that the world is not our forever home. The things which had captivated him in his youth - The Gospel, Christ's redemptive love, Christian community and education, culture, language and Christian family and friends held Matt steadfast in trying times.

Matt completed his nursing studies and began working in the emergency department. Shortly after he was strongly led to Niger, Africa - a desert county rich in culture and steeped in proud Islamic ideology.

Matt has served faithfully for several years now in Niger and has just begun two courses in "Ethnoarts" which looks at using art and culture to help communicate the gospel in culturally relevant and meaningful ways.



2006 School Captain and Graduate
Matthew Warren



Students Connecting Globally

Covenant College partners prayerfully and financially with Bushikori Christian Centre (Uganda) and Covenant College Christian Academy (Philippines) as an expression and commitment to Christian Education.

Students at Covenant College have the opportunity to provide sponsorship through weekly mission donations as well as casual dress days and other fundraisers. Many classes participate in pen pal programs where students can write to each other from across the globe learning much about their global community. Many staff at Covenant College also give a tax deductible donation from their weekly wages to these organisations, this includes student and teacher sponsorship.

One program that students find very valuable is the Secondary School missions trip to C.C.A in the Philippines. The opportunity to participate within the global Christian community is an unforgettable experience that we as a College are privileged to provide to our students.

Bushikori Christian Centre

Ugandan Pastor Sam Wandendeya became passionate about his Ugandan country men and their well-being after he was captured (and subsequently escaped) from the hands of a violent military regime in Uganda. He began gathering orphans in his home feeding them and giving them an education. His vision sparked international interest resulting in an Australian Support Committee that financially and prayerfully enabled the organisation to grow from strength to strength. Bushikori now offers education and support to orphaned children as well as branching out into the community with many valuable programs. A small snapshot of some of the work is briefly listed below.

The executive director, Anne Leah Wandendeya, states *"by the grace of God I have continued the work of my predecessor to deliver Bushikori Christian Center Mission to tens of thousands in the community during my tenure and to have helped many of these individuals to have reached their full potential as responsible citizens."*



Mayima Edrine sent a picture to his Covenant College Sponsors this year.

Edrine lost his father in a house fire, a fire which also left his mother injured and unable to support her children.

Her local community gathered around her offering a place for Edrine to receive all that he needs to reach his fullest God given potential.



Covenant Christian Academy

Covenant Christian Academy (C.C.A) is the sister school to Covenant College in the Philippines. C.C.A is equally committed to Christian Education.

Each year a mission trip to C.C.A. is organised, providing an opportunity for Covenant College Senior School students to outwork what they have learnt in the classroom. Particularly regarding social justice, global citizenship and mission.

As well as Mission trips, Covenant College students (Currently Junior School) have the opportunity to contribute to C.C.A student sponsorship through weekly mission donations and casual dress fundraisers. The partnership between Covenant College and C.C.A exists through the mutual sharing of resources, knowledge, passion and experience.



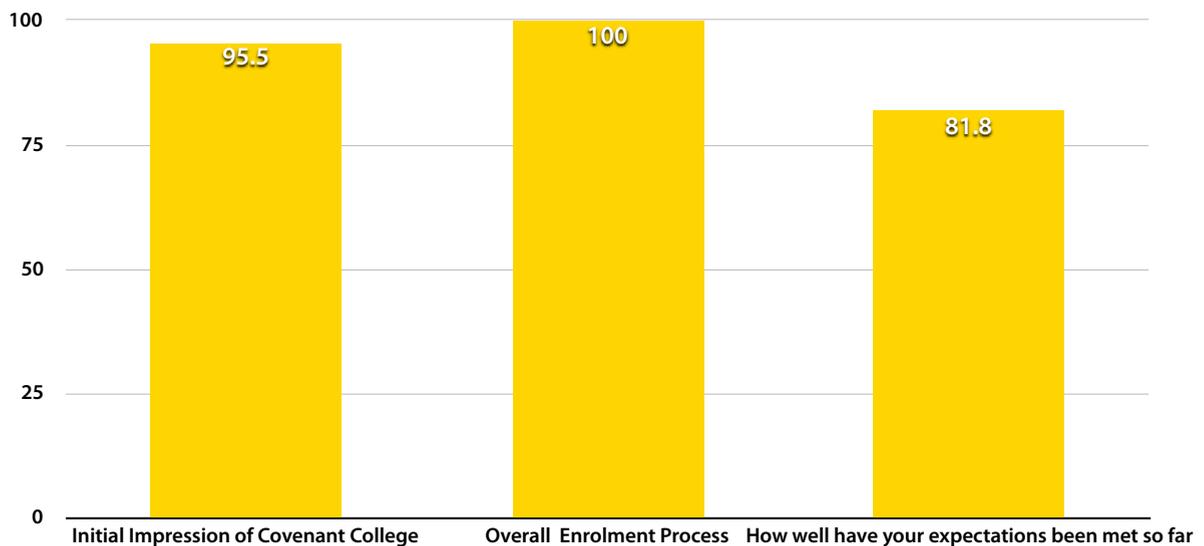
Quote from Covenant Christian Academy:
"Our children are a gift from God to nurture and to love: they need our help in guiding them to turn their thoughts above"



Section 3

New Parent Satisfaction Survey

Proportion of parents who responded an **EXCELLENT** level of satisfaction



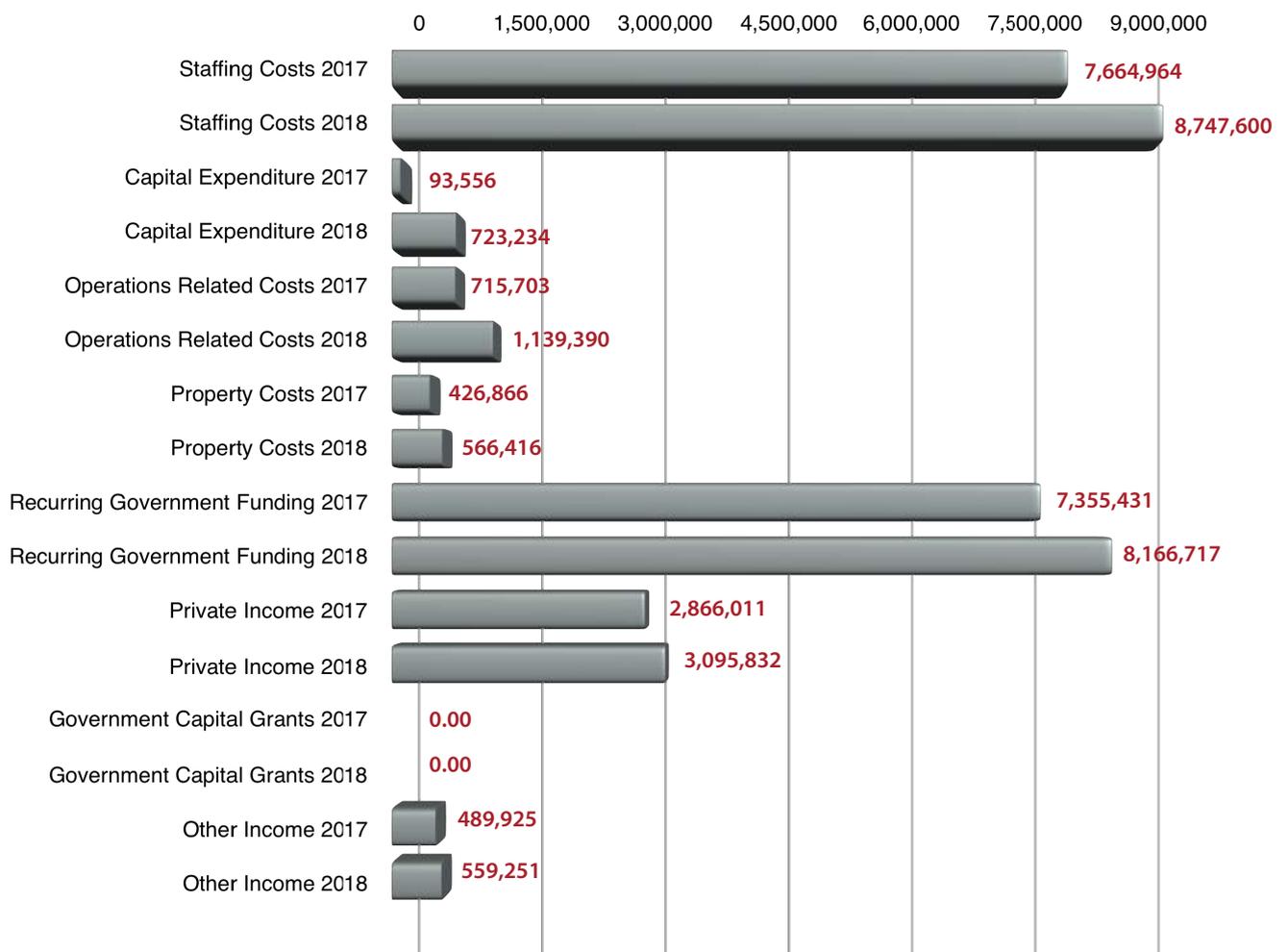
Aspects of school life you are satisfied with:

- Positive teacher student interaction
- Christian community and core values
- Biblical focussed community/school content/teaching
- Extra support for students who need it
- Fun, engaging and exciting curriculum
- Extra Curricular activities
- Safe and happy environment
- Intentional development of students' knowledge and skills
- High standard of education
- Freedom to speak about Jesus with teachers
- Good conflict resolution
- Helpful staff
- Good communication
- Information sessions provided
- Their child is very content at school
- Welcoming atmosphere
- Great bus services
- The great care of students by teachers
- Lunch order system via QQR
- Weekly newsletter
- Facebook Community
- School social events
- Sports and music curriculum
- Approachable staff



Section 4 Income Source and Expenditure breakdown

Capital and Recurrent Costs - 2018





covenant.vic.edu.au