

Annual Report

2022



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Table of Contents

1.0	PRINCIPAL'S REPORT	3
2.0	EXECUTIVE SUMMARY	4
2.1	INCOME AND EXPENDITURE (EXTRACTED FROM AUDITED REPORT).....	4
3.0	STAFFING	5
3.1	STAFFING (FTE) - AUGUST CENSUS	5
3.2	STAFF QUALIFICATIONS.....	5
3.3	STAFF PROFESSIONAL DEVELOPMENT	7
3.4	EMPLOYEE CATEGORY 2022 (SCHOOL)	7
3.5	PART TIME VS. FULL TIME 2022 (ALL STAFF).....	7
3.6	GENDER 2022	7
3.7	STAFF MOVEMENTS	8
3.8	STUDENT TO TEACHER RATIOS IN 2022	8
4.0	STUDENT RESULTS & ATTENDANCE	9
2.2	STUDENT ENROLMENTS – AUGUST CENSUS.....	9
4.1	ATTENDANCE.....	9
4.2	NAPLAN TEST RESULTS	9
4.3	SENIOR SECONDARY OUTCOMES.....	10
5.0	PARENT ENGAGEMENT	12
5.1	UPON ENTRY.....	12
5.2	DURING THE SCHOOL YEAR.....	12
5.3	EXIT SURVEYS	12
5.4	BROAD BASED SURVEYS	12
5.5	GOVERNANCE	12
5.6	INFORMATION NIGHT	12
6.0	FACILITY DEVELOPMENT	13

1.0 PRINCIPAL'S REPORT

Albert Einstein once quoted "The measure of intelligence is the ability to change". 2022 was a year of change at BHCS. Changes to staffing and leadership, a new Council Chair, changes to our buildings and facilities, and a new Principal! It was an absolute pleasure and honour to join BHCS as Principal during this time. I had big shoes to fill, stepping into the role so wonderfully filled by my predecessor Andy Callow for the past 18 years. Andy has left an enormous legacy at BHCS, and I am ever mindful of the great sacrifices and hard work that has been undertaken in previous years to build BHCS into the wonderful school it is today.



A significant part of my role involves working closely with our School Council (Board). I would like to thank the School Council, and in particular the Chair, Chris White, for their great support and welcoming me into this role. A highlight of the year for me was presenting to Council a number of capital works projects to enhance our facilities and offerings for our students. The projects included: erecting a roof over our Secondary School hard courts; establishing a new natural play area in the 'Wildspace'; resurfacing our Junior and Middle School Courts; creating a new hard-court area in the top car park area; building a new natural play area for our ELC; a new oval and large retaining landscaped retaining walls. I was so grateful when School Council approved all of these projects. This is a very exciting development for the school, with most of the projects planned to be completed by the during the 2023 school year.

I have greatly enjoyed working with the staff at BHCS, particularly the leadership team. It is with some sadness that we farewelled our faithful Deputy Principal, Lance Davidson, at the end of 2022, to take up the role of Principal at Kerang Christian College. Lance will be greatly missed at BHCS, but we know that Kerang is very blessed to have secured the services of such a quality leader. Our new Deputy Principal for 2023 is Ivan Seskis. Ivan has been a long-standing, faithful teacher and leader at BHCS over the past 13 years, so is a natural fit for this role.

Our class of 2022 once again produced exceptional results. With a median score of 31, every single eligible VTAC application received an offer in the first round in December. This is a fine achievement and a great testament to our hard-working students and staff.

BHCS is a growing, vibrant and exciting organisation. Things change as we grow. New staff, facilities, curriculum and students all change and grow each year. As we continue to grow and develop it is so imperative that the really important things do not change. Having Christ at the centre of everything that we do here does not change. BHCS is a Christian school that not only provides our students with a high standard quality academic education, but also fosters and encourages our students walk with the Lord. This is what sets us apart from a regular school and why we do what we do in developing and growing this school. The future is very exciting!

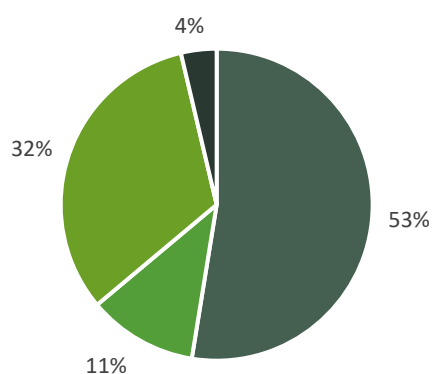
Mr Peter Cliffe, Principal

2.0 EXECUTIVE SUMMARY

2.1 INCOME AND EXPENDITURE (EXTRACTED FROM AUDITED FINANCIAL REPORT)

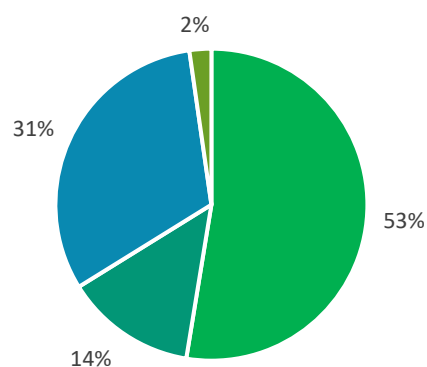
	2022	2021
Income		
Grants – Australian Government	\$ 8,330,653	\$ 7,946,492
Grants – State Government	\$ 1,799,046	\$ 2,053,980
Tuition Fees/Capital Fees	\$ 5,136,499	\$ 4,768,893
Other Income	\$ 584,805	\$ 342,847
Total	\$ 15,851,003	\$ 15,112,212
Expenditure		
Salaries and Staff Related Expenses	\$ 10,407,574	\$ 9,879,081
Teaching and Learning Resources	\$ 1,145,919	\$ 1,022,911
Administration Expenses	\$ 493,599	\$ 561,174
Occupancy and Bus Expenses	\$ 689,183	\$ 606,757
Depreciation	\$ 927,201	\$ 1,184,908
Total	\$ 13,663,476	\$ 13,254,831
Operating Surplus	\$ 2,187,527	\$ 1,857,381
Capital Program		
Capital Grants	\$ -	\$ 1,642
Capital Works	\$ 4,712,929	\$ 3,758,500

2022 Income



- Grants – Australian Government
- Grants – State Government
- Tuition Fees/Capital Fees
- Other Income

2022 Expenses



- Grants – Australian Government
- Grants – State Government
- Tuition Fees/Capital Fees
- Other Income

3.0 STAFFING

3.1 STAFFING (FTE) - AUGUST CENSUS

Full Time Equivalent (FTE) Staffing:

	2022		2021	
Teaching Staff	50.5	(61 staff)	51.3	(62 staff)
Support Staff/School Assistance	40.8	(72 staff)	39.7	(73 staff)
Total	93.3	(133 staff)	91.0	(135 staff)

3.2 STAFF QUALIFICATIONS

All teaching staff must have a current Victorian Institute of Teaching (VIT) registration. This requires them having obtained appropriate Tertiary level qualifications, having undergone relevant background and Nationally Coordinated Criminal History Checks and having satisfied their ongoing professional development responsibilities.

Our 2022 Teaching Staff:

Agache, Elena Mrs	BTeach
Allison, Cassie Miss	BEd (Pri); CertIV(Christian Ministry)
Angus, Karen Mrs	BTeach; BA
Armstrong, Georgia Mrs	BEd (Sec) (Hons)
Barker, Cathleen Mrs	BA (Edu); MA (Ed L/ship)
Best, Francis Mr	GradDipEd (Prim)
Bjelan, Mandy Mrs	BA; BEd
Booth, Glenn Mr	DipTechEd; AdDipHosp; Cert IV Train&Assess
Bosch, Caitlyn Ms	MTeach
Bouma, Michelle Mrs	BEd (Prim)
Callow, Allyssa Mrs	BPhysEd
Cassar, Louise Mrs	BEd (Prim)
Cleven, Lynda Mrs	BTeach (Sec), BA
Cliffe, Peter Mr	DipTeach; BEd; MEd (L/ship)
Davidson, Lance Mr	BAppSci; DipEd (Sec)
Dema, Daniel Mr	MA (Languages)
D'Monte, Rachael Miss	MTeach (Sec)
Doidge, Zayda Miss	BEd (Prim)
Eastwood, Jackie Mrs	BSc; DipEd (Sec)
Edwards, Tahlie Mrs	BEd(Hons) (EY, Prim)
Evans, Melissa Mrs	BHealthSci; GradDipEd (Sec)
Evans, Vanessa Mrs	BEd (EC, Prim)
Farrand, Michelle Mrs	BSc; DipEd

Our teaching staff (cont'd)

Fraanje, Vicky Mrs	BA; DipEd (Sec)
Goldrick, Linda Ms	BA (Ed)
Harberger, Danielle Mrs	BEd
Hargrave, Rosie Mrs	BA; BEd (Sec)
Jeffery, Rowan Mr	BSs(YW); DipEd
Jerram, Clare Mrs	BA; BTeach; Med (SpecEdNeeds)
Joy, Karelyn Mrs	DipEd (Prim)
Kelly, Steve Mr	BEd (PhysEd)
Knop, Christopher Mr	Bed; CertIV(Christian Ministry)
Leed, Jacinta Miss	BEd (Sec); BVisArt
Lewry, Paul Mr	BAppSci (PhysEd)
Linton, Jessica Miss	BA, MTeach (Prim)
Lobbe, Caleb Mr	BHealthPhysEd
Lockrey, Andrew Mr	BPhysEd
Maidment, Bronwyn Miss	BHealthPhysEd
McDowell, Annie Mrs	BA; BEd
McDowell, Bryce Mr	BA; BTh; DipEd (Sec)
Messenger, Adam Mr	BA; BEd
Nicholas, Lucille Mrs	BTeach (Prim); DipTeach (Prim)
Nicholls, Leah Mrs	BA; DipEd
Noy, Jo Miss	BSc; BTeach (Prim & Sec)
Roberts, Emily Dr	DipEd; BSc(Hons); PhD
Robertson, Eowyn Mrs	BA(Media); MTeach (Prim)
Russon, Tiffany Mrs	BEd
Scampton, Carrie Mrs	BTeach; GradCert (L/ship); MEd (L/ship)
Scott, Paul Mr	BEng (Elec); DipEd (Sec)
Seskis, Ivan Mr	BEd (Sec)
Simmons, Jenny Mrs	BSc; DipEd
Stewart, Penny Mrs	BA; BEd; GradDip (RE)
Sugumar, Timothy	BEd (Prim)
Thompson, Darryl Mr	BA; DipEd (Sec)
Thorn, Charlie Mr	BBus; BSportSc; MTeach (Sec)
Torcasio, Ugo Mr	BEd (Sec); DipEd; GCertEC; GCertTh
Walker, Christine Mrs	BA; BMus; GradDipEd; MTeach (SpecEd)
Wanders, Leo Mr	BA (BibStud); DipEd
Ware, Andrew Mr	BA; MTeach (Sec)
Wearing, Kim Miss	BA; MTeach
White, Ben Mr	BA; DipEd
Whittingham, Tracy Mrs	BEd (Prim)
Williams, Tracy Mrs	AdDipScr; BScrProd

3.3 STAFF PROFESSIONAL DEVELOPMENT

All members of the teaching and administrative staff have participated in further professional development in 2022. This professional development included the following programs:

- First Aid Training for all staff
- Anaphylaxis Training
- Timetable Solutions
- Meetings throughout the year
- Practical Teaching Practice
- A variety of subject specific and teaching related workshops and conferences, including:
 - VCE Unit specific training & conferences
 - Digital resources & data literacy training
 - Restorative practices & classrooms
 - Learning diversity & differentiation
 - Learning Area specialisations such as literacy and science
 - Education Summits
 - Quality Improvement Plan training
- Leadership conferences
 - CSA: FLAME | Purposeful and Strategic Leadership
 - CSA: FUSE
- Graduate Certificate in School Leadership and Management
- Other professional development areas, including:
 - Early Childhood, particularly 3 year old training
 - Youth mental health
 - Australian Christian Schools Library Hub Conference
 - EduTech
 - AFL Level 2 Coaching Course

In addition to the salary and significant replacement teacher cost, the school has spent \$134,421 on professional development activities in 2022.

3.4 EMPLOYEE CATEGORY 2022 (SCHOOL)

Teachers FTE	50.5	55%
Non-Teachers FTE	40.8	45%
<i>Total</i>	<i>91.3</i>	<i>100%</i>

3.5 PART TIME VS. FULL TIME 2022 (ALL STAFF)

Full Time	41	34%
Part Time	95	66%
<i>Total</i>	<i>136</i>	<i>100%</i>

3.6 GENDER 2022

Teachers		
Male FTE	21.2	42%
Female FTE	29.3	58%
<i>Total</i>	<i>50.5</i>	<i>100%</i>

3.7 STAFF MOVEMENTS

Service concluding during 2022	20	15%
Service concluding at end of 2022	8	6%
Parental Leave	1	1%
<u>Continuing Staff</u>	<u>104</u>	<u>78%</u>
<i>Total</i>	<i>133</i>	<i>100%</i>

3.8 STUDENT TO TEACHER RATIOS IN 2022

Primary students per teacher	17.4
<i>Average Per Victorian Government School</i>	<i>13.5</i>
Secondary students per teacher	14.1
<i>Average Per Victorian Government School</i>	<i>11.8</i>
Overall students per teacher	15.3

4.0 STUDENT RESULTS & ATTENDANCE

2.2 STUDENT ENROLMENTS – AUGUST CENSUS

YEAR LEVEL	MALE	FEMALE	2022 TOTAL	2021 TOTAL
Prep	21	21	42	44
Year 1	22	26	48	45
Year 2	28	13	41	50
Year 3	27	24	51	44
Year 4	26	22	48	36
Year 5	23	18	41	42
Year 6	23	19	42	40
Year 7	36	46	82	78
Year 8	31	47	78	82
Year 9	44	37	81	82
Year 10	38	41	79	82
Year 11	38	32	70	77
Year 12	33	38	71	73
Total	390	384	774	775

4.1 ATTENDANCE

BHCS believes that regular attendance ensures that students have a solid foundation with respect to their education. Regular attendance also ensures that students do not fall behind socially and developmentally while giving students the ability to build good relationships with those around them and sets the foundation for students in their later lives as adults when engaged in employed or voluntary work.

BHCS uses a combination of strategies to monitor attendance and where necessary, resolve non-attendance issues, which includes:

- Monitoring absences
- Recording absences
- Following up absences
- Communicating with families regarding extended absences

In 2022, the student attendance rate for all students was 87%. The attendance level, which indicates the proportion of students attending 90% or more of the time, averaged 42% for the year.

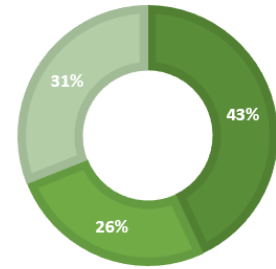
4.2 NAPLAN TEST RESULTS

Details of the school's NAPLAN testing for 2022 and the previous few years are available on the My School website: www.myschool.edu.au. Improving the school's literacy and numeracy outcomes continues to be a focus of our current Strategic Plan.

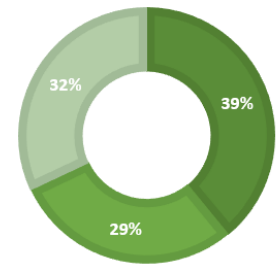
Overall, for all students in Year 3, 5, 7, 9 in 2022.

SPELLING

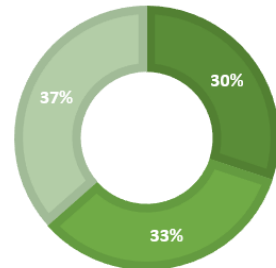
In the Spelling tests, 43% of students achieved a result one or more years above the expected level, 26% of students achieved at the expected level, and 31% of students were one year or more below the expected level.

**READING**

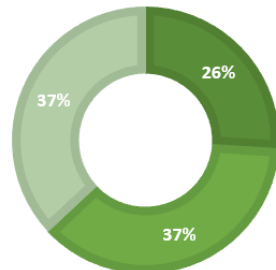
In the Reading tests, 39% of students achieved a result one or more years above the expected level, 29% of students achieved at the expected level, and 32% of students were one year or more below the expected level.

**WRITING**

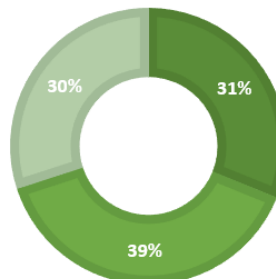
In the Writing tests, 28% of students achieved a result one or more years above the expected level, 31% of students achieved at the expected level, and 34% of students were one year or more below the expected level.

**GRAMMAR & PUNCTUATION**

In the Grammar and Punctuation tests, 26% of students achieved a result one or more years above the expected level, 37% of students achieved at the expected level, and 37% of students were one year or more below the expected level.

**NUMERACY**

In the Numeracy tests, 28% of students achieved a result one or more years above the expected level, 35% of students achieved at the expected level, and 37% of students were one year or more below the expected level.



We know that the previous years have had a significant impact on students, particularly in terms of learning. Our aim continues to be to assist and encourage students in their learning progress, which includes helping them feel confident about their approach to NAPLAN.

4.3 SENIOR SECONDARY OUTCOMES

- In 2022 there were 72 Year 12 students and 70 Year 11 students
- 54 students successfully completed their VCE
- 18 students successfully completed their VCAL
- The school's Dux achieved an ATAR of 96.75
- The Median ATAR was 72.05
- 8% of students achieved an ATAR of 90 or more
- 20% of students achieved an ATAR of 80 or more
- 61% of students achieved an ATAR of 70 or more
- 81% of students achieved an ATAR of 60 or more
- 70% of students who applied for University entrance received their first preference
- 100% of students with an eligible VTAC application received at least one offer, while 33% received more than one offer
- 91% of Year 12 students applied to undertake further study
- Those who did not apply have entered the workforce or taken a different pathway for various reasons
- On track data for our Year 12 graduates is available on the *My School* website

5.0 PARENT ENGAGEMENT

In the interest of providing for the changing needs of the BHCS community as well as quality control and client satisfaction, a number of surveys were undertaken involving parents, students and staff.

5.1 UPON ENTRY

All families are asked to complete family registration forms, enrolments forms and data collection surveys. Further interviews for particular needs are undertaken where necessary. This data helps the school determine the courses and services offered to students and parents.

5.2 DURING THE SCHOOL YEAR

A number of surveys are sent to staff, parents, students and the wider community on a regular basis. These surveys included staff and student wellbeing, bus use and staff review processes.

5.3 EXIT SURVEYS

Exit surveys are provided to families for all students who end their enrolment as a result of graduation or any other circumstances.

5.4 BROAD BASED SURVEYS

The school has participated in a number of longitudinal studies in the period 2010 - 2022 including comprehensive LEAD Surveys facilitated by ISV. These surveys considered Financial Benchmarking, School Performance, Teacher Quality, School Leadership, Governance, Morale, Parent and Community Involvement. The School Council, Management and Staff continue to reference the findings to shape the school's Strategic Management Plan.

5.5 GOVERNANCE

Annually, the parent-based school association elect up to four parent representatives on the School Council. This meeting is also an opportunity for current parents to raise relevant questions on the philosophy and programs of the school.

5.6 INFORMATION NIGHT

Regular information nights are conducted to facilitate discussions on parent engagement with their children as well as to address current educational developments and trends. These informative events, along with other forms of communication, ensure that parents are well-informed about specific year level and curriculum matters.

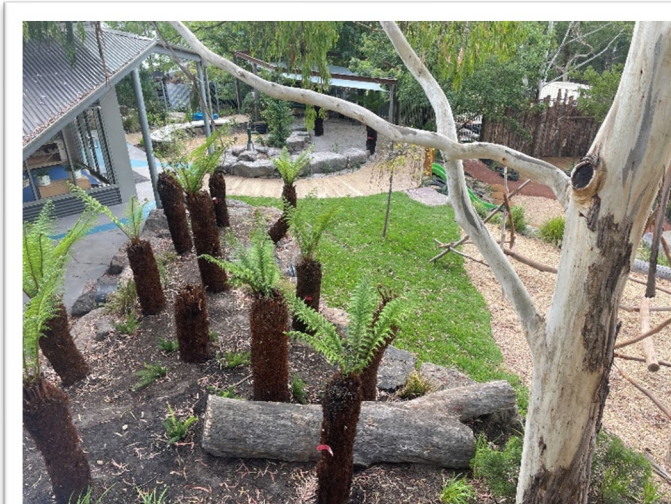
6.0 FACILITY DEVELOPMENT

One of the most remarked upon characteristics of Belgrave Heights Christian School is its stunning natural setting. The campus sits nestled in between the forested slopes of the Dandenong Ranges and the banks of the meandering Monbulk Creek, both of which give us a daily reminder of our Creator's awesome power and yet interest in the details. The second most appreciated facet of our campus is our attractive, high-quality, bespoke teaching and learning spaces.

In 2022 we pressed on with two very significant projects in the life cycle of the school: the new Primary School and the proposed Senior Learning Centre. It was with much excitement that the new Primary School building was completed in December resulting in a move from the old Primary Building across to the new Primary Building just before Christmas, in readiness for the Prep to Year 4 students to commence classes in Term 1, 2023. The next step will be a complete refurbishment of the old Primary Building which will become a purpose-built Prep centre with its own undercover playground, together with additional classrooms to accommodate Year 5 and 6 students.



Planning is continuing on the new Senior Learning Centre project as we work toward obtaining a Planning Permit to support this proposed development.



In 2022 we have undertaken the resurfacing of our Primary Sports Courts with planning being undertaken for some exciting projects throughout the School, to be completed in 2023, including; an expanded and upgraded Kinder playground, a new Upper Sport Oval, an all-weather cover to be constructed over our Secondary Courts, together with resurfacing of the courts and finally, development of a new 'Wildspace' natural playground to be added to our Primary School.

We are very pleased with the progress that we have made this year in delivering the high-quality facilities required to support the vision for Belgrave Heights Christian School in 2023 and beyond!