



BelgraveHeights
CHRISTIAN SCHOOL

Annual Report

2023

40th Anniversary Edition



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This report is presented to satisfy the requirements of the Australian Government Programmes for Schools Quadrennial Administrative Guidelines as well as VRQA requirements. It is also published on the BHCS website.

1.0 PRINCIPAL'S REPORT

2023 - what a year it has been! This year marked our 40th Anniversary - a remarkable journey filled with achievements, growth, challenges and an unwavering spirit, to provide our students with the best possible educational environment. I feel a deep sense of gratitude to be leading a team that has continued to build upon incredibly strong foundations. Foundations established over the past 40 years, laid by the heroes of BHCS who went before me. In 2023, we have had both the pleasure and privilege of honouring and celebrating our BHCS heroes during our 40th-Anniversary events.



Reflecting on the past four decades, you cannot help but marvel at the incredible journey and transformation that this school has undergone. It is nothing short of a miracle to see the school come back from the brink of almost being closed in the mid-1990s, to growing into the outstanding school it is today! It all began with a vision to offer a nurturing, Christ-centered education that shapes not only minds, but also the hearts of the next generation. I have no doubt, that this vision has come to life in ways that have exceeded even the wildest dreams of our founding members.

On a personal note, I am incredibly grateful for the amazing support and close working relationships that I have with the staff at BHCS, in particular, my two Deputy Principals (Vicky Fraanje and Ivan Seskis), Business Manager (Liz Miko) and PA (Juliette Krens). My gratitude is also extended to our hard-working School Council members, who regularly meet as volunteers, to provide not just governance, but also Godly oversight for the school. This vital and important role is often undertaken behind the scenes and out-of-sight. A special thanks to our Chair, Chris White, for his Godly leadership of the School Council and for his personal support of me this year.

The standout moment for me in 2023 has been spearheading the Year 12 mission trip to Thailand. I am unashamedly passionate about leading student mission trips, and have had the privilege of leading many of these at my previous school. I can honestly say that the 2023 BHCS mission trip was one of the most enjoyable and impactful trips I have ever been on! I was thoroughly impressed by our team, both students and staff! Every person approached the daily activities with great enthusiasm, passion, care, and a willingness to serve. I can't wait for the 2024 trip!

Reflecting on 2023, I am left in awe of the collective accomplishments and extraordinary work that has taken place. From the classrooms to the office, the dedication of our entire staff in providing the best possible educational experience for our students is clearly evident.

Here's to 40 years of excellence, camaraderie, and the enduring spirit of BHCS. May the next chapter in our journey be as enriching and inspiring as the ones before.

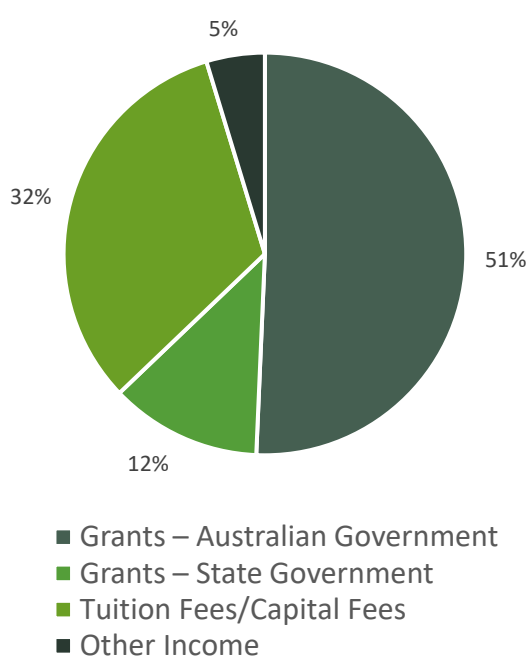
Mr Peter Cliffe, Principal

2.0 EXECUTIVE SUMMARY

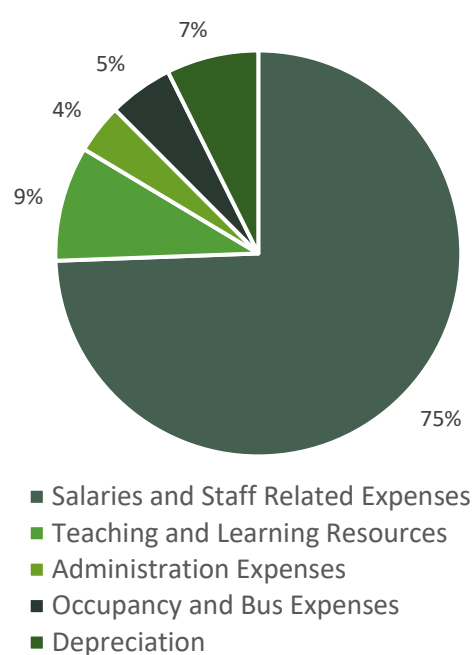
2.1 INCOME AND EXPENDITURE (EXTRACTED FROM AUDITED FINANCIAL REPORT)

	2023	2022
Income		
Grants – Australian Government	\$ 8,957,546	\$ 8,330,653
Grants – State Government	\$ 2,151,839	\$ 1,799,046
Tuition Fees/Capital Fees	\$ 5,733,814	\$ 5,136,499
Other Income	<u>\$ 829,748</u>	<u>\$ 584,805</u>
Total	\$ 17,672,947	\$ 15,851,003
Expenditure		
Salaries and Staff Related Expenses	\$ 11,285,806	\$ 10,407,574
Teaching and Learning Resources	\$ 1,388,987	\$ 1,145,919
Administration Expenses	\$ 597,968	\$ 493,599
Occupancy and Bus Expenses	\$ 777,462	\$ 689,183
Depreciation	<u>\$ 1,114,087</u>	<u>\$ 927,201</u>
Total	\$ 15,164,310	\$ 13,663,476
Operating Surplus	\$ 2,508,637	\$ 2,187,527
Capital Program		
Capital Grants	\$ 195,803	\$ -
Capital Works	\$ 4,145,771	\$ 4,712,929

2023 Income



2023 Expenses



3.0 STAFFING

3.1 STAFFING (FTE) - AUGUST CENSUS

Full Time Equivalent (FTE) Staffing:

	2023	2022
Teaching Staff	59.0 (70 staff)	51.8 (63 staff)
Support Staff/School Assistance	44.3 (78 staff)	41.5 (73 staff)
Total	103.3 (148 staff)	93.3 (136 staff)

3.2 STAFF PROFESSIONAL DEVELOPMENT

We are committed to providing professional development for our staff. Belgrave Heights Christian School staff, from three-year-old kindergarten through Year 12, engage in and undertake a variety of professional development workshops, seminars, conferences, and collaborative learning communities. These included teaching, classroom and behaviour management, role and subject specific sessions.

Professional development covered areas that focused on: Youth mental health first aid, restorative practices, first aid training, anaphylaxis training, learning diversity, dyslexia, intervention and support, managing ASD and sensory processing issues, school refusal, engaging with indigenous perspectives, SchoolBox, NAPLAN, high impact libraries, digital curation, analysing data, EduTech, student exam preparation, coaching, mentoring, lifesaving, student career development, leadership and management development such as FLAME, FUSE, and other further tertiary study.

There are also numerous in-house professional development meetings and guest speakers that have focused on high impact teaching strategies, SchoolBox, curriculum, classroom and behaviour management, literacy and numeracy, subject specific issues, AI, eLearning, child safety, cyber safety, staff and student mental health and wellbeing, school culture, literacy and numeracy.

In addition to the salary and significant replacement teacher cost, the school has spent \$144,964 on professional development activities in 2023.

3.3 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 2023 Teaching Staff:

Agache, Elena Mrs	BTeach, MEd
Angus, Karen Mrs	BTeach; BA
Armstrong, Georgia Mrs	BEd (Sec) (Hons)
Bartholomeusz, Jane Mrs	DipTeach (EC)
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)
Cassar, Louise Mrs	BEd (Prim)
Chaney, Antonia Mrs	DTeach, BEd (Conversion)
Chung, Elle Mrs	GradDipEd (Sec)
Cleven, Lynda Mrs	BTeach (Sec), BA
Cliffe, Peter Mr	DipTeach; BEd; MEd (L/ship)
de Kretser, Shane Mr	DipTh, BMin, MTeach (Sec)
Dema, Daniel Mr	MA (Languages)
Denny, Hannah Mrs	BEd; BMus
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, Vanessa Mrs	BEd (EC, Prim)
Farrand, Michelle Mrs	BSc; DipEd
Fraanje, Vicky Mrs	BA; DipEd (Sec)
Goldrick, Linda Ms	BA (Ed)
Green, Ashley Miss	BEd (Prim & Sec) (Hons)
Harberger, Danielle Mrs	BEd
Hargrave, Rosie Mrs	BA; BEd (Sec)
Hewitt, Katherine Mrs	BTeach (Sec)
Hewitt, Nicholas Mr	BTeach
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
Leong, Sally Mrs	MTeach (Prim & ECH)
Lewry, Paul Mr	BAppSci (PhysEd)
Linton, Jessica Miss	BA, MTeach (Prim)
Lobbe, Caleb Mr	BHealthPhysEd
Lockrey, Andrew Mr	BPhysEd

Our teaching staff (cont'd)	
Maidment, Bronwyn Miss	BHealthPhysEd
Mathews, James Mr	MTeach (Prim)
McDowell, Annie Mrs	BA; BEd; MEd (L/ship)
McDowell, Bryce Mr	BA; BTh; DipEd (Sec)
Meese, Kirsty Mrs	BTeach (EC); MEd (EC); GCED (SpecEd)
Messenger, Adam Mr	BA; BEd
Nicholas, Lucille Mrs	BTeach (Prim); DipTeach (Prim)
Nicholls, Leah Mrs	BA; DipEd
Noy, Jo Miss	BSc; BTeach (Prim & Sec)
Rajulu, Annie Mrs	MTeach (Sec); MSc
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)
Scheepers, Ingrid Miss	BEd (Sec) (Hons)
Scott, Paul Mr	BEng (Elec); DipEd (Sec)
Seskis, Ivan Mr	BEd (Sec); MEd (L/ship)
Simmons, Jenny Mrs	BSc; DipEd
Sugumar, Timothy	BEd (Prim)
Sweeney, Sarah Mrs	GrDipEd (Th); BECEd
Thompson, Darryl Mr	BA; DipEd (Sec)
Torcasio, Ugo Mr	BEd (Sec); DipEd; GCertEC; GCertTh
Vicino, Jacqueline Mrs	GradDipEd (Prim)
Walker, Christine Mrs	BA; BMus; GradDipEd; MTeach (SpecEd)
Walker, Rowan Mr	BEd (Prim); GradCert (Div)
Wanders, Leo Mr	BA (BibStud); DipEd
Ware, Andrew Mr	BA; MTeach (Sec)
Wearing, Kim Miss	BA; MTeach
White, Ben Mr	BA; DipEd
White, Courtney Mrs	BEd (Sec)
Whittingham, Tracy Mrs	BEd (Prim)
Williams, Tracy Mrs	AdDipScr; BScrProd
Wong, Kenny Mr	BA (IndDgn); DipFurnDgn; DipEd (Prim)

3.4 EMPLOYEE CATEGORY 2023 (SCHOOL)

Teachers FTE	57.7	57%
Non-Teachers FTE	43.2	43%
<i>Total</i>	<i>100.9</i>	<i>100%</i>

3.5 PART TIME VS. FULL TIME 2023 (ALL STAFF)

Full Time	48	34%
Part Time	100	66%
<i>Total</i>	<i>148</i>	<i>100%</i>

3.6 GENDER 2023

<i>Teachers</i>		
Male FTE	22.5	38%
Female FTE	36.5	62%
<i>Total</i>	<i>59.0</i>	<i>100%</i>

3.7 STAFF MOVEMENTS

Service concluding during 2023	17	11%
Service concluding at end of 2023	17	11%
Parental Leave	1	1%
Continuing Staff	114	77%
<i>Total</i>	<i>148</i>	<i>100%</i>

3.8 STUDENT TO TEACHER RATIOS IN 2023

Primary students per teacher	14.3
<i>Average Per Victorian Government School</i>	<i>13.4</i>
Secondary students per teacher	13.1
<i>Average Per Victorian Government School</i>	<i>11.5</i>
Overall students per teacher	13.6

4.0 STUDENT RESULTS & ATTENDANCE

2.2 STUDENT ENROLMENTS – AUGUST CENSUS

YEAR LEVEL	MALE	FEMALE	2023 TOTAL	2022 TOTAL
Prep	15	18	33	42
Year 1	21	23	44	48
Year 2	23	29	52	41
Year 3	30	15	45	51
Year 4	27	27	54	48
Year 5	29	25	54	41
Year 6	24	18	42	42
Year 7	45	39	84	82
Year 8	37	47	84	78
Year 9	23	49	72	81
Year 10	41	37	78	79
Year 11	40	37	77	70
Year 12	32	31	63	71
Total	387	395	782	774

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. This 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

Attendance for students is recorded twice a day for Primary School and for every period in Secondary School. Families are required to advise the school if their child is going to be absent on any given day. For extended absences related to illness, injury or holidays, BHCS will work with families to make schoolwork available, where this is feasible. For extended absences without explanation the school will contact families to discuss this in order to determine the underlying cause.

Year Level	Attendance Rate
Prep	90.66%
Year 1	89.50%
Year 2	88.67%
Year 3	90.80%
Year 4	90.00%
Year 5	91.78%
Year 6	88.70%
Year 7	89.21%
Year 8	89.38%
Year 9	88.51%
Year 10	90.00%
Year 11	94.25%
Year 12	94.30%
Overall Attendance	90.44%

In 2023, the student attendance rate for all students was 90%.

4.2 NAPLAN TEST RESULTS

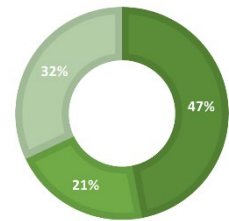
Details of the school's NAPLAN testing for 2023 are available on the My School website: www.myschool.edu.au. Improving the school's literacy and numeracy outcomes continues to be a focus of our current Strategic Plan.

The NAPLAN scale was reset in 2023, which means that we were unable to compare NAPLAN achievement prior to 2023 to that from 2023 onwards. We have, however, seen positive results when comparing our results to average student results from other schools.

A summary for all students in Years 3, 5, 7 and 9:

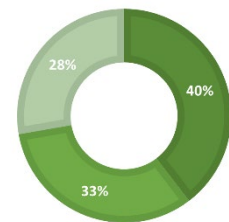
Grammar and punctuation:

In the Grammar and Punctuation tests, 47% of students achieved a result of one or more years above the expected level, 21% of students achieved at the expected level, and 32% of students were one year or more below the expected level.



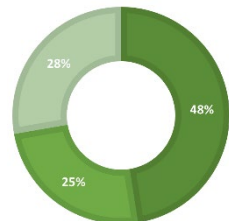
Numeracy:

In the Numeracy tests, 40% of students achieved a result of one or more years above the expected level, 33% of students achieved at the expected level, and 28% of students were one year or more below the expected level.



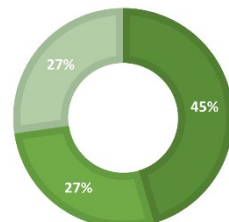
Reading:

In the Reading tests, 48% of students achieved a result of one or more years above the expected level, 25% of students achieved at the expected level, and 28% of students were one year or more below the expected level.



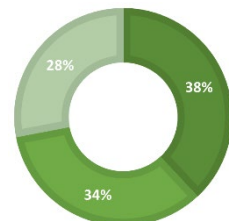
Spelling

In the Spelling tests, 45% of students achieved a result of one or more years above the expected level, 27% of students achieved at the expected level, and 27% of students were one year or more below the expected level.



Writing:

In the Writing tests, 38% of students achieved a result of one or more years above the expected level, 34% of students achieved at the expected level, and 28% of students were one year or more below the expected level.



4.3 SENIOR SECONDARY OUTCOMES

- In 2023 there were 63 Year 12 students and 77 Year 11 students
- 100% of Year 12 students successfully completed either VCE or VCE VM
- 53 students successfully completed their VCE
- 10 students successfully completed their VCE VM
- The school's Dux achieved an ATAR of 97.80
- The Median ATAR was 70.60
- 9% of students achieved an ATAR of 90 or more
- 23% of students achieved an ATAR of 80 or more
- 52% of students achieved an ATAR of 70 or more
- 77% of students achieved an ATAR of 60 or more
- 67% of students who applied for University entrance received their first preference
- 98% of students with an eligible VTAC application received at least one offer
- 63% 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

A graduate Destination Survey was sent out in May 2024 and of the responses received:

- 68% of students were in part-time employment
- 15% of students were in full-time employment
- 12% of students were enrolled in part-time study
- 50% of students were enrolled in full-time study
- 15% were considering further study
- 26% students were having a Gap Year
- 21% of students were travelling within Australia or overseas

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, enrolment 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, staff review processes, and internal surveys to gauge the use and familiarity of staff with technology.

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

In 2023, BHCS participated in Christian School Australia's 'Why parents choose Christian Schools Survey'.

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 2023, we have been able to see the development of many projects come to fruition.

Our completed projects include the following:

- The opening of our new purpose-built Primary Learning Centre. This major project commenced in 2019, so it was with much anticipation that the Centre was opened to students from Term 1, 2023.
- Upgrade and expansion of the ELC (Kinder) playground,
- The new Upper Oval,
- A new playground installation in Primary,
- The opening of the new Wildspace Playground, and
- The upgrade to the Secondary Courts which includes a new all-weather structure and resurfacing



Our builders have also been working hard on the completion of the refurbishment of our old Primary School Building which has been redesigned to flow seamlessly with the new Primary Learning Centre. This final stage will be opened to students at the start of the 2024 school year.

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