



Northside Christian College  
Transforming Lives Through Christ and  
the Wonder of Learning

All visitors must report to Reception  
No unauthorised vehicle access

A group of children in red school uniforms with black and white horizontal stripes are jumping joyfully in front of a school sign. The children are wearing black pants and red sneakers. The background is a dark grey sign with white and yellow text. The children are all smiling and have their arms raised in the air. Some are holding small blue and green balloons. The overall atmosphere is one of happiness and excitement.

# Northside Christian College 2016 Annual Report

In producing the 2016 Annual Report, information has been gathered from a diverse range of sources, including various College databases, internal and external reports and the College's School Improvement Plan.

### Feedback and Interpretation Requests

Northside Christian College values your feedback on our Annual Report. Please provide any feedback, interpreter requests or suggestions to the Business Manager at the undemoted address.

### Public Availability

Copies of this report are available on the College website and on the Victorian State Register which is managed by the VRQA. Please contact the Business Manager if you would like to request a hard copy.

### Published by

Northside Christian College  
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### Photography and Articles

A big thank you to everyone who collaborated to create this edition of the Northside Christian College Annual Report.

Northside Christian College is a small school with big ambitions for each student. The College is set in a tertiary education precinct in the City of Whittlesea in Bundoora, Victoria. Northside provides engaging learning opportunities for students from Prep through to Year 12 with the mission to *"transform lives through Christ and the wonder of learning"*. We provide an innovative learning framework within a safe and supportive Christian environment. Our College community invites you to join us as we partner with your child on their educational journey.



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# 2016

*'Year of Increase'*

*"I am the vine; you are the branches. If you remain in me and I in you, you will bear much fruit; apart from me you can do nothing." John 15:5*



## 282

students in 2016

## 37

years in operation



## 3

new House teams

## 2

Prep classes for  
the first time



### New School Structure in 2016

Primary School  
Prep - Year 6



Middle School  
Year 7 - Year 9



Senior School  
Year 10 - Year 12



# 2016 AT A GLANCE

## JANUARY

- Staff overnight retreat in preparation for the new academic school year
- New Staff Induction Day held for the new and "returning from maternity leave" staff

- 'Glue Day' for the newly formed Executive Team
- For the first time in the history of the College, we streamed two Prep classes

## FEBRUARY

- School returned with a new model - Primary, Middle and Senior Schools - led by our new Directors of Learning
- Theme: Increase

- First House Day to launch the House Program
- Year 7 Dinner
- Dedication Service

## MARCH

- Year 7/8 Camp at Howqua
- Year 12 Outdoor and Environmental Studies camp in the Grampians
- Year 9 City Challenge in Melbourne City

- Year 11 Pastoral Care Day
- Year 10 Work Experience
- Primary School Swimming
- Preps started full time school

## APRIL

- Prep Excursion to Bundoora Farm
- Year 9 Community Camp
- Year 10 Pastoral Care Day

- Whole School House Day
- Scholarship Examinations

## MAY

- World Kids Colouring Day for all Primary School students
- Year 1 and 2 Excursion to the Museum

- Rehearsals for the College musical, Peter Pan Jnr began
- Year 3, 5, 7 and 9 students participated in NAPLAN

## JUNE

- Year 5 and 6 Camp to Lyrebird Campsite
- Year 10 Horizons Poetry Intensive
- CSSN Mastercook

- Year 10, 11 Examinations
- Whole School Science Day

## JULY

- Christian Schools Australia - Victoria staff professional learning conference
- Year 8 Pastoral Care Day

- Student artwork displayed at the annual Independent Schools Victoria Art Exhibition
- Year 1 and 2 excursion to Scienceworks

## AUGUST

- Year 3 and 4 Hoop Time
- Year 6 Excursion to the City and Parliament House
- Primary Mini-Olympics

- CSSN Soccer for Years 7 - 10
- Book Week Dress Up Day
- Whole School Athletics Day

## SEPTEMBER

- College Musical - Peter Pan Jnr
- Visit from Wongutha CAPS school
- Year 10 Canberra Trip

- Prep excursion to CERES
- CSSN Athletics

## OCTOBER

- Prayer at the Pole
- Opening of the Rose Latimer Memorial Garden
- Year 3 and 4 camp at Marysville
- Max Darby Art Installation

- Muck Up Day
- World Teachers Day
- Shakespeare Day

## NOVEMBER

- Year 9 WA trip
- Prep visit to traffic school
- Instrumental Music Program Recital
- Primary Cultural Day

- Graduation Assembly and Dinner for Year 12s
- Year 9 Coastal Challenge
- Year 9 -11 examinations

## DECEMBER

- Celebration Evening at The Grand Hall, Ivanhoe
- Staff Christmas celebration

- Year 6 Graduation

# Background Information

Northside Christian College is a non-denominational, coeducational, Christian College that commenced in 1979. The College is committed to providing high quality Christian Education in a caring, encouraging, learning community to families of Melbourne's northern suburbs. We aim to maximise the potential of every child, equipping them for lifelong learning and developing their character based on Biblical values.

Our mission: '*Transforming lives through Christ and the wonder of learning*', articulates the College's commitment to preparing a generation for lifelong learning in order that they have the capacity to make a positive difference in their community. Through the design and structuring of the College's learning programs and state of the art learning environments, the College community is well equipped to nurture and develop the unique talent, gifting and interests of every child.

The College aims to challenge each student to achieve their best, while providing students with an opportunity to study a broad range of subjects. The College curriculum, while developed to meet the requirements of the Australian Curriculum Framework and Government requirements, provides students with a great opportunity to study subjects across a wide range of learning areas. The College has developed the school curriculum to place a significant emphasis on Literacy and Numeracy.

As a Christian Learning Community we have over thirty-five years of tradition in educating our students to live out the timeless values of perseverance, humility and integrity, preparing our young people for meaningful and purposeful engagement in every area of their lives.

Our Student Leadership Program provides opportunities for students to develop and put into practice their leadership potential in serving their fellow students and the wider community. We seek to be a 'school without borders', and increasingly work alongside local universities and other organisations to maximise access to high quality learning environments.

The Prep to Year 12 learning community at Northside Christian College has a small village feel; a nurturing and caring environment where every child is valued. Our programs are designed to meet students' individual needs, whatever they are, seeking to ensure that every child's unique, God-given qualities are developed. High value is placed on the development of resilience, leadership and character through the College.

Our VCE program offers students small classes and an individualised approach to learning. For a growing family-friendly school, we offer a remarkable range of learning and co-curricular opportunities.

The College honours the faithful pioneers from Northside Christian Centre (now Encompass Church) who took hold of God's vision and planted the College in 1979. We look to the future with hope, confident of our calling and determined in our commitment to train a skilled and Godly generation of young people to take their place in the community, living purposeful lives in God's service.

Northside Christian College is a member of Christian Schools Australia, a National body with member schools in all states.

It is our prayer and desire that every student will have a positive experience at school. A positive experience involves students developing healthy relationships, achieving their personal best, maintaining physical and emotional wellbeing and developing a greater understanding of Christian faith and character.



## Mission Statment

Transforming lives through Christ and the wonder of learning.

## Vision Statement

To be an inspirational Christian learning community.

## Core Values

"Three things will last forever–faith, hope, and love–and the greatest of these is love." I Corinthians 13:13



In establishing the College's core values, God directed us to I Corinthians 13:13 "Three things will last forever– faith, hope, and love– and the greatest of these is love." We adopted the "pebble in a pond" analogy with Love, Faith and Hope pulsing from the centre into the Northside Christian College community which, in turn, reflects God's Grace and is focused on Service to His kingdom; those within community are called to embrace the character qualities of Perseverance, Integrity and Humility.

Each ripple flows into the next. Everything is influenced by the core values; they shape and are seen in everything that we do. We hope that the College is known by the expression of Faith, Hope and Love as demonstrated by a sense of Community, Service and Grace. When our students leave the College we want them to be young people hallmarked by Humility, Integrity and Perseverance.



# Objectives

Northside Christian College aims to:

- Provide an education of a high academic standard that is based on an acceptance of the Lordship of Christ; and an acceptance of the Bible as the revealed and inspired word of God;
- Cater for the individuality of the learner and their gifting in God; stress the function of the learner as a member of the Body of Christ and the College community;
- Train the learner in the moral and ethical standards of the Bible and assist them to acquire a biblical world and life view and an appreciation of the rights of others to hold differing views;
- Develop the learner's creative capacity, critical thinking ability, leadership skills and ability to work interdependently with others to solve problems and serve community;
- Foster self-discipline in the learner through goal setting, responsibility and self-motivation;
- Stress cooperation rather than competition and foster the development of the gifts, skills and abilities of the learner for the service of Jesus Christ in the Body of Christ and community;
- Develop enhanced partnerships between parents, students, staff and the community with the intention to strengthen the teaching and learning process;
- Provide a safe and loving environment through a sense of belonging to the family of God.
- Develop a culture of continuous improvement, professional development and pastoral support among staff and the College community;
- Ensure effective stewardship of the assets and resources God has entrusted to the College;
- Effectively communicate with parents and the wider community.



# Our Philosophy

Northside Christian College provides students with Primary and Secondary educational opportunities based on Christian values, designed to develop students' knowledge, skills, understanding and character.

We believe every student is made uniquely in the image of God. Therefore, the individual needs of each student are our greatest concern. Within a Christian context at Northside Christian College, we aim to nurture the growth and development of the whole person - intellectually, physically, emotionally, spiritually and socially. We believe that this growth should be firmly based on the student's growing personal relationship with God and other people.

The development of students at Northside Christian College takes place in community. Our College is built on shared foundations of Biblical faith, values and beliefs and a commitment to mutual care and respect. We see our role as forming partnerships with parents and carers to educate their children.

We believe that in order to develop students to their full potential the College must ensure that all aspects of the child's health and wellbeing are supported. We believe students should be nurtured in a supportive environment that has clear boundaries within mutual respect and a healthy working relationship between parents and carers, teachers and students. Respect involves treating other people as you would like to be treated yourself, the College implements a discipline program which aims for the restoration of relationships. We are committed to embedding a culture of child safety. We have a zero tolerance of child abuse in our school.

Northside Christian College aims to offer an education that encourages both academic learning and the development of Godly values and wisdom. These values help to form the foundations for life and are vitally important to the development of each student. The presentation of these values in the curriculum and their demonstration in the lives of our staff serve to reinforce what is taught at home and in the family church.

We encourage students to be active participants in their educational journey. The College is committed to supporting each student in a collaborative and differentiated approach in order to meet their learning needs.

**“We aim to nurture  
the growth and  
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intellectually,  
physically,  
emotionally,  
spiritually and  
socially.”**

# Statement of Democratic Principles

Northside Christian College was established in 1979 within the guidelines for the establishment of a school within the State of Victoria. The College is committed to compliance with State and Federal Law and adherence to the policies and expectations of legally appointed authorities that oversee the operation of educational institutions in this State. In this regard, we recognise:

1. The principle of elected government at Federal, State and local levels of government
2. The rule of Law, and the right of the parliament and legal authorities to make and enforce compliance with that Law
3. The equal rights of all people before the Law
4. The freedom of religion
5. The freedom of speech and association
6. The values of openness, inclusion and tolerance.

We further state that the College strongly supports and applauds the Government's recognition of the right of faith-based schools to actively teach and model the beliefs, tenets and practices of the faith and to employ staff who actively practice and live by them.







## Committee of Management

Commitment to good governance is essential for the success and ongoing planning of directions for any school. Time is given generously for monthly meetings of the Committee of Management. The strategic directions of the College have been determined through Committee of Management and Senior Staff discussions and ensure alignment between policy directions and the daily management and leadership of the College.

The essence of the Committee of Management's governance role at Northside Christian College is to oversee all aspects of the College, appoint the Principal, and ensure a strategic approach to the College's future by setting major objectives, policy frameworks and strategies. The Committee of Management must also monitor adherence to systems of risk management, ensure compliance with legal obligations and undertake periodic performance reviews. The Committee of Management is also committed to ensuring the financial security of Northside Christian College.

The College Executive Team has developed a range of strategic priorities with short and long-term goals. These have been presented, discussed and approved by the Committee of Management and now form the basis of the College's School Improvement Plan for 2014 - 2017.

The Committee of Management is responsible for developing policies to reflect the College's values and support the College's broad direction, as outlined in the improvement plan. The Northside Christian College policies are documents that are made available to the College community as a means to clarify functions and responsibilities, manage change, promote consistency, meet standards and make decision-making transparent. The Committee of Management are responsible for reviewing the College's policies on a regular cycle with some policies requiring review on an annual basis.

The implementation of the Child Safe Standards and the guidelines outlined in Ministerial Order No. 870 were key priorities for the Committee of Management during the 2016 academic school year. The Committee of Management have approved a new Child Safety Policy, Code of Conduct and Procedures and a wide range of supportive policies and documents to ensure that the College maintains a culture of child safety. A wide range of resources have been published on the College website.



# Committee of Management Biographies



Name:  
Mark Donato

Date Appointed to Committee of Management:  
25/03/09 to 23/05/12 & rejoined 15/5/13

Qualifications:  
Bachelor of Applied Science, Cert IV in Christian Ministry

Background Information:  
Mark joined the Committee of Management in 2009 and has served as the President of the Committee since May 2015. He is the Executive Pastor of Operations at the Bundoora campus of Encompass Church. Mark has experience in the banking industry and was previously the Head of Supply Chain Performance for NAB. He is passionate about good corporate governance, which has been a valuable asset for the Committee of Management. Mark is married to Gianna and they have three children, two are currently students at Northside.



Name:  
John Spinella

Date Appointed to Committee of Management:  
7/1/1991

Qualifications:  
Master of Arts - Bible Theology & Leadership

Background Information:  
John joined the Committee of Management in 1991. John and his wife Lois moved to Encompass Church (formerly known as Northside Christian Church) in 1987 becoming its Senior Pastor. He was the Senior Pastor of the Church and held the position of Chairman on both the Church Board and the College Council between 1998 and May 2013. He is the Victorian State Vice-President of Australian Christian Churches and Senior Pastor of Encompass Church. John has served in various church leadership roles, at both country and city churches, during his three decades of full time ministry.



Name:  
Oscar Ruiz

Date Appointed to Committee of Management:  
17/10/12

Qualifications:  
Graduate Diploma of Applied Science in Computer Science, Associate Diploma of Engineering (Electronics)

Background Information:  
Oscar joined the Committee of Management in 2012. He was the CEO of photoSentinel, a leading creator of professional long term and construction time-lapse equipment. Oscar has gained his experience working locally and internationally for large multinationals including Phillips Communications Systems and IBM. He has worked across fields as diverse as electronic design and technical support, and held several senior roles at IBM. Oscar's brings strong analytical, strategic and leadership skills to the Committee of Management, coupled with his practical approach to problem solving. Oscar is married to Belinda and they have three children, one is currently a student at Northside.



Name:  
Lydia Tweedie

Date Appointed to Committee of  
Management:  
30/5/2014

Qualifications:  
Bachelor of Education,  
Graduate Diploma in Ministry,  
Diploma of Ministry

Background Information:  
Lydia joined the Committee of Management in 2014. She is currently the Head of Student Services at Donvale Christian College. The Student Services Team, under the direction of Lydia, provides programs to assist students in the development of strategies that ensure they can experience educational success. Lydia has over 20 years' experience in Education, and is a past Deputy Principal, Head of Primary and Teacher at Northside Christian College.



Name:  
Henry Franck

Date Appointed to Committee of  
Management:  
22/5/2015

Qualifications:  
Diploma of Ministry

Background Information:  
Henry joined the Committee of Management in 2015 and is serving as the Committee Secretary. He is a pastor in the Australian Christian Churches and is an Assistant Pastor of Encompass Church. Henry and his wife Vicki are the owners of MBC Cleaning Services, operating in the northern and eastern suburbs of Melbourne. Henry and Vicki have two children who are currently students at Northside.



Name:  
Filomena Palmer

Date Appointed to Committee of  
Management:  
30/5/2014

Qualifications:  
Bachelor of Business - Accounting;  
FCPA

Background Information:  
Filomena joined the Committee of Management in 2014 and brings experience as a Senior Finance Professional. Filomena has experience in varied senior finance management roles including Manager Finance Strategic Projects, Head of Commercial and Finance, Financial Controller. She has recently worked with United Energy and Multinet Gas and has also completed work for CitiPower and Powercor. Filomena has been on the Committee of Management with the Diamond Valley Learning Centre and holds the position of Treasurer, with oversight of the financials, including internal and statutory reporting.

# Compliance, Political and Economic Climate

Northside Christian College maintains registration with the Victorian Registration and Qualifications Authority. The Victorian Registration and Qualifications Authority (VRQA) is responsible for the regulation of education and training providers and qualifications in Victoria for schools. The College closely monitors the registration requirements for schools to ensure ongoing compliance with VRQA standards. Northside Christian College also continues to closely observe the political and economic landscape. Likewise, the College takes note of changes to policy at the State and National level. The Committee and Management and Executive Team are aware that funding of Independent Schools remains under close review.

## Australian Curriculum

The Australian Curriculum sets the expectations for what all Australian students should be taught, regardless of where they live or their background. For Prep – Year 10, it means that students now have access to the same content, and their achievement can be judged against consistent national standards.

The College has monitored the release of the National Curriculum by the Australian Curriculum Assessment and Reporting Authority (ACARA). The College will continue to update curriculum across the College to ensure mandated syllabi have fulfilled the content requirements.

The College will be further guided by minimum ACARA time allocations for all approved syllabi when developing future timetables.

## Child Safe Standards

Victoria has introduced compulsory minimum standards that will apply to organisations that provide services for children to help protect children from all forms of abuse. The child safe standards form part of the Victorian Government's response to the Betrayal of Trust Inquiry. The VRQA will be responsible for ensuring that registered schools and other organisations meet the requirements of the Child Safe Standards.

The Child Safe Standards will apply to organisations from the 1st January 2016 in phases. Organisations will be supported to strengthen their ability to prevent and respond to child abuse, and ongoing improvement will remain a focus of the Child Safe Standards. Ministerial Order No. 870 has been made and gazetted. It sets out the specific actions that schools need to take to meet the child safe standards. A new minimum standard for school registration requires schools to meet the requirements of this Ministerial Order. To allow for important preparation, organisations had until the 1st August 2016 to meet the requirements of the Ministerial Order.

## Guidelines to Assist Managing Severe Allergies

The College was informed in August 2016 that the Victorian Government Department of Education and Training (Vic DET) has revised the Anaphylaxis Guidelines – a resource for managing severe allergies in Victorian schools (the Guidelines) to assist schools in their transition to an online training strategy and with best practice advice on how to meet the requirements of Ministerial Order No. 706. The College will be reviewing and updating our current policy to ensure that it is compliant with the Ministerial Order and the recently published guidelines.

## Additional Changes

The College is aware of a wide range of changes to legislation and regulations, which apply to schools. During 2016, the College was made aware of additional changes to the Working with Children Check procedures, new Asthma Action Plans for Victorian Schools and changes to the Privacy Compliance Manual. Once again, the College is committed to maintaining compliance with Government requirements and providing a safe learning environment for our College community.



# School Improvement Plan

## 2014 - 2017 Improvement Plan

The Northside Christian College School Improvement Plan was developed over several months in collaboration with various key-stakeholder groups represented within the College Community, these groups include: The Committee of Management, Student Leadership Team, Parents and Carers, Teaching and Non-Teaching staff and the Executive Team.

Various processes have been employed in generating the strategic objectives that comprise the School Improvement Plan, including several consultation forums organised to gather together the dreams and hopes of the College Community. The School Improvement Plan has evolved over time. It was originally designed around the sections defined in the National School Improvement Tool.



### 1. Raising Christian Tone

"Develop student spiritual awareness and understanding of the gospel and faith in Jesus."



### 2. College and Community Partnerships

"Build stronger links with our local community."



### 3. Learning and Teaching

"Further develop a caring, Christian environment that meets the needs of individual students."



### 4. Student Development

"Create a culture of high academic expectations, to ensure that every student is challenged, encouraged and supported to achieve their best."



### 5. Staff Professional Development

"Build the professional capacity of all staff at Northside Christian College."



### 6. Facilities and Resources

"Develop and maintain a learning environment that meets the needs of 21st Century learners."



### 7. Business and Marketing

"Implement effective business practices in relation to Finance, Marketing, Planning and Management."

# Targets & Priorities 2016

During 2016 the following priorities were achieved.

Focus Areas	Outcomes
Raising Christian Tone	<ul style="list-style-type: none"><li>- Further development of the Bible curriculum at Northside Christian College</li><li>- Provision of a wide range of opportunities for students to serve others</li><li>- Staff engaged in professional learning and development based on developing deeper understanding of teaching from a Christian Worldview perspective</li><li>- College values promoted, in light of biblical perspectives, through assemblies, chapels and devotions</li></ul>
College and Community Partnerships	<ul style="list-style-type: none"><li>- Further development of relationships with a range of local schools and kindergartens</li><li>- Introduction of Secondary School student trip to an Aboriginal Christian College</li><li>- Review of Child Safety policy and procedures</li><li>- Introduction of Before School Care through Camp Australia</li></ul>
Learning and Teaching	<ul style="list-style-type: none"><li>- The College launched the INSPIRE program at the commencement of the 2016 school year.</li><li>- Further development of scope and sequence curriculum documentation across the College</li><li>- Secondary School learning programs established on Learning Management System - Schoology</li><li>- Successful trial of Continuous Online Reporting in the Secondary School</li><li>- Implementation of weekly mentoring for all Year 12 students</li></ul>
Student Development	<ul style="list-style-type: none"><li>- Developed Student Leadership Development Program in each section of the College</li><li>- Re-launch of the College House System</li><li>- Introduction of buddy system for all Primary School classes</li><li>- A wide range of new choice-based 'elective' subjects were offered to Middle School students</li><li>- Year 10 Horizons Project launched</li><li>- The Primary School were introduced to PRIME, a world renowned numeracy program, and DIPL (Doorway into Practical Literacy)</li></ul>
Staff Professional Development	<ul style="list-style-type: none"><li>- Implementation of collaborative, classroom based, staff development program for all teaching staff</li><li>- Introduction of staff training around the procedures and protocols for utilising learning data to improve learning outcomes</li><li>- Implementation of a staff development program for non-teaching staff</li><li>- Refining of the Staff Induction program</li><li>- Implementation of a Staff Wellbeing Committee</li><li>- Advanced leadership training for senior leaders</li></ul>
Facilities and Resources	<ul style="list-style-type: none"><li>- Development of a landscaping plan for the College</li><li>- Upgrade of Prep learning areas</li><li>- Development of Primary School resource centre</li><li>- Development of Open Learning environment for Middle School students and teaching team</li><li>- Open Learning environment created for Year 10 students</li><li>- Car Park review took place throughout the year</li><li>- Rose Latimer Memorial Garden opened for College community</li></ul>
Business and Marketing	<ul style="list-style-type: none"><li>- Further development of the College's Marketing Plan</li><li>- Commenced preparations for review of College's Master Plan</li><li>- Planning commenced for development of new College website</li><li>- Our new logo and tagline were launched in March</li></ul>

# Targets & Priorities 2017

Priorities, Initiatives and Targets for 2017.

Focus Areas	Outcomes
Raising Christian Tone	<ul style="list-style-type: none"><li>- Implement the Genius of Jesus program in Years 11 and 12</li><li>- Introduce of House Chapel services</li><li>- Implement 'Connecting Learners with God's Big Story' as a tool to assist with documenting curriculum at the College</li><li>- Further develop the whole school Chapel program</li></ul>
College and Community Partnerships	<ul style="list-style-type: none"><li>- Review and update Volunteers Policy</li><li>- Further engage with Christian Schools Australia events locally and nationally</li><li>- Further develop links with local churches</li><li>- Continue to develop links with community organisations</li><li>- Investigate possible video conference partnerships for VCE classes</li><li>- Maintain involvement in Christian Schools Australia Principal's Network</li></ul>
Learning and Teaching	<ul style="list-style-type: none"><li>- Implement and train in the use of a curriculum management systems for staff</li><li>- Curriculum documentation to be documented using an Understanding by Design template</li><li>- Continue to train all staff in pedagogical approaches that promote differentiation</li><li>- Implement Continuous Online Reporting Program (CORP) across the Secondary School</li><li>- Establish yearly goal setting / reviewing for all students</li><li>- Review and update VCE Student and Staff Policy Handbooks</li><li>- Review practices around academic integrity</li><li>- Full implementation of Child Safe Standards and further development of a culture of child safety at Northside Christian College</li><li>- Review and update Pastoral Care Policy</li><li>- Further adopt procedures / protocols for utilising learning data to improve learning outcomes</li><li>- Review and update VCE Student and Staff Policy Handbooks</li></ul>
Student Development	<ul style="list-style-type: none"><li>- Further implementation of the Australian Curriculum</li><li>- Research and develop Inclusive Education Policy</li><li>- Research and develop Gifted and Talented Education Policy</li><li>- Review Behaviour Management Policy</li><li>- Develop guidelines for College Examination and VCE School Based Assessments Procedures</li><li>- Develop Student Performance Data Policy</li></ul>
Staff Professional Development	<ul style="list-style-type: none"><li>- Develop Staff Induction Policy document</li><li>- Review and update Employment Policy</li><li>- Develop Workplace Bullying Policy</li><li>- Further implementation of a Staff Wellbeing Committee</li><li>- Staff and Leadership Retreats at the commencement of the new school year</li></ul>
Facilities and Resources	<ul style="list-style-type: none"><li>- Review Maintenance Policy</li><li>- Review Occupational Health and Safety Policy</li><li>- Review Emergency Management and Critical Incident Plan</li><li>- Develop Bushfire Preparedness Policy document</li><li>- Review and develop updated Master Plan</li><li>- Continue landscaping works around the College</li></ul>
Business and Marketing	<ul style="list-style-type: none"><li>- Review and update practices around Risk Management</li><li>- Research and develop a Whistle Blower Policy</li><li>- Review and update Business Plan</li><li>- Review and update Strategic Plan</li><li>- Review and update School Improvement Plan</li></ul>





# Principal's Report

As I prayed and sought God for the year ahead, he clearly impressed the theme of 'INCREASE' on my heart for 2016; and so began the 'The Year of Increase'.

The key verse for 2016 came from John 15:5: 'I am the vine; you are the branches. If you remain in me and I in you, you will bear much fruit; apart from me you can do nothing.' 'Bearing much fruit', spoke to the College community of God's increase in all aspects of our lives. We are unable to accomplish anything of great worth without God's guidance, wisdom and strength.

Our new logo and tagline were launched in March. The logo, featuring an ascending dove moving through a circle, is an evocative symbolisation of our freedom in God and mandate to reach out to those around us in faith, hope and love. The open circle has a brush-stroke look, to emphasise the personal touch of God upon his creation. The circle speaks of Christian community and inclusion. The logo also features a triangle and flames representing the Trinity and the Holy Spirit's work in empowering the community to live and speak the good news of the Gospel. The College name flows out of the circle, emphasising faith, vision and growth. The tag line: 'Transforming Lives Through Christ and the Wonder of Learning' is the College Mission Statement.

Through 2016 we introduced many new and innovative educational programs: 'INSPIRE', our 'high-flyers' program, led by Mrs Amy Horneman, is having a profoundly positive effect on raising academic standards across the College. Students enrolled in the program have had many opportunities to develop their giftings and talents, including: weekly INSPIRE Maths classes with Dr John Galati, philosophy conferences with Julie Arliss (UK), the Write a Book in a Day Challenge, Maths Talent Quest, Science Talent Search, Australian Mathematics Competition, Primary Bookworms Book Club, the Secondary Book Club and academic mentoring. Our Maths Talent Quest results were excellent; including a high distinction, three distinctions and three credits. Through the INSPIRE Program, Northside is now competing at the highest level with many of the large 'elite' independent schools.

The Year 10 Horizons Project brings together the subjects of History, Geography, Christian Life Studies and English as an integrated study. Teachers work in a team to plan, teach and assess learning outcomes. 'Horizons' culminates in a Social Justice Action Project, initiated by the students.

**The key verse for  
2016 came from  
John 15:5:  
'I am the vine; you  
are the branches. If  
you remain in me  
and I in you, you  
will bear much fruit;  
apart from me you  
can do nothing.'**



Our Year 10 students went on a trip to our Nation's capital for two nights. The Canberra trip is an ongoing and important component of the Year 10 Program. Mrs Teresa Connelly and Mr Wayne Barker accompanied students as they visited Parliament House, the War Memorial and AIS facilities.

The Year 9 Cultural Challenge was a welcome addition to the 'Year of Challenge' Program. Ten days spent in Perth and Esperance at the Wongutha Christian Aboriginal Parent-directed School represented a life changing experience for our students. In return, the College hosted the students and staff from Wongutha CAPS for a day as they travelled along the East Coast.

The Primary School were introduced to PRIME, a world renowned numeracy program, and DIPL (Doorway into Practical Literacy). We look forward to seeing the fruit of these programs in future student learning outcomes.

The College House Program was introduced, replacing a four house system with three houses. The Student House Leadership Team took a day out to develop names, colours and mottos for each team. The Courageous Conquerors are amber, The Worthy Warriors emerald and The Noble Knights amethyst. The House program has helped us to build a stronger, more cohesive cross-age community within the College, and provides students with a greater sense of belonging. Additionally, it promotes opportunities for students to develop a deeper sense of their self-worth in the context of a loving mini-community. The House Program encourages students to become active members in a multi-age setting representative of the realities of life outside of their regular classroom. Students have the opportunity to learn the attitudes and skills of caring for and encouraging others, whilst building a deeper understanding of their personal God given gifts. As students express these gifts, they learn the value of servant leadership and the benefits of humbly supporting the well-being of others.

A wide range of new choice-based 'elective' subjects were offered to Middle School students. Twenty different subjects provided a deeper and richer educational experience for our students. Subjects included: Outdoor Education, Sport, Creative Arts, Computer Science, Media, 3D Printing and Coding. The Performance Class wrote and performed a play with the Primary School as the audience, while the 3D printing class printed the hook for Captain Hook in the College Musical.

Our NAPLAN results were outstanding, with our middle

to higher performing students demonstrating significant progress; our Year 7 and 9 results were the best we've had to date. NAPLAN tests provide a limited measure of learning performance, but it is clear that the improvements we've made to our numeracy and literacy programs, as well as the physical learning environment improvements we've introduced, are bearing good fruit.

Every second year, we have our College Musical. This year's performance was Peter Pan Jr. Involving students from both the Primary and Secondary schools, this magical play was performed to a very high standard and clearly inspired the audience. Creation of props and costumes, as well as singing and choreography, provided staff and students manifold opportunities to showcase their God given talents. Mrs Angela Eynaud directed the show and led a large group of parents, ex-students and staff who supported the student cast.

Another highlight of 2016 was the Middle School students' re-enactment of scenes from Shakespeare's play, A Midsummer Night's Dream, to a delighted audience of parents and friends at the Shakespeare Festival held in the Middle School Centre.

Keeping our students safe is our first priority. Through 2016 the College undertook a range of practical steps to improve safety, including: improvements to the Primary car park, implementation of new car park safety procedures and the introduction of Before School Care through Camp Australia; by offering parents a safe, well run before school program, we know that students who need to be dropped at the College early will begin their day well.

In 2016 we were able to introduce an Educational Psychology service to the College. The benefit of having an easily accessible service of this type is a wonderful blessing.

Northside Christian College has zero tolerance for child abuse and has an ongoing commitment to further strengthen the protection of our students, through the review and development of our child protection policies, procedures and practices. In response to new State Government Child Safe legislation, the College Leadership worked in collaboration with Moores Legal to develop a Child Safe Policy, Child Safe Code of Conduct and additional procedures to further strengthen child protection at the College. Our key ongoing strategy is to further embed child safety practices within the culture of the College.





In October we honoured the memory of our much loved former enrolments officer and office manager, Mrs Rose Latimer, through the official opening of the Rose Latimer Memorial Garden. Planted with roses matching the colours in Rose's own garden, and marked with engraved red gum posts displaying the words 'Faith', 'Hope' and 'Love', the garden is a place for quiet reflection and prayer, it is also a visual exhortation of I Corinthians 13, 'And now these three remain: faith, hope and love. But the greatest of these is love.'

Over the 2015 Christmas Holiday, the walls of the library were taken down to facilitate the formation of an exciting and innovative new learning space for Middle School students. The open plan areas allow for flexible learning in small groups, whole classes and combined classes. The space also has the capacity to accommodate the entire College for Chapels and Assemblies. A new Reading Room replaced the library, replete with amphitheatre-style seating and a range of new furniture, including couches and booths. The space is designed to be flexible enough to cater for variation in students' learning styles as well as providing teachers with a myriad of 'classroom' set-up options, that can be quickly adapted to optimise student learning. The redesigned space reflects our vision, to provide an 'inspirational Christian learning community' characterised by collegial interaction and collaborative endeavour. Additionally, the art room foyer was redesigned and incorporated into the adjacent classroom, facilitating a 50% increase in floor space. New furniture was installed, including hammocks and floor cushions. Outside seating and cantilever umbrellas encourage a greater sense of community.

Late in 2016, the Oval Sports Precinct was finally completed. Comprising a soccer pitch, long jump pit, two basketball courts and an equipment shed, these new facilities have taken our physical education and sports programs to an entirely new level.

Preparing students for life-long learning necessitates increased use of technology and a greater understanding of our moral and legal responsibilities as effective digital citizens. New computers, iPads, an upgrade to the College server and the provision of high-speed Internet has substantially improved the College's technology infrastructure and resourcing.

Northside Christian College is a community of people dedicated to serving God. In 2016, we welcomed six new staff and farewelled thirteen. Notably, we introduced our new Business Manager, Mr Leigh Adcock, whilst farewelling our Deputy Principal, Mr Wayne Barker, who was appointed as the new Principal of Kerang Christian College.

## **“In our students we see the potential leaders and reformers...”**

Working in partnership with families and God, in his great plan to redeem society and empower human beings to work as agents of positive change in the community, is a very exciting calling. In our students we see with 'future eyes' the potential leaders and reformers of our society, and seek to ensure, through excellent Christian education, that they are empowered in God to use their gifts, talents and creativity to shape our world.

I believe the most important outworking of our mission in the lives of those within our community cannot be measured with tests, assessments and assignments. Indeed, the most significant measure of our success through 2016 and beyond very much hinges on how well we lead our students to live lives inspired by faith, hope and love. I pray that this will continue to be the greatest INCREASE we see in the lives of those within our community. We thank God for his wonderful provision, grace and love through what was a challenging and a fruitful year of increase.

**Doug Holtam**  
Principal





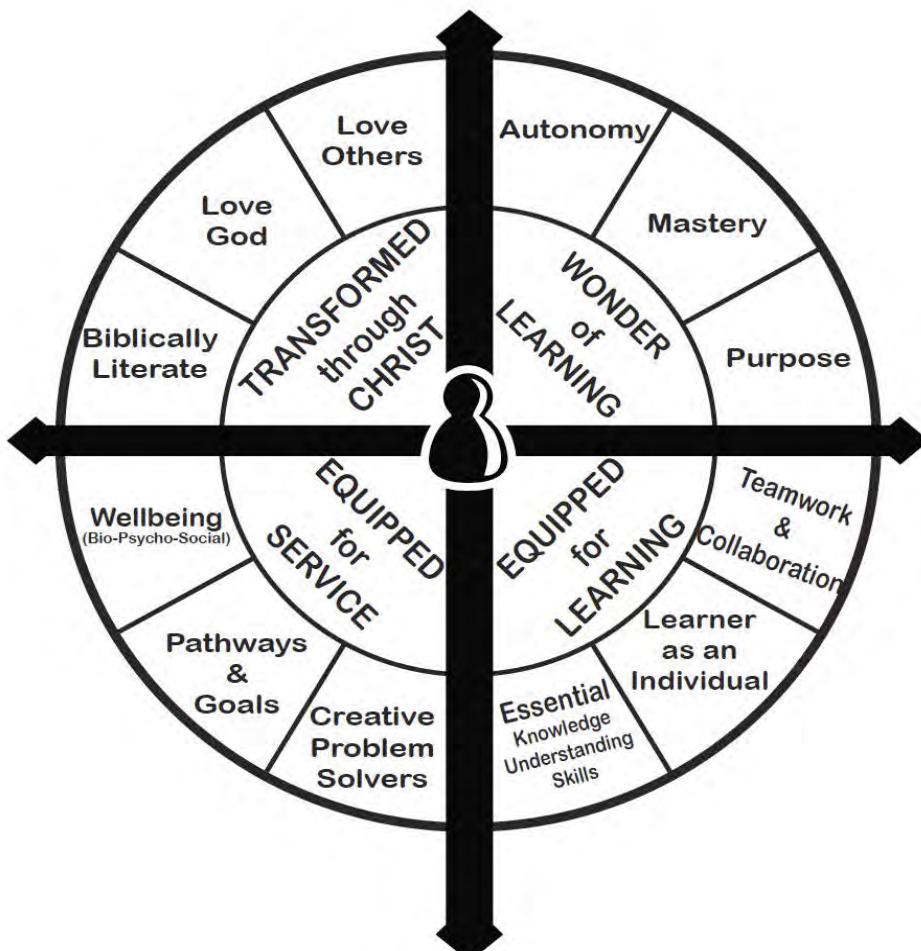
# Teaching and Learning Framework

In 2016, Northside Christian College drafted a unique and strategic teaching and learning framework. The framework will assist the College community in the development of future teaching and learning programs and will support in the evaluation of existing programs and initiatives at the College.

The framework provides an opportunity for teaching staff to reflect on what we teach, why we teach it and how we can teach it in a way more closely aligned with the mission and vision of the College. The framework also provides a chance for the College to consider the knowledge, skills, work habits, and character traits we want to instil in our students and a chance to reference this with a wide range of 21st century skills.

Students will benefit from a carefully planned Christian education as staff develop curriculum and initiatives with reference to this framework. Furthermore, the framework enables all teachers, students and parents of our College to develop a very clear understanding about how we will deliver high quality teaching and learning practices at Northside Christian College.

**“Do not conform any longer to the pattern of this world, but be transformed by the renewing of your mind. Then you will be able to test and approve what God’s will is—His good, pleasing and perfect will.”**  
~ Romans 12:2





# Student Progress and Achievements

## Student Performance

Northside Christian College uses a variety of assessment strategies to guide curriculum development, teaching and learning at the College. These include teacher observation, projects, presentations, formative and summative assessment and a variety of standardised tests. The College also participates in the National Assessment Program - Literacy and Numeracy (NAPLAN).

The combination of all of this data is used to determine individual learning needs. Information on student progress is communicated on a regular basis and opportunities exist for external assessment results to be discussed with parents on an individual basis annually.

## My School

The My School website enables you to search the profiles of schools throughout Australia. My School is an Australian Curriculum, Assessment and Reporting Authority (ACARA) information service. ACARA is an independent authority with functions including the publishing of nationally comparable data on all Australian schools.

The performance of schools on NAPLAN tests is greatly affected by a range of student intake and school location characteristics. When comparing schools, it is important to compare like with like. The My School website allows and encourages comparisons with schools that are statistically similar in terms of a range of factors known to affect test performance. Parents may access the College's profile by going to [www.myschool.edu.au](http://www.myschool.edu.au).

## NAPLAN Comparisons

NAPLAN test results are a point-of-time view of the literacy and numeracy skills of individual students. NAPLAN data is used as a piece of information in conjunction with a wide variety of other data in order to develop an education program that best addresses the needs of each student at Northside Christian College.

A number of the year levels at Northside Christian College are small. Using this data to compare Northside Christian College with schools with larger cohorts raises some validity questions. A smaller than normal cohort means that the percentage results are effected significantly by the result of one student.

A change in the population of a cohort of students will radically affect any tracking of progress over time. It is important to keep this in mind particularly when tracking the results from Year 5 into Year 7 over a two-year period.

## Standards

For NAPLAN results, a 'National Minimum Standard' is defined and located on the assessment scale for each year level. Band 2 is the minimum standard for Year 3, Band 4 is the minimum standard for Year 5, Band 5 is the minimum standard for Year 7 and Band 6 is the minimum standard for Year 9. These standards represent increasingly challenging skills and require increasingly higher scores on the NAPLAN scale.

# National Assessment Program

The table below indicates the performance of Northside Christian College students against the National Minimum Standards for Literacy and Numeracy. It also indicates the percentage of students in Years 3, 5, 7 and 9 who have reached or exceeded the National Minimum Standards. The College supports students who have not reached the National Minimum Standards. Students who are below the mean, but not below the Minimum Standards, are also offered extra support.



## Numeracy

	2013	2014	2015	2016
Year 3	100%	100%	100%	96%
Year 5	78%	82%	100%	100%
Year 7	100%	100%	100%	100%
Year 9	93%	100%	96%	100%



## Reading

	2013	2014	2015	2016
Year 3	100%	100%	100%	100%
Year 5	100%	100%	100%	100%
Year 7	100%	100%	100%	100%
Year 9	100%	100%	92%	100%



## Spelling

	2013	2014	2015	2016
Year 3	100%	100%	100%	100%
Year 5	100%	100%	100%	100%
Year 7	100%	94%	100%	100%
Year 9	94%	100%	96%	89%



## Grammar & Punctuation

	2013	2014	2015	2016
Year 3	100%	100%	100%	93%
Year 5	83%	94%	100%	100%
Year 7	91%	100%	100%	100%
Year 9	90%	100%	92%	95%



## Writing

	2013	2014	2015	2016
Year 3	100%	93%	100%	100%
Year 5	89%	100%	100%	100%
Year 7	100%	94%	100%	100%
Year 9	100%	95%	88%	89%







# Student Support

Northside Christian College implements a number of strategies to ensure students reach their individual learning goals. The staff at Northside Christian College are committed to discovering and providing the best learning conditions for all students with extra needs in an environment that promotes intellectual, social, emotional, physical and, most importantly, spiritual wellbeing.

## Monitoring Literacy and Numeracy Progress

Student progress and growth is monitored and documented throughout the school year. Pre-testing and post-testing are used in classrooms throughout the College. The College has also implemented a standardised testing program throughout the Primary and Secondary School. This data allows the College to more accurately identify students who are at risk in different aspects of literacy and numeracy. This data is used in conjunction with classroom assessment data, NAPLAN data and other evidence.

## Parent-Student-Teacher Interview Evenings

Parent-Student-Teacher Interview (PSTI) evenings are conducted twice a year. These evenings present opportunities for parents and guardians to share information about their children and discuss goals for the semester ahead. Students are invited to participate in the Interviews and reflect on goals for the semester ahead.

## Entrance Testing

Entrance testing in literacy, numeracy and comprehension is completed for all new students in Years 2 - 11. In our continued efforts to refine and improve the effectiveness of our educational processes, each student at Northside participates in one morning of annual testing to gather up to date academic data. This data gives us the capacity to clearly identify areas of strength and areas in need for improvement in each child's learning profile. This in turn leads to more effectively targeted teaching and learning experiences resulting in better outcomes for all students at Northside Christian College. Academic testing is conducted by Academic Assessment Services (commonly known as Allwell).

## Parent Involvement in their child's education

The College welcomes and encourages parent involvement in their child's education. The College Parent Participation Program provides parents with practical ways to support students. Parent-Student-Teacher interview days are very well attended as are subject selection and parent information evenings. Many parents keep in contact with teachers through the email system and by telephone. Home Group teachers liaise with parents if there are issues of concern and welcome contact from home.

## Continuous Online Reporting (CORP)

The College conducted a successful trial of a Continuous Online Reporting Program (CORP) in the Secondary School in 2016 and will be introducing CORP for all subjects in the Secondary School in 2017. CORP increases awareness of individual learning needs, provides quality and timely information to parents and guardians, and improves classroom and administrative efficiency.

The concept of continuous online reporting is supported by research in the area of assessment, reporting and student learning. It draws on the meta-analyses of Professor John Hattie from the University of Auckland, which found that 'informative feedback' had one of the most significant impacts on student learning.

Students at Northside Christian College receive feedback through discussing strengths and areas that need improvement. Continuous online reporting also makes feedback available to parents in a secure online environment. Parents can view results for assessments without waiting until the end of the semester. The online assessment information is not designed to replace semester reports, but rather to complement them by providing timely and ongoing information for parents and guardians.

# Students with Special Needs

## Learning Support

The College has hired Learning Support Assistants (LSA) who work with students and staff across all year levels at Northside Christian College. The LSA works closely with key staff and with classroom teachers in implementing relevant individual education programs. The LSA will work with students individually, in the classrooms, or in small groups. Expected learning outcomes include an improvement in student academic performance and self-confidence in literacy and numeracy. Outcomes are monitored closely by the Directors of Learning.

## Individual Learning Plans

Some students at the College have been provided with Individual Learning Plans (ILP) that have been developed in conjunction with parents. They are prepared for students with identified special learning needs, as well as those who are deemed at risk. These plans are reviewed each semester at a minimum. The College aims to develop a greater awareness of the individual learning needs of each student. Documentation of individual areas of strength and weakness in conjunction with evidence from standardised testing will assist teachers in the following years to best meet the needs of students identified with special learning needs. Appropriate successful strategies will also be documented in Individual Learning Plans.

## Student Support Groups

Staff at Northside Christian College work with families to ensure that effective planning occurs for all students with additional needs, and particularly for students with disabilities. A Student Support Group (SSG) provides an opportunity to exchange information concerning the student and the learning process. A SSG is effective for planning and evaluating a student's program, particularly for students who require ongoing monitoring and support, including a student with a disability. The SSG ensures that parents and teachers and members of the Learning Support Team work together to establish learning goals for the educational future of the student.

## In-Class / Small Group Support Programs

Students with identified literacy, numeracy, social, behavioural or confidence needs may receive additional in-class or small group support from the Learning Support Assistants. Some students receive this support due to developmental needs or as a recommendation from a person with relevant qualifications such as a psychologist.

## Nationally Consistent Collection of Data on School Students with Disability

The Standing Council on School Education and Early Childhood (SCSEEC) has determined that from 2015 all Australian schools will be required to collect and report new data on students with disability through the Nationally Consistent Collection of Data on School Students with Disability. To do this, teachers will need to make professional judgements regarding whether individual students are disabled, as defined by the Disability Discrimination Act, and to report the number and the extent of educational adjustments that need to be made.

## State Support Services Funding

The Victorian Government provides limited funds for the provision of specialised services to support students with demonstrated needs. Independent schools are able to apply for funding so that they can engage specialists to provide:

- Visiting teacher service for:
  - physically disabled/health impaired students
  - hearing impaired students
  - vision impaired students
- Speech therapy

To be eligible under the Victorian State Support Services program, a student must be assessed by a person with relevant qualifications as requiring services to support learning and access to schooling, or to develop particular skills.



## INSPIRE Program

INSPIRE is a school wide program launched in 2016 which aims at developing the giftings God has placed inside of our students into talents which they can use to benefit and transform their worlds, or to "let their lights shine" as Jesus commanded His followers in Matthew 5:16. The INSPIRE Program at Northside Christian College is a talent development initiative intended to "stretch" the most able students, through mentoring, learning challenges, excursions and competitions.

The program incorporates:

- Mentoring: Academic (VCE students), competition-based (students involved in academic competitions), and project-based (small groups completing specialised projects).
- Academic competitions: Australian Maths Competition, Maths Talent Quest, Science Talent Search, Debating
- Specialised curriculum classes: INSPIRE Maths (High Flyers, Problem Solvers)
- Passion Projects: Student-led projects in a variety of fields (Art, performance, event management, sport, leadership, coaching, business management)
- Creative outlets: Write a Book in a Day competition, Drama master classes, literature club, Philosophy conferences and presentations

Student involvement in the program is determined through a combination of teacher recommendation, self-selection and academic testing, depending on the activity and the level of rigour required for successful participation.

The INSPIRE program provides an opportunity for our students to explore their giftings outside of the regular classroom in a variety of ways, and is our College's most targeted approach for "releasing potential to transform our world."





# Senior Secondary Overview and Outcomes

As the number of Senior School students continues to rise, the College remains committed to offering a varied and flexible program for students so they can choose a program which suits individual needs and interests. A continuing advantage of the program offered at Northside Christian College are the small class sizes. Many classes operate with around 6 - 9 students. As we grow, our classes will continue to remain small in size to enable focused study and learning.

## Victorian Certificate of Education

The Victorian Certificate of Education (VCE) is a well-recognised and valuable acknowledgement of achievement for students. Successful completion provides students with an opportunity to seek access to tertiary institutions as well as providing information to employers about a student's ability to cope with a wide range of complex tasks, meet deadlines and apply knowledge and skills to various problems. Students at Northside Christian College can choose from a wide variety of VCE subjects. Subjects offered in 2015/16 at VCE level include:

- Biology (Units 1 - 4)
- Business Management (Units 1 - 4)
- Chemistry (Units 1 - 4)
- English / EAL (Units 1 - 4)
- Food Technology (Units 3 - 4)
- History: 20th Century (Units 1 - 2)
- Computing (Units 1 - 2)
- Computing: Informatics (Units 3 - 4)
- Literature (Units 1 - 2)
- Legal Studies (Units 3 - 4)
- General Mathematics (Units 1 - 2)
- Further Mathematics (Units 3 - 4)
- Foundation Mathematics (Units 1 - 4)
- Mathematical Methods (Units 1 - 4)
- Media (Units 3 - 4)
- Outdoor and Environmental Studies (Units 3 - 4)
- Physics (Units 1 - 4)
- Psychology (Units 1 - 2)
- Studio Arts (Units 1 - 4)
- Visual Communication Design (Units 1 - 2)

Some students have also studied classes via Distance Education.

## Vocational Education and Training (VET)

Students can choose to complete VET studies during Years 11 and 12. VET units may also count towards the student's Australian Tertiary Admissions Rank (ATAR). Northside Christian College belongs to the Northern Melbourne VET Cluster. Students may choose from a wide array of VET courses offered in one of 37 schools.

## VCAL

For students aiming to enter the workforce via an apprenticeship or study at TAFE, Northside Christian College offers VCAL as an appropriate pathway and an alternative to VCE. Students are enrolled in the certificate level (Intermediate or Senior) that suits their needs. The Vocational Certificate of Applied Learning (VCAL) is considered a "hands-on" alternative to the VCE. The VCAL program covers four core areas: literacy and numeracy skills, work-related skills, industry-specific skills and personal development skills.

Published post Year 12 destination information for 2016 students

Each year the information provided by the VCAA (Victorian Curriculum and Assessment Authority) for individual schools is published in May. The published data relates to senior secondary outcomes, including the percentage of Year 12 students undertaking vocational training in a trade, and attaining a Year 12 certificate or equivalent vocational education and training qualification, and post-school destinations. Northside Christian College's data is listed below.



In Education and Training

Tertiary Study	47%
TAFE	12%
Apprenticeship / Training	17%
Deferred Tertiary Study	0%



Not in Education and Training

Employment	12%
Unknown	12%



2016 Senior Secondary Outcomes

VCE Median Study Score	27
Percentage of satisfactory VCE completions in 2016	100%
Number of students enrolled in at least one VCE unit at level 3/4 in 2016	29
Percentage of study scores of 40 and over	5.1%
Number of students enrolled in VCAL in 2016	5
Number of VET certificates with 2016 enrolments	10
Percentage of 2013 Year 9 students completed Year 12 in 2016	71.4%





# Child Safety

The Child Safe Standards aim to drive cultural change in organisations that provide services for children so that protecting children from abuse is embedded in everyday thinking and practice.

## Guiding Principles at Northside Christian College

The College's Child Safety Policy, Code of Conduct and Procedures are based on the following principles:

- the College has zero tolerance for child abuse;
- the best interests of the child are paramount;
- child protection is a shared responsibility;
- all children have a right to feel safe and be safe at school, and have equal rights to protection from abuse;
- the College will consider the opinions of students and use their opinions to develop child protection policies and procedures;
- the College will take into account the diversity of all children, including (but not limited to) the needs of Aboriginal and Torres Strait Islander children, children from culturally and linguistically diverse backgrounds, children with disabilities, and children who are vulnerable, and make reasonable efforts to accommodate these matters;
- the College is committed to the cultural safety of Aboriginal children, and those from culturally and/or linguistically diverse backgrounds, and to providing a safe environment for students living with a disability; and
- everyone covered by this Policy must also comply with the College's Code of Conduct, which sets stringent standards for personal behaviour.

## Child Safety Resources

The College has published a wide range of resources on the College website at the following address:

<http://www.ncc.vic.edu.au>

Resources include:

### Child Safety Code of Conduct

Staff, directors, volunteers and contractors at the College are required to abide by this Code. The purpose of this Code is to promote child safety within all College Environments. Please find below a link to the College's Child Safety Code of Conduct: <http://www.ncc.vic.edu.au>

### Child Safety Policy, Code of Conduct and Procedures

The Northside Christian College Committee of Management has approved the Child Safety Policy, Code of Conduct and Procedures (Policy No. 1). The Child Safety Policy is a comprehensive and overarching document that provides an overview of the key elements of Northside Christian College's approach to creating a child safe organisation.

### Procedures for Responding to and Reporting Allegations of Suspected Child Abuse

Northside Christian College has a clear procedure for responding to allegations of suspected child abuse in accordance with Ministerial Order No. 870 and other legal obligations. The Fact Sheets on the College's website document the College's procedures in a way that is accessible to children, volunteers and the wider community.

The College's Child Protection Workers are the Head of Welfare – Ms Fiona Dumitrache and the Chaplain – Mr Jared Stocks.

# A Child Safe School

Victoria has introduced compulsory minimum standards that apply to organisations that provide services for children to help protect them from all forms of abuse. The Child Safe Standards form part of the Victorian Government's response to the Betrayal of Trust Inquiry. All Schools had to be compliant from August 1 2016.

In complying with the Child Safe Standards, an entity to which the standards apply must include the following principles as part of each standard:

- Promoting the cultural safety of Aboriginal children
- Promoting the cultural safety of children from culturally and/or linguistically diverse backgrounds
- Promoting the safety of children with a disability

To create and maintain a child safe organisation, an entity to which the standards apply must have:

**Standard 1:** Strategies to embed an organisational culture of child safety, including through effective leadership arrangements

**Standard 2:** A child safe policy or statement of commitment to child safety

**Standard 3:** A code of conduct that establishes clear expectations for appropriate behaviour with children

**Standard 4:** Screening, supervision, training and other human resources practices that reduce the risk of child abuse by new and existing personnel

**Standard 5:** Processes for responding to and reporting suspected child abuse

**Standard 6:** Strategies to identify and reduce or remove risks of child abuse

**Standard 7:** Strategies to promote the participation and empowerment of children

All staff, volunteers and contractors have to be made aware of these standards, to show they understand them, and to comply with them. Northside Christian College staff and Committee of Management have been trained and are familiar with the new Child Safe Standards.



# Student Welfare and Pastoral Care

The Chaplain and Head of Welfare work together to provide students, families and staff with the coordinated support they need to lead healthy, fulfilling, productive and responsible lives. The College has also secured a Christian Psychology Service, "To Learn Psychology", to provide specialist support to students and their families.

## Policy and Procedures

The College have approved a wide range of strategies, policies, procedures and practices that are inclusive of the needs of all children, including students who are vulnerable due to age, family circumstances, abilities, or Indigenous, cultural or linguistic background. We promote and provide a supportive learning environment in which all students can expect to feel safe, supported and respected. We recognise the need for clear, transparent and explicit programs and policies to ensure students' physical, social, spiritual and emotional wellbeing.

Student wellbeing and pastoral care policies at the College include:

- Anaphylaxis Management Policy
- Asthma Policy
- Behaviour Management Policy
- Child Safety Policy Code of Conduct and Procedure
- First Aid Policy
- Medication Policy
- Pastoral Care Policy
- Student Anti-Harassment and Bullying Policy
- Working with Children Policy and more.

## Home Group Teachers

Every year level at the College has a Home Group Teacher. All staff are committed to the personal and spiritual wellbeing of their students. The Home Group teacher has a special concern for the student as an individual and encourages personal growth.

## College Chapels

Weekly Chapel services offer encouraging presentations designed to be relevant to students. All our students attend and are given the opportunity to participate. Students are encouraged to offer musical presentations, sing along with songs lead by staff and students, interact with presenters and celebrate student achievements.





# Key Welfare Achievements During 2016

## Primary School

- Continuation of the implementation of the You Can Do It! program, an evidence-based, best practice Social-Emotional program. Key focuses are Confidence, Getting Along, Organisation, Persistence and Resilience
- Inclusion of the Protective Behaviours program aimed at teaching students' skills and strategies to discern threats to their personal safety

## Secondary School

- Continuation of Personal Development classes covering a wide range of mental health, personal safety and life skills
- Continuation of Pastoral Care Days, where each year level had a specific focus on further development of resiliency skills and self-awareness

## Whole School

- Guest Speaker, Brett Lee, spoke with students from Year 3 to our parents on Cyber Safety
- Primary students were equipped with skills and knowledge on how to use the internet safely, whilst creating greater awareness of their rights and responsibilities as a digital user
- Secondary students were challenged around their mindsets and assumptions of the online world, including real life lessons. The focus was to improve knowledge of their responsibilities whilst online, with the emphasis on the cyberworld being part of the physical real world
- Parents were supported with application strategies in linking physical world mindsets and skills with their child's online world. Predatory and grooming behaviours and methodology were also shared



# Sport

Northside Christian College believes that school sport is an integral part of students' overall development, having the potential to impact on the physical, social, emotional and mental health of students. Timetabled Sport and Physical Education are part of the school curriculum and is set up for development, practice and mastery of skills whilst maintaining the main aims of the sports program.

## Primary School

Students in the Primary School have an opportunity to participate in a wide variety of sporting programs throughout the academic school year.

Students in Prep - Year 6 participate in Learn to Swim lessons during Term 1 each year. This program provides a broad, balanced program of swimming, water safety and survival skills in preparation for a lifetime of safe activity in, on or near the water.

Our College participates in Athletics, Cross Country and Swimming competitions against other Christian Schools as part of the Christian Schools Events Network (CSEN).

Students have also enjoyed the opportunity to participate in a wide range of clinics providing them with a chance to develop skills in a range of sports.

## Secondary School

Students from Year 7 to Year 12 are encouraged to participate in a wide range of sporting activities that complement the school based Physical Education program. Students are provided with the opportunity to participate and develop an understanding of the skills, concepts and rules in a wide range of sports.

Northside Christian College is aligned with two key sporting bodies: the Christian Schools Events Network (CSEN) and the Western Christian Schools Sports Association (WCSSA). The aim of these sporting networks is to promote friendship, goodwill and a spirit of sportsmanship and comradeship, together with healthy competition. These inter-school competitions cover a wide range of seasonal sports including: Netball, Volleyball, Soccer, Basketball, Tennis, Cricket and Softball. Annually, all students are challenged to compete in the CSEN Swimming, Cross Country and Athletics carnivals.

# Sporting Opportunities in 2016

## Term 1

Prep to Year 10 Swimming Program  
Year 3 to 12 Swimming Carnival  
Prep to Year 2 Swimming Carnival  
CSEN Secondary School Swimming Championships  
CSEN Primary School Swimming Championships

## Term 2

CSEN VCE Soccer

## Term 3

CSEN Cross Country Championships  
CSEN Secondary School Athletics Championships  
WCSSA Soccer and Basketball (Geelong)  
Year 5 and 6 Hooptime day  
CSEN VCE Rally Day (Boys Basketball, Girls Soccer and Girls Volleyball)  
Year 3 and 4 Hooptime Day

## Term 4

CSEN Primary School Athletics Championships  
Year 9 and 10 CSEN Rally Day (Soccer)  
Year 7 and 8 CSEN Rally Day (Netball and Tennis)

## Secondary Sports Enrichment Program

During each term, the College has conducted a 4 - 5 week program to offer more variety in the Sport and Physical Education program in the Secondary School. Students have gained experience in a range of sports including gymnastics, racket sports, rock climbing, abseiling, kayaking, tennis and dance.

## Squads

The College provides students with an opportunity to train regularly leading up to major sporting carnivals in swimming, athletics and cross country. Many students and staff have made the commitment to train before school leading up to these events.

## Schools Sporting Grants (Primary)

Sporting Schools is a \$160 million Australian Government initiative to get children committed to a lifelong love of sport. Australian primary schools can apply for funding each term to deliver Sporting Schools activity before, during or after school hours. The College is grateful to the Australian Government for the opportunity to successfully apply for grants to run hockey, soccer, gymnastics and rugby league clinics.







# Private Instrumental Program

Northside Christian College values music as an art form created by God as a method of self-expression, as an opportunity to excel, for the contribution to the academic and personal development of our students, for the community building that can be achieved through performance and most importantly, for the glorifying of his name. As a reflection of these values, the College strongly supports the Instrumental Music Program.

We look forward to providing many opportunities for our students to perform each year. This may include musicals, Celebration Evening and various College functions. We also anticipate that there will be other community events such as instrumental recitals, eisteddfods, festivals and College assemblies conducted throughout the year to support our Performing Arts program at the College.

The College currently offers private instrumental lessons for piano, drums, voice, flute and guitar.

Northside Christian College also conducts two music recitals each year, which are special events on the College calendar.





## Student Leadership

Our Student Leadership Programs, provides opportunities for students to develop and put into practice their leadership potential in serving their fellow students and the wider community. We seek to be a 'school without borders', and increasingly work alongside local universities and other organisations to maximise access to high quality learning environments.

At Northside Christian College we have identified leadership as an important skill to develop in all of our students. Our students can serve as leaders in a variety of ways in our College community. Students can lead in sport, academics, chapel and community service. All students can be role models for others in our College community. We are encouraged in the Bible, "As each has received a gift, use it to serve one another, as good stewards of God's varied grace: whoever speaks, as one who speaks oracles of God; whoever serves, as one who serves by the strength that God supplies—in order that in everything God may be glorified through Jesus Christ. To him belong glory and dominion forever and ever. Amen." 1 Peter 4:10-11 (ESV)

Mrs Antonietta Veljanovski and Mr Coenraad Schoo were the staff SRC leaders during 2016.

### Year 6 Primary School Captains

Aaron Evans & Lily Ioannidis

### Year 9 Middle School Captains

Abigail Karunaratne & BJ Taylor

### Primary School Vice Captains

Josiah Donato & Ameesha Handunkanda

### Year 10

Alex Houareau & Aimee Nathan

### Year 7

Luana Siqueira & Amelia Ryan

### Year 11

Monique Naumovski & Reuben Cohn

### Year 8

Shemara Karunaratne & Laura Galati

### Year 12 School Captains

Tia Karkaloutsos, Jesse Massino & Claire Hardi



# College House System

In 2016, Northside Christian College re-launched the College's House program. Students at Northside Christian College have been allocated to a House for academic, sporting, cultural and service events. This allows recognition of effort and achievement in academic pursuits, College and community service, the demonstration of College values, and participation in the life of the College on top of sporting pursuits. A House Systems will assist the College in continuing to foster a family-like atmosphere within the College community. Furthermore, a House program will provide an opportunity for students to form a greater connection with their school community.

There will be a number of benefits for students being members of a House. The newly launched House Program has helped us to develop social cohesion across the year levels; healthy competition between the house teams provides motivation for our young people to represent their Houses with determination in a variety of activities.

The Houses will provide students with not only an increased sense of identity and belonging, but also a sense of tradition over time. It will be another opportunity for whole school interaction amongst students and families.

The House system will also provide additional leadership opportunities for our students in the Primary and Secondary School.

## 2016 House Captains



Primary School

Timothy Halden

Jayde Shafik-Eid

Anelyse Karkaloutsos

Itunu Akin Ojelabi

Alex Zheng

Isabelle Kluchkovsky

Middle School

Damien Furlong

Alin Thorpe

Martika Phemister

Carey Lisle

Gabrielle Tucker

Tommy Tran

Senior School

Ire Odetayo

Claire Hardi

Ryan Bland

Liam Parker

Emma Panozzo

Michael Hadj

Teachers

Ms Taya Shevchuk

Mrs Amy Horneman

Mr Phil Waters

Mr James Eynaud

Mr Chris Simmons

We congratulate the Courageous Conquerors, who were the victorious House team for the 2016 academic school year at Northside Christian College.

# Enrolment Data

## Student Enrolment

2012 - 279 students  
2013 - 278 students  
2014 - 265 students  
2015 - 272 students  
2016 - 282 students

## 2016 Enrolment Data

Prep	30
Year 1	21
Year 2	27
Year 3	30
Year 4	24
Year 5	14
Year 6	17
Year 7	18
Year 8	17
Year 9	21
Year 10	28
Year 11	18
Year 12	17

## Enrolment

Northside Christian College welcomes all enrolment enquiries. The College is offering classes between Prep and Year 12 in 2017. As places are limited, applicants are advised to apply well in advance of the intended year of commencement to avoid disappointment.

For all enquiries regarding enrolment, please contact our Registrar at the details below:

Mrs Sharon Miller

T: 03 9467 2499

F: 03 9467 4899

E: [enrol@ncc.vic.edu.au](mailto:enrol@ncc.vic.edu.au)

## Student Attendance Collection

Each year the Department of Education and Training undertakes the task of collecting attendance data from non-government schools for Years 1 to 10. The data collected by the Department is forwarded to the Australian Curriculum, Assessment and Reporting Authority (ACARA) for publication on its 'My School' website. Schools are required to complete the Student Attendance Collection as part of their obligations under the Australian Education Act 2013.

## 2016 Student Attendance

Year Level	Attendance Rate
Prep	95.10%
Year 1	93.20%
Year 2	94.30%
Year 3	94.90%
Year 4	95.70%
Year 5	94.00%
Year 6	95.30%
Year 7	94.80%
Year 8	91.70%
Year 9	95.80%
Year 10	92.20%
Year 11	93.90%
Year 12	89.80%
Average	93.91%

Proportion of students in 2016 who attend school 90% or more of possible days calculation: 72%

## Procedures for Daily Absentees

Student attendance is recognised as a significant factor that contributes towards academic success at Northside Christian College. The College highlights the importance for students to arrive on time and be present at school for as many days as possible.



Parent notifies by email / phone call

Unexplained absences followed up by email / phone call

The College regularly communicates with families in regards to any absence from school. Attendance is recorded twice daily for Primary School classes, and at the commencement of every period for Secondary School classes. Unexplained absences are followed up promptly by the Administration staff at the College.

The College implements an Attendance and Roll Marking Policy to ensure compliance with Government requirements.

# Teaching Staff

## Staff Qualifications

All teaching staff must have current Victorian Institute of Teaching (VIT) registration. This requires appropriate Tertiary level qualifications, minimum PD hours and Police Checks. Northside Christian College is committed to securing and keeping qualified and experienced staff who add to the culture of the College. Every Northside Christian College staff member has either completed a satisfactory Police Check or holds a current Working with Children Check card.

## 2016 Staff Statistics

Non teaching Staff (FTE)	15.4
Teaching Staff (FTE)	26.6
Aboriginal or Torres Strait Islander Staff (FTE)	N/A
Staff Male (FTE)	13.7
Staff Female (FTE)	28.3
Staff attendance rate:	88.4% *

\* Includes Annual Leave, Compassionate Leave, Maternity Leave and Sick Leave







# Teaching Staff Qualifications

The impact of teacher quality on student learning is significant. Teacher quality is vital to student achievement. At Northside Christian College, we truly understand this and its implications for how we hire, develop and retain the teachers who will enable us to achieve our student learning outcomes and strategic goals. At Northside Christian College, we value the experience and knowledge that our colleagues bring with them. Furthermore, we acknowledge the importance of lifelong learning and the role of professional learning and development for all teachers.

The chart below outlines the qualifications of each staff member.

Wayne Barker	Bachelor of Arts, Diploma of Teaching, Graduate Diploma of Computing
Margaret Bovey	NZ Teachers Certificate
Teresa Connelly	Bachelor of Arts, Diploma of Education (Hons), PHD in Geography and Environmental Science
Carolyn Creek	Bachelor of Arts, Certificate of Educational Support
Angela Eynaud	Bachelor of Arts, Diploma of Education
James Eynaud	Bachelor of Biological Sciences, Graduate Diploma of Teaching
Lyn Fishwick	Bachelor of Education
Margaret Furlong	Diploma of Teaching, Graduate Diploma in Mathematics, Graduate Certificate of Special Education, Graduate Certificate of Counselling, Bachelor of Education
John Galati	Associate Diploma of Engineering, Graduate Diploma of Management, Bachelor of Science, Graduate Certificate of Biostatistics, PHD Mathematics
Christopher Gatt	Bachelor of Arts, Graduate Diploma of Education (Secondary)
Kerry Hager (Patching)	Bachelor of Education (Primary), Bachelor of Arts
Craig Hogan	Bachelor of Arts (Hons), Graduate Diploma of Education, Master of Education (Teacher Librarianship)
Doug Holtam	Bachelor of Education, Master of Education
Amy Horneman	Bachelor of Arts, Bachelor of Education (Secondary), Master of Arts (Applied Linguistics)
Anthea Komninoglou	Bachelor of Education, Diploma of Arts
Andrew Leslie	Certificate III in Sport and Recreation (Outdoor Recreation), Bachelor of Arts, Bachelor of Teaching (Primary and Secondary)
Joy Lisle	Bachelor of Arts, Diploma of Education
John Longley	Graduate Diploma of Education, Bachelor of Applied Science

Vanessa Low	Master of Education (Primary)
Cordillia Lowe	Diploma of Christian Ministry
Christine Marsh	Certificate of Social Services (Library Technician)
Janet Mitchell	Bachelor of Education, Diploma of Teaching ECE
Clarissa Randles	Bachelor of Education (Primary and Early Childhood)
Coenraad Schoo	Bachelor of Education UP/LS (Maths, Science and IT)
Christopher Simmons	Bachelor of Education
Taya Shevchuk	Bachelor of Arts, Bachelor of Teaching (Primary)
Sharon Simic	BSS Pastoral Counselling, Masters of Teaching, Certificate of Religious Education
Eleanor Tan	Bachelor of Arts, Post Graduate Education, Master of Early Education
Olivia Tucci	Bachelor of Arts (Psychology), Bachelor of Teaching
Susan Varghese	Master of Education, Master of Science
Christie Vaughn (Stocks)	Bachelor of Arts, Graduate Diploma Education (Primary)
Antonieta Veljanovski	Bachelor of Education, Diploma of Primary Teaching
Anna Venegas	Bachelor of Education (Primary and Early Childhood)
Lenna Waters	Master in Education (Home Economics Education), Bachelor of Science (Home Economics)
Philemon Waters	Bachelor of Science, Post Graduate Education, Master of Arts
Kirsty Watson Jones	Bachelor of Applied Science (Physical Education)
Rebekah Werner (Cogger)	Bachelor of Education
Jo Westland	Bachelor of Education
Shevaun Worrell	Cert 4 Youth Development, Bachelor of Arts (Creative Arts), Post Graduate Diploma of Secondary Education
Annelie Zuccolo	Diploma of Photography, Bachelor of Arts, Bachelor of Teaching (Secondary), Master of Arts (Communications)



# Recognising Years of Service

Northside Christian College recognises the importance of long serving employees and values the ongoing dedication and contributions of our long serving staff. The contribution made by such employees to the ongoing operation of the College community is significant and worthy of recognition.

The staff listed below were formally recognised at the College Celebration Evening in December 2016.

Margaret Bovey	27 years of service (retiring)
Margaret Furlong	20 years of combined service
Cordillia Lowe	10 years of service
Eleanor Tan	10 years of service
Taya Shevchuk	10 years of service
Anna Venegas	10 years of service

Angela Eynaud was recognised for her 18 years of service as Head of VCE

## The Rose Latimer Award

The Rose Latimer Award is a perpetual trophy presented annually at the College's Celebration Evening. A family connected to the College Community sponsors this special award. The recipient consistently displays the core values of the College, reflecting the heart of 1 Corinthians 13:13, throughout the year. The recipient receives a trophy and a cash amount that contributes towards professional learning and development in the following year.

Mr Wayne Barker won the Rose Latimer Award in 2016. The nominations received noted his "extra mile" attitude in serving the students of the College and the wider College community. Mr Wayne Barker has been appointed the Principal at Kerang Christian College commencing in 2017.



# Professional Learning and Development

Northside Christian College has an ongoing commitment to the professional development of all staff. This commitment includes our staff growth in their understanding about College policy and practice, including health and safety. Importantly, as a Christian College, we undertake professional development to grow our understanding and to develop our practices with respect to outworking our Christian faith.

As an educational institution, our staff are supported in their professional networks, teaching associations and support agencies including Independent Schools Victoria and Christian Schools Australia.

All teachers are required to declare they have undertaken a defined quantity and scope of professional learning and development activities when applying for renewal of registration with the Victorian Institute of Teaching (VIT). Teachers are required to undertake at least 20 hours of professional learning and development that is referenced to the Australian Professional Standards for Teachers (APST) each year.



Image Source: Victorian Institute of Teaching. (2014). Professional Development. Retrieved from [http://www.vit.vic.edu.au/\\_\\_data/assets/pdf\\_file/0008/5111/PDactivities.pdf](http://www.vit.vic.edu.au/__data/assets/pdf_file/0008/5111/PDactivities.pdf).

Professional learning and development sessions at Northside Christian College are organised in line with annual goals and priorities. Northside Christian College is committed to providing staff with access to ongoing Professional Development consistent with the Australian Charter for the Professional Learning of Teachers and School Leaders.

Teaching staff regularly participated in staff meetings, curriculum meetings and individual professional learning and development.

Professional Development sessions conducted in 2016 include:

- New Teacher Induction
- Child Protection Policy Briefing
- Mandatory Reporting eLearning Module
- Anaphylaxis Training
- First Aid Training
- Child Safe Standards Briefing
- NAPLAN Briefing for Test Administrators
- CSA Vic / Tas State Conference







# Community Feedback

In 2016, a variety of informal surveys were used across stakeholder groups to assess satisfaction and gauge areas for improvement. We did not undertake a formal set of surveys for student and staff satisfaction during 2016; however, we were able to analyse the results from an Independent Schools Victoria LEAD survey conducted by the College in 2015 and published during 2016.

Various parent forums and focus groups throughout the year confirmed that parents, staff and students view the College's key aims and ethos positively alike. These include:

- Strong support for teaching students from a Biblical perspective;
- Appreciation of the implementation of a range of wellbeing programs, including satisfaction with the College having a Chaplain and Student Wellbeing Officer;
- High praise for the successful implementation of the new House program
- Support of the College's Scholarship program

The College has also noted feedback about areas where the College can improve, including:

- Improving car park safety;
- The need for additional information sessions for parents who need help navigating through Schoology;
- A desire for an improved website to provide a better source of information, including College policy documents;
- Specialist and leading teachers across the College rather than teachers teaching multiple subjects.

The Independent Schools Victoria LEAD surveys are seven psychometrically-tested stakeholder surveys that are statistically proven by Cambridge University to measure school effectiveness. The surveys give College leaders a 360-degree view of the complex, multi-faceted elements of College's effectiveness through the eyes of students, parents, staff and the Committee of Management. The 2015 LEAD survey highlighted the need to continually improve in a number of areas including:

- Academic Achievement
- Transition programs at the College for different stages of school
- Governance
- Facilities and Resources

Feedback is gathered from students throughout the year via the Student Representative Council (SRC). The SRC provides a mechanism for students to share their feedback. Student leaders are encouraged to be the voice of their peers in this forum.

Staff satisfaction was regularly monitored through personal interviews with members of the College Executive Team. Staff meetings together with evaluation processes enable diverse opportunities for staff to express openly and collegially levels of satisfaction and dissatisfaction with areas of the College and specific operations.

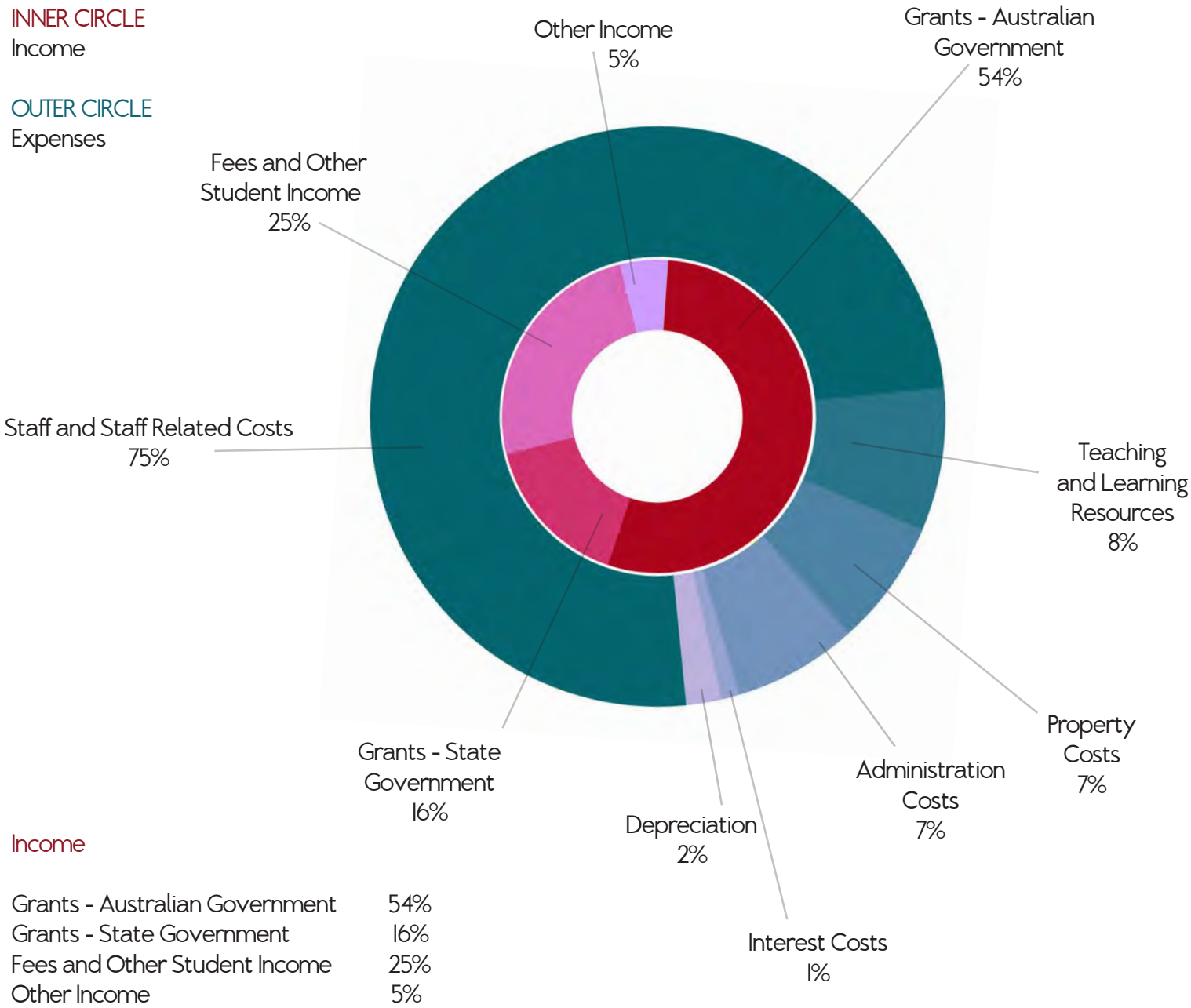
Satisfaction amongst parents, teachers and students is continually measured through a variety of means. Feedback from parents is welcomed through formal and informal meetings and interviews. A number of surveys have been conducted within the College community during the past few years and the data collected has provided the basis for new projects and initiatives and also supports the justification of existing programs.

# Financial Data

REVENUE AND EXPENDITURE FOR THE YEAR  
ENDING 31 DECEMBER 2016

INNER CIRCLE  
Income

OUTER CIRCLE  
Expenses



## Income

Grants - Australian Government	54%
Grants - State Government	16%
Fees and Other Student Income	25%
Other Income	5%

## Expenses

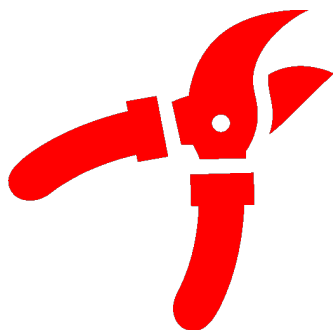
Staff and Staff Related Costs	75%
Teaching and Learning Resources	8%
Property Costs	7%
Administration Costs	7%
Finance Costs	0%
Interest Costs	1%
Depreciation	2%





# Grounds and Facilities

## Rose Latimer Memorial Garden



The opening of the Rose Latimer Memorial Garden was a very special event in the life of the College. The College community gathered first thing in the morning on Friday, 7th October 2016 to remember Rose and honour the contribution that she made to building the College into the place it is today.

Rose was a faithful member of the College community for many years. She was a parent of three students and a staff member. Rose wore many hats: the Office Manager, enrolments officer as well as PA to the Principal, concurrently. She served three College Principals. Rose was known for embodying the verse 1 Corinthians 13:13, "And now these three remain: faith, hope and love. But the greatest of these is love," and that was one of her favourite scriptures. Rose's sons attended the Memorial Service along with past Principals, Ken Greenwood (now Head of CSA, Victoria) and Stephen Leslie. Lyn Fishwick shared some insights about Rose and our College Chaplain, Jared Stocks sang Amazing Grace to conclude the service.

The Rose Garden includes roses that are the same colours as the roses that were in Rose's own garden at home. Stephen Nelson, an ex-student of the College and now parent of three children who are students, designed the garden with the idea of it being a place for reflection and prayer. The wooden posts have been engraved with Rose's name and the verse from 1 Corinthians 13:13 to remind us to love others as Jesus loves us.

## Construction Works



The College campus is compact and attractive, and in recent years much work has been done to make the grounds safe and welcoming, with a range of spaces to cater for students of all ages. The permanent buildings are grouped around a central multi-purpose court. Rooms are spacious and high quality equipment and furniture ensures that the curriculum can be delivered effectively. In recent years the College has undertaken extensive capital development in the areas of new building works and upgrades.

Over the 2015 Christmas Holiday, the walls of the library were taken down to facilitate the formation of an exciting and innovative new learning space for Middle School students. The open plan areas allow for flexible learning in small groups, whole classes and combined classes.

During 2016, the College concluded the development of our sports precinct, which will be officially opened in 2017.

## Buildings, Grounds and ICT Facilities



Regular cyclical maintenance programs for key resources ensure that the facilities at Northside Christian College were appropriately maintained. The Committee of Management and Executive Team recognise that a well-maintained College contributes toward a safe and pleasant working environment, builds school pride and morale and enhances the College's image.

## Occupational Health and Safety



Northside Christian College is committed to providing a work environment that ensures the health and safety of students, employees, contractors, visitors and members of the Community. The Occupational Health and Safety (OH&S) Committee at Northside Christian College promotes and facilitates cooperation between management, staff and students in the development and implementation of OH&S policy, procedures, guidelines and programs at Northside Christian College.

The OH&S Committee at the College for 2016 included the following staff:

- Mr Chris Simmons (OH&S Representative)
- Mrs Lenna Waters
- Mr Devin Le Page
- Mr Doug Holtam
- Mr Wayne Barker
- Mr Leigh Adcock (from October 2016).

## Sustainability

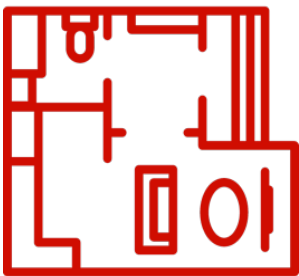


At Northside Christian College we have pursued a number of strategies to reduce our environmental impact and help make our students more environmentally responsible citizens.

These include:

- The installation of water tanks to harvest water.
- A paper collection and Recycling program.
- Moving to electronic publication of the College Newsletter.
- A 10KW solar panel power generation system.
- A Rubbish Free Lunch program has been implemented in the Primary School to reduce waste.
- Vegetable garden and chicken pen
- Water Testing at Norris Bank Park and Darebin Creek.

## Master Plan for the future



During 2017, members of the Executive Team and the Committee of Management will commence work to develop a new Master Plan for the College. This document will help direct all of our major capital works over the next 10 or more years. The plan will include input from many stakeholders of the Northside Christian College community.

“Therefore everyone who hears these words of mine and puts them into practice is like a wise man who built his house on the rock.” - Matthew 7:24 (NIV)

# Acronyms and Glossary

Academic Year	The current calendar year in which a student is enrolled.
ACARA	Australian Curriculum, Assessment and Reporting Authority
AITSL	Australian Institute for Teaching and School Leadership (See: <a href="http://www.aitsl.edu.au">www.aitsl.edu.au</a> )
Attendance Rate	Attendance rate, for students at a school, means a percentage representing the total number of full-time-equivalent days the students attended the school to receive primary education or secondary education, divided by the number of full-time-equivalent days the students at the school could have received primary education or secondary education.
Australian Curriculum	The national curriculum being developed for students in Prep – Year 10 covering subject areas outlined in the Melbourne Declaration (2008). (See: <a href="http://www.australiancurriculum.edu.au">www.australiancurriculum.edu.au</a> )
Coeducation	The integrated education of boys and girls at the same school facilities; co-ed is a shortened adjectival form of co-educational.
CORP	Continuous Online Reporting Program
CSA	Christian Schools Australia (See: <a href="http://www.csa.edu.au">www.csa.edu.au</a> )
CSEN	Christian Schools Events Network
Distance Education	Distance education or distance learning is a mode of delivering education and instruction, often on an individual basis, to students who are not physically present in a traditional setting such as a classroom. Distance education at Northside Christian College is available to students in 2016 through enrolment with the Distance Education Centre Victoria.
FTE	A representative number that is calculated by assessing the hours worked over the financial year by all full-time and part-time employees, and converting this to a corresponding number of employees as if all staff were full-time.
ICT	Information and Communications Technology
ILP	Individual Learning Plan
Independent schools	Schools that are not Government-run and are not Catholic schools. (A very small number of Catholic schools do call themselves Catholic Independent schools.)
Learning Management System	A learning management system (LMS) is a software application for the administration, documentation, tracking, reporting and delivery education courses.
Lifelong Learning	The process of acquiring knowledge or skills throughout life via education, training, work and general life experiences



Literacy	In the Australian Curriculum, students become literate as they develop the knowledge, skills and dispositions to interpret and use language confidently for learning and communicating in and out of school and for participating effectively in society. Literacy involves students in listening to, reading, viewing, speaking, writing and creating oral, print, visual and digital texts, and using and modifying language for different purposes in a range of contexts.
LSA	Learning Support Assistant
Middle School	Years 7 – 9 at Northside Christian College
Monitoring	At the school level this is the process of continually evaluating students' performance or checking that the aims of particular instructional activities have been achieved.
NAPLAN	National Assessment Program – Literacy and Numeracy. Annual tests conducted nationally in Years 3, 5, 7 and 9, covering reading, writing, spelling, grammar and punctuation, and numeracy. The results provide information for teachers and schools on individual student performance on a national basis. This is used to identify areas of strength and where further assistance may be required. NAPLAN tests are part of a collaborative process between states and territories, the Australian Government and non-government schools sectors. (See: <a href="http://www.naplan.edu.au/">www.naplan.edu.au/</a> )
National Minimum Standards	Nationally set standards against which the results of NAPLAN tests are compared. For each year level, a minimum standard is defined and located on the common underlying scale. Band 2 is the minimum standard for Year 3; Band 4 is the minimum standard for Year 5; Band 5 is the minimum standard for Year 7; and Band 6 is the minimum standard for Year 9.
Non-teaching staff	A member of the school who supports the school by providing educational services but does not directly teach students. Non-teaching staff can be engaged at one or more schools and include specialist support staff such as teachers' aides and assistants, administrative and clerical staff, and building operations, general maintenance and other service staff.
Numeracy	A term that emerged in the United Kingdom as a contraction of "numerical literacy". In the Australian Curriculum, students become numerate as they develop the knowledge and skills to use mathematics confidently across other learning areas at school and in their lives more broadly. Numeracy involves students in recognising and understanding the role of mathematics in the world and having the dispositions and capacities to use mathematical knowledge and skills purposefully.
Prep	Commonly used abbreviation for Preparatory Year. In Victorian, Queensland and Tasmanian schools it is the year before Year 1.
Primary School	Prep – Year 6 at Northside Christian College
Restorative Practice	The practice of managing conflict and tension by refocussing on repairing harm and strengthening relationships. It endeavours to replace punitive disciplinary processes with those that support the student to restore relationships harmed by their behaviour.
School Improvement Plan	The school improvement plan describes the priorities identified through analysis of student learning (achievement, progress and engagement) and the strategies to improve teaching and learning.

Semester	One half of the academic year.
Secondary School	Years 7 - 12 at Northside Christian College
Senior School	Years 10 - 12 at Northside Christian College
SRC	Student Representative Council
SSG	Student Support Group
Standardised Test	Is administered and graded consistently for all students sitting the test. Students receive the same test items and the same instructions and, except for students granted special provisions, sit the test under the same conditions. The same standards are applied when marking student responses, resulting in comparability of reported grades.
VCE	Victorian Certificate of Education
VCAL	The Victorian Certificate of Applied Learning (VCAL) is a 'hands-on' option for students in Years 11 and 12. Like the VCE, the VCAL is a recognised senior secondary qualification.
VET	Vocational education and training (VET) enables students to gain qualifications for all types of employment, and specific skills to help them in the workplace. The providers of VET include technical and further education (TAFE) institutes, adult and community education providers and agricultural colleges, as well as private providers, community organisations, industry skill centres, and commercial and enterprise training providers. In addition, some universities and schools provide VET.
VIT	Victorian Institute of Teaching. The Victorian Institute of Teaching is an independent professional body for the teaching profession. The Institute registers teachers working in Victorian government, independent and Catholic schools. As with other professions occupying positions of trust and responsibility, teachers are required to be registered in order to practice their profession. All practicing Victorian school teachers must be registered by the Institute.
VRQA	Victorian Registration and Qualifications Authority
WCSSA	Western Christian School Sports Association

# Useful Links

Association for Supervision and Curriculum Development

[www.ascd.org](http://www.ascd.org)

Association of Christian Schools International

[www.acsi.org](http://www.acsi.org)

Australian Council for Educational Leaders

[www.acer.org.au](http://www.acer.org.au)

Australian Curriculum

[www.australiancurriculum.edu.au](http://www.australiancurriculum.edu.au)

Australian Curriculum, Assessment and Reporting Authority

[www.acara.edu.au](http://www.acara.edu.au)

Australian Institute for Teaching and School Leadership

[www.aitsl.edu.au](http://www.aitsl.edu.au)

Christian Schools Australia

[www.csa.edu.au](http://www.csa.edu.au)

Independent Schools Victoria

[www.is.vic.edu.au](http://www.is.vic.edu.au)

My School

[www.myschool.edu.au](http://www.myschool.edu.au)

National Assessment Program

[www.nap.edu.au](http://www.nap.edu.au)

Victorian Curriculum and Assessment Authority (VCAA)

[www.vcaa.vic.edu.au](http://www.vcaa.vic.edu.au)





**Northside Christian College**

Transforming Lives Through Christ and  
the Wonder of Learning