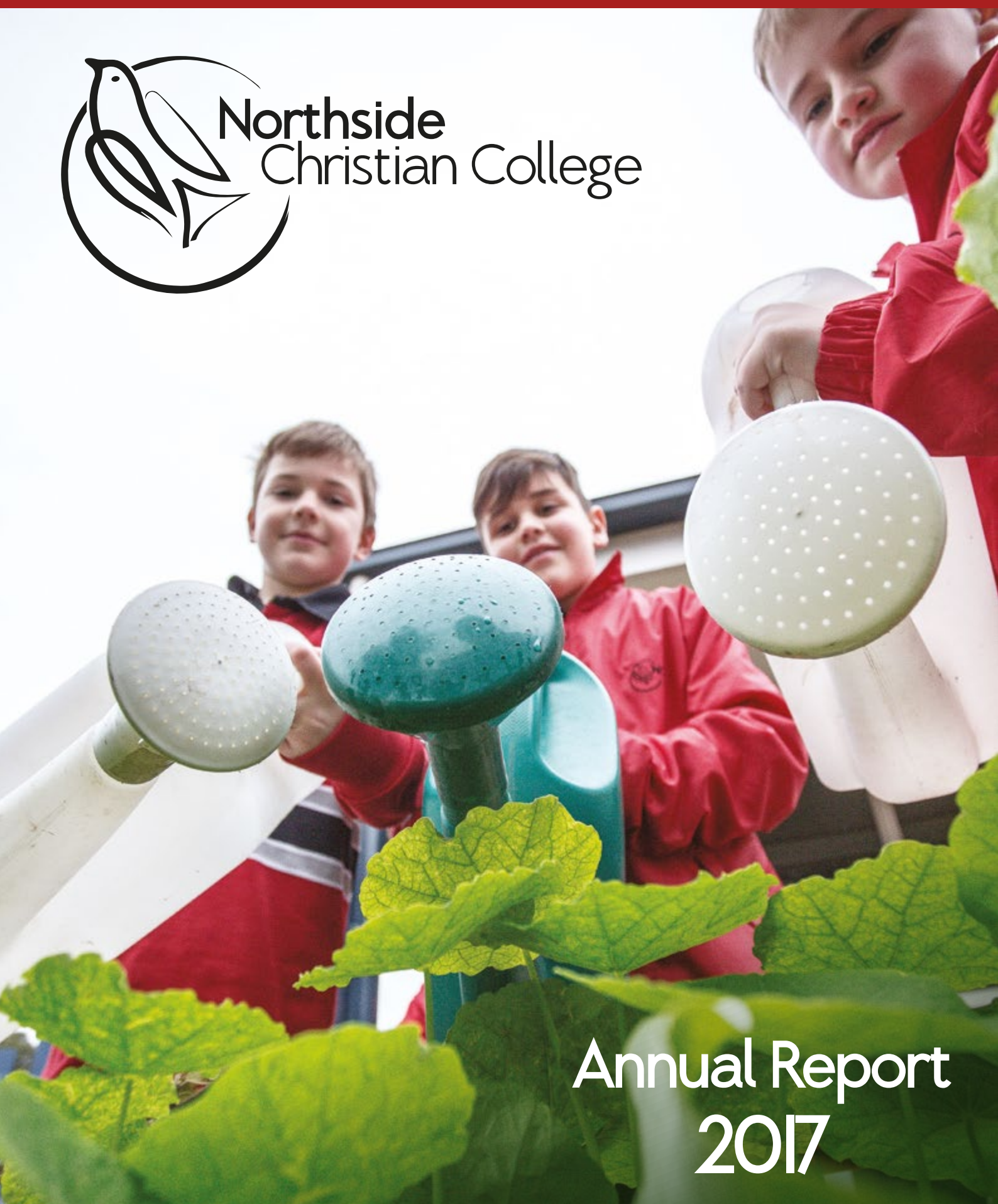




Northside
Christian College



Annual Report
2017

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In producing the 2017 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.

Published by

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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.

Photography and Articles

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

2017

"Stronger"

"Those who hope in the Lord will renew their strength. They will soar on wings like eagles; they will run and not grow weary, they will walk and not be faint." Isaiah 40:31(NIV)



318 Students in 2017



3 House Teams

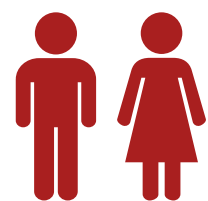


2 Year I Classes for the First Time

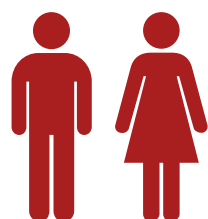


38 Years in operation

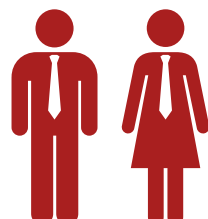
School Structure



Primary School
Prep - Year 6



Middle School
Years 7 - 9



Senior School
Year 10 - 12

2017 at a Glance

JAN

- Executive Team Retreat
- Staff Retreat and Staff Preparation Week
- New Staff Induction Program
- Staff First Aid Training
- VCE Information Evening

FEB

- VCE Retreat in Geelong
- Parents and Friends Association New Parents Morning Tea
- Year 7 Dinner
- Dedication Service
- Volunteer and Parent Helper Training
- Year 5/6 Camp at Mill Valley Ranch

MAR

- Open Evening
- Year 10 Careers Testing
- CSEN Rally Day
- Year 9 City Challenge in Melbourne City
- Year 10 Work Experience
- Primary and Secondary School Swimming
- House Swimming Carnival

APR

- Levi McGrath performed at Whole School Chapel
- School Photos
- Parent-Student-Teacher Interviews
- Year 7/8 Camp

MAY

- House Athletics Carnival
- Year 3/4 Sleepover
- CSA Prayer Breakfast
- Year 9 Resiliency Day
- Year 12 Tertiary Information Session at La Trobe University
- Year 10 Poetry Intensive
- Year 3, 5, 7 and 9 students participated in NAPLAN

JUN

- Official Opening of the Sports Precinct at Northside
- Music Recital
- Midyear Examinations
- Year 8 Resiliency Day
- Whole School Showcase Evening

JUL

- Unit 3 Practice Exams
- CSA Conference
- Years 10 12 Spot Jobs Careers Expo
- Parent-Student-Teacher Interviews
- Year 11 VicRoads Program

AUG

- VET Taster Days
- Year 9 Community Challenge
- Outdoor and Environmental Studies Ski Trip
- Book Week Dress Up Day
- CSEN Rally Day
- WCSSA Sports Day
- Write a Book in a Day
- Year 10 Excursion to Fare Share
- The Amazing Father's Day Race

SEP

- CSSN Athletics
- Prep City Excursion
- Year 10 Canberra Trip
- Unit 3/4 Practice Exams

OCT

- Whole School Art Show
- Year 3 and 4 Camp
- World Teachers Day
- Year 12 Celebration Day
- Year 5/6 City Camp
- Year 9 W.A. Trip

NOV

- Year 9 Costal Challenge
- Instrumental Music Program Recital
- Graduation Assembly and Dinner for Year 12s
- End of Year examinations
- Early Commencement Program
- Orientation Day
- Jump Rope for Heart
- Middle School Showcase
- Vietnam Missions Trip
- Year 6 Graduation

DEC

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

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 to the wider 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, fostering 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 throughout 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 Statement

Transforming lives through Christ and the wonder of learning.

Vision Statement

To be an inspirational Christian learning community.

Our mission, "Transforming lives through Christ and the wonder of learning", sums up our commitment to making a difference in this world. Through the design and structuring of our learning programs and state of the art learning environments, we are well equipped to nurture and develop the unique talent, gifting and interests of students.

As a Christian learning community, we have almost forty years of tradition educating our students to live out the timeless values of perseverance, humility and integrity; preparing them for meaningful and purposeful engagement in every area of their lives. The Bible informs our curriculum, our relationships and our practices. All of our staff are practicing Christians, applying their faith to their teaching and other work.



Core Values

"Three things will last forever—faith, hope, and love—and the greatest of these is love." 1 Corinthians 13:13



In establishing the College's core values, God directed us to 1 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 and 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 the 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 the 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.

Enactment of the College Philosophy

The College Vision, Mission, Values and Objectives are central to all practices within the College and form the basis of the College's Strategic Plan and Annual Action Plan.

The College Philosophy is communicated to the students, parents, staff and the College community through key documents and publications. These include but are not limited to:

- Annual Report
- College Website
- Primary School Handbook
- Middle School Handbook
- Senior School Handbook
- Staff Induction Program and Staff Handbook
- College newsletters

It is expected that all school improvement strategies and organisational practices relate to the College Philosophy in alignment with the Vision, Mission and Objectives of the College.

The Committee of Management review written policies on a continuing basis to ensure consistency with the College's Vision, Mission, Philosophy and Objectives. Policies are also reviewed and revised as a result of newly enacted state and/or federal legislation, as a result of research and/or policy development as presented by state and/or national organisations and agencies, or for other reasons as determined by the Committee of Management.

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.



Model for Teaching and Learning

In 2016, Northside Christian College created 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, Vision and Philosophy 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.

The Teaching and Learning Framework is an important tool for our College community and closely aligns with the Vision, Mission, Philosophy and Objectives of the College.

The documented curriculum at the College reflects a commitment to meet the requirements of State and National Curriculum frameworks, including the Curriculum and the Victorian Certificate of Education study designs.

Northside Christian College is strategically phasing in the 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 Australian Curriculum includes seven General Capabilities. These General Capabilities traverse all specific disciplines and study areas and are regarded as the core skills and dispositions for 21st century students. The General Capabilities are:

- Literacy
- Numeracy
- Information and communication technology
- Critical and creative thinking
- Personal and social
- Ethical understanding
- Intercultural understanding.

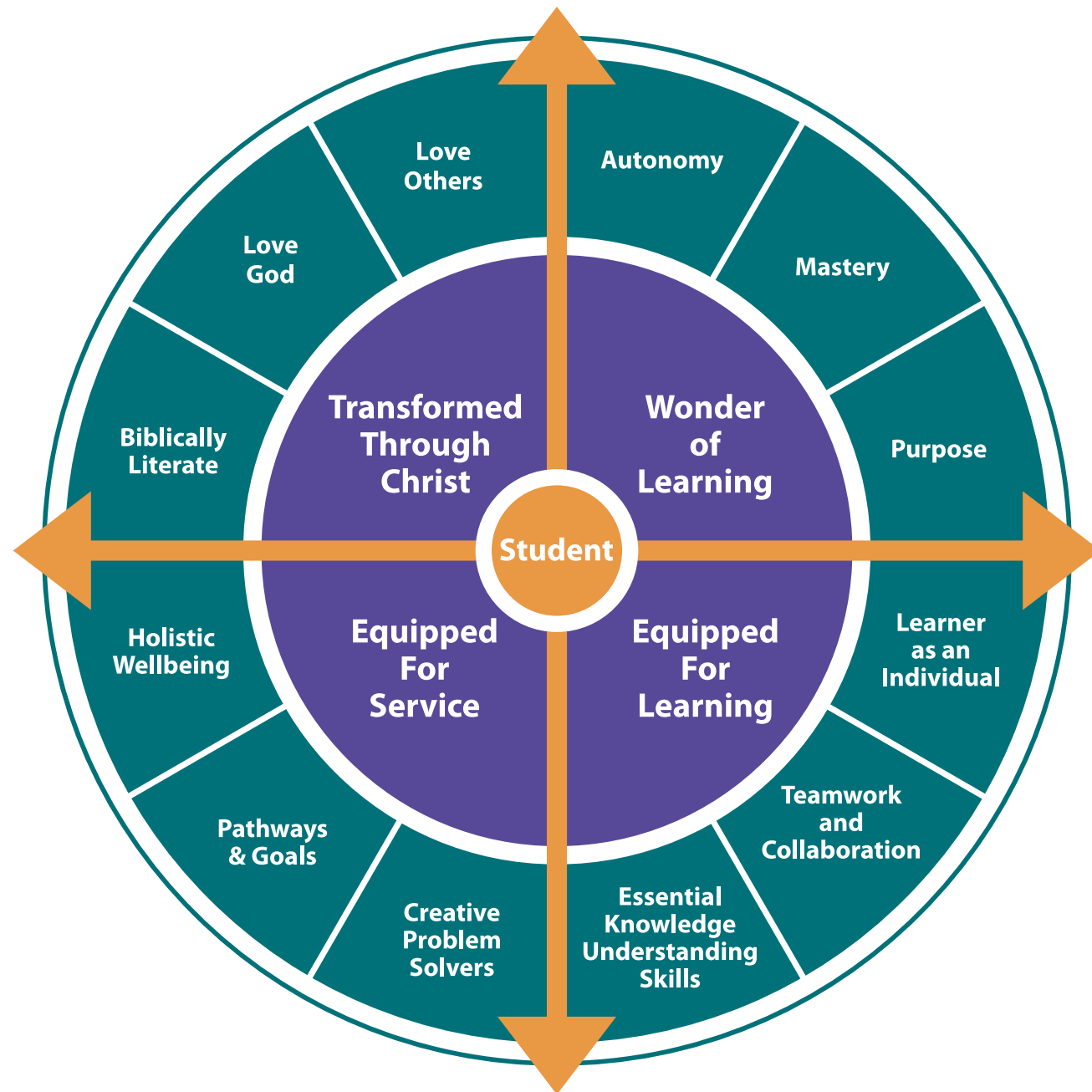
The curriculum at Northside meets the Education Goals for Young Australians found in the Melbourne Declaration 2008, by providing schooling that promotes equity and excellence and encourages students to become:

- Successful learners
- Confident and creative individuals and
- Active and informed citizens.

Our curriculum is deliberately planned to ensure that students gain enduring understanding. This is achieved by planning that begins with the end in mind, with a clear description of the evidence of learning, assessment, learning outcomes, and appropriate teaching and learning strategies. Teaching staff at Northside Christian College are documenting subjects using an Understanding By Design approach. Assessment is of learning, for learning, and as learning and is embedded in curriculum planning.

*“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



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 form the basis of the College’s School Improvement Plan for 2014 - 2017. During

2017, the Committee of Management approved the College’s 2018 - 2021 Strategic Plan, which outlines the overall direction for Northside Christian College for the next four years.

The Committee of Management is responsible for developing policies to reflect the College’s philosophy and values and to support the College’s broad direction, as outlined in the Strategic 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 was a key priority for the Committee of Management during the 2017 academic school year. The Committee of Management have approved a new Child Safety Policy, Code of Conduct and Procedures, Child Safe Strategy Document 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 – 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 formerly 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 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 was 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 the Mernda Campus 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: Jinu Abraham

Date Appointed to Committee of Management: 26/05/2017

Qualifications: Masters in Accounting and Financial Management, Bachelor of Commerce

Background Information: Jinu joined the Committee of Management in 2017 and brings experience as a Finance and Operations Manager. He is currently employed by Mustad Australia Pty Ltd completing a variety of financial and stewardship activities including reporting, statutory and tax compliance, managing risk and partnering with external stakeholders for business growth. Jinu brings a broad range of skills to the Committee of Management including financial analysis, business analysis, project management, business strategy and managerial finance.

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 of Management and Executive Team are aware that funding of Independent Schools remains under close review.

Asthma Guidelines for Victorian Schools

Northside Christian College is committed to supporting the wellbeing of all students at the College. A freak thunderstorm in November 2016 highlighted how vulnerable many people are to asthma attacks and how deadly asthma can be. The College is aware that the Asthma Foundation have developed six different Asthma Action Plans, which are categorised by the type and dosage of the child's prescribed reliever medication. During August 2017, the Executive Team approved the updated Asthma Policy (Policy No. 17) for Northside Christian College. This policy document includes information on the implementation and operation of a model policy for the best practice management of asthma in Victorian schools.

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 applied to organisations from the 1st January 2016 in phases. Organisations were 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. Northside Christian College continued to strengthen its compliance with the Child Safe Standards throughout the 2017 academic school year.

Mandatory Notification of Data Breaches

On the 22nd February 2018, changes to the Privacy Act 1988 (Cth) (the Act) will take effect and a new Notifiable Data Breach (NDB) Scheme will be in force. This reform will affect the Privacy Programs of almost all non-government schools. Northside Christian College is committed to protecting and maintaining the privacy of personal and health information.

The College's Privacy Policy (Policy No. 16) highlights our commitment to protecting the privacy of members of our College community. Northside Christian College will be reviewing a range of policies and procedures in preparation for the implementation of the new Notifiable Data Breach Scheme in 2018.

Reportable Conduct Scheme

The Victorian Reportable Conduct Scheme commenced on the 1st July 2017 and seeks to improve organisations' responses to allegations of child abuse and neglect by their workers and volunteers. The scheme was established by the Child Wellbeing and Safety Act 2005 (the Act). Government and non-government schools are required to have additional policies and procedures in place for reporting, responding to and investigating various allegations of misconduct in relation to children and young people. Such obligations are in addition to other mandatory reporting and duty of care obligations. Northside Christian College has developed and approved a Reportable Conduct Policy during 2017.

Royal Commission into Institutional Responses to Child Sexual Abuse

The Royal Commission into Institutional Responses to Child Sexual Abuse tabled its final report in December 2017. In Volume 13 relating to schools, the Royal Commission made a number of specific recommendations. The Committee of Management and Executive Team at Northside Christian College will carefully consider the Report, its observations, conclusions and recommendations and will continue to review our child protection policies and practices.

Additional Changes

The College is aware of a wide range of changes to legislation and regulations, which apply to schools. During 2017, the College reviewed approximately fifty policy documents. 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 and Priorities

During 2017 the following priorities were achieved.

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

2018 2021 Strategic Plan

The 2018 2021 Strategic Plan document is intended to set the overall direction for Northside Christian College for the next four years. It also outlines the key values that the Committee of Management and the College community agree should be at the heart of how the College operates and develops.

Our strategic priorities are carefully aligned with the College's vision and mission statements, values, objectives and philosophy statement.

Northside Christian College is committed to undertaking the following six strategic priorities between 2018 and 2021. The implementation of these initiatives will be phased over the five-year period of the plan. Implementation will occur through an annual planning and budget cycle. The strategic actions and business plans will be reviewed annually.



1. Passionate Learning

"Northside Christian College is committed to developing a culture where students are passionate about learning and transformed through Christ and the wonder of learning."



2. Educational Leadership

"Northside Christian College is committed to employing, developing and resourcing a high quality team of teachers, administrators and support staff."



3. Nurturing Culture

"Northside Christian College aims to further develop a nurturing College community that meets the needs of individual students."



4. Connected Learning Community

"Northside Christian College is committed to creating a strong Community by fostering relationships and establishing productive partnerships."



5. Strategic Resource Management

"The administrative structures at the College aim to create a sustainable organisation that can facilitate and support the educational programs of the College and reinvest in high quality resources, facilities and assets."



6. Sustainable Governance

"The Committee of Management is committed to implementing responsible and sustainable practices in the governance of the College. The Committee of Management will continue to develop and review policies and processes that support the members of the College community and comply with current educational and government standards."

Targets and Priorities

Priorities, Initiatives and Targets for 2018

Focus Area	Outcomes
Passionate Learning 	<ul style="list-style-type: none"> Implement the College's new Teaching and Learning Framework Implement a student data-analysis system Actively enhance teaching and learning through the College's online learning platform Further develop the INSPIRE program Utilise Christian Schools Australia's resource God's Big Story Version 2 to develop and implement curriculum from a Biblical world view
Educational Leadership 	<ul style="list-style-type: none"> Implement the College's updated Professional Learning and Development Policy Evaluate the process of staff education and performance reviews to ensure alignment with best practice, including the Australian Teacher Performance and Development Framework Provide adequate training for all staff with particular emphasis on professional development in teaching the Australian Curriculum, new technologies, differentiation, inquiry based learning and other innovative emerging pedagogies Use data available from a variety of sources to drive curriculum planning and teaching practices
Nurturing Culture 	<ul style="list-style-type: none"> Continue to refine and implement a Child Safety Strategy Further implement the College's Risk Management Policy, with a focus on identifying, reducing and removing the risk of child abuse Provide professional development to staff in regards to the College's Reportable Conduct Policy Investigate and implement appropriate resiliency programs for our Primary and Secondary School Cultivate a culture in which students, teachers and parents understand the importance of Digital Citizenship Continue to review and update policy addressing the welfare needs of our College community Continue to implement a Wellbeing Committee to consider the wellbeing needs of our College community
Connected Learning Community 	<ul style="list-style-type: none"> Provide opportunities for parents and members of the local community to become involved in the life of the College Enhance existing communication strategies and develop new ways to engage with the wider community Launch and maintain an updated College website Maintain involvement in Christian Schools Australia Principal's Network Continue to actively grow and nurture student leadership
Strategic Resource Management 	<ul style="list-style-type: none"> Review and implement the College Master Plan to improve and maintain the physical facilities in order to enrich the teaching and learning environment Continue to explore expansion options for the College Redesign and refurbish learning areas to reflect contemporary learning needs and curriculum demands Maintain a five year Business Plan that describes the College's strategy and how the College intends to achieve its goals
Sustainable Governance 	<ul style="list-style-type: none"> Develop a Committee of Management planning calendar to assist in the review and development of policy Enhance and embed a risk management framework and register Actively engage in ongoing strategic planning and develop annual priorities in collaboration with the College's Executive Team Further develop policies and procedures for good governance Provide professional learning opportunities for Board members in governance

Principal's Report

At the beginning of this year, God showed me that he was going to help the College to be stronger in 2017. Taking God's encouraging lead, we adopted 'STRONGER' as our theme for the year. Our key verse, which comes from Isaiah 40:31, helps us to understand just how God is able activate the full potential of our human strength.

*But those who trust in the LORD
will find new strength.
They will soar high on wings like eagles.
They will run and not grow weary.
They will walk and not faint*

God's clear message to our College community was and is to fully trust in Him! And, in the process, become stronger. Below are a number of ways that our College became stronger in 2017:

- We have strengthened our curriculum: The staff have spent the year reviewing and updating their teaching and learning programs using a new online curriculum writing tool.
- We have improved our assessment program in the Secondary School with the introduction of the Continuous Online Reporting Program (CORP). This provides learning performance feedback to students and parents, designed to help our students own their own learning to improve their performance.
- We have considerably improved the quality and depth of our policies, procedures and handbooks: This has added significant strength to our organisational culture. I acknowledge the outstanding work of our Deputy Principal, Mr Michael Bond, who has been the main architect of this aspect of the College's operation.
- We have created a new leadership position - Director of Teaching and Learning: In this role, Mrs Angela Eynaud is helping to develop a far stronger learning culture across the College. This will continue to be a key goal for 2018 as we develop our faculty culture.
- We have significantly strengthened our online presence through our new College Website, which will be unveiled very soon.
- We have strengthened the curriculum with a number of new programs, including the Pilot Band Program

in the Primary School. This excellent program has been developed and implemented under the expert leadership Mr Andy Horneman.

- Our Prime Mathematics program was introduced by the amazing Mrs Eleanor Tan at the Primary School level. This tried and tested program is helping our Primary students improve their numeracy understanding and skills.
- Our finances and resources continue to go from strength to strength as more parents make the choice to partner with the College in choosing a Christian education for their children. Next year, we will have in the order of 350 students enrolled at the College. We thank Mr Leigh Adcock and the work of the Finance Team for their diligent work.
- For two years now, our staff have spent many hours grappling with what it means to think "Christianly" and how this should inform everything that happens in the classroom across every subject area. The College has adopted Christian Schools Australia's "God's Big Story" curricular writing tool. This tool was developed by a team of Christian educators and is helping our staff place a Christian Worldview lens over every learning program we design. This ensures that what we teach and what our students learn remains firmly located in God's Big Story, the Gospel.
- Our integration of the Gospel into every learning program will help us to ensure that Christ remains at the centre of learning and teaching. This is an ongoing work of the greatest importance.

Our mission "Transforming lives through Christ and the wonder of learning" should inform everything that we do. But for what purpose are we seeking to transform our students? To answer this question, we need to go back to scripture and focus on what Jesus taught his disciples to pray in the Lord's Prayer.

*"Your kingdom come, your will be done,
on Earth as it is in Heaven".*

What would it look like on earth if God's will was actually done? I think it would look very different from what we commonly see and experience, not driven by money, power and status but by hope, faith and love, and the greatest of these is love! God is love!

Our role as Christian educators is to develop the gifting, talent and potential that he has poured into every young person, in order that they might go out into the world and make a positive contribution to community drawing on the power of God (as they wait on Him) and living with integrity, humility and perseverance. These are the values that we seek to inculcate in the life of every child at Northside Christian College. The power of the Gospel and, therefore, Christian education is transformative, and we thank God for the privilege we have in raising a generation to make a difference in this world.

As you know, I'm moving on at the end of this year to continue the calling that God has placed on my life. I know the College is safe in the hands of our new Principal, Mr Damian Higgins, who will use the gifting, experience and knowledge that he has accumulated over many years of educational leadership to take the College to another level.

It will be difficult to leave Northside Christian College. We have achieved so much together in such a short amount of time. I am sincerely grateful to the Northside Christian College Community - staff, students, parents, grandparents and volunteers - for your hard work and commitment to our great cause.

I would also like to say a very special thanks and acknowledge the outstanding work of a few key individuals. Mrs Fleur Tucker has been my Personal Assistant for the past three and a half years and also does a great job in leading our wonderful Administration Team. It would be remiss of me not to acknowledge Fleur's incredible commitment to our mission over many years. Fleur is a wise, incredibly hard working, humble lady of outstanding integrity; for valiantly putting up with me for these past few years, she really deserves a medal.

The Parents and Friends of Northside are an amazing group of people who have yet again added so much value to our College this year and I publically acknowledge their outstanding work. In particular, I want to highlight the unstinting efforts of the President of the Parents and Friends, Mrs Liz Karkaloutsos.

I thank the Committee of Management for their support, care, encouragement and commitment throughout the year. Mr Mark Donato is the President of the Committee of Management and has been a friend, mentor and brother to me throughout my time at the College. He has gone into bat so many times on the College's behalf and I am sincerely grateful for his leadership, friendship, support and encouragement to our community and to me personally. Thank you, Mark.

I thank the College Executive Team for their outstanding service to the College Community. They are a strong and cohesive team and I will truly miss their fellowship and commitment to the cause of Christian education.

I particularly want to thank my beautiful wife, Melissa, and my family for their love, patience, support and prayers.

Most of all, I thank God for his strength, grace and love. It is God who has done the heavy lifting in growing our College and I am eternally thankful to him for all he has done in taking us all forward; we are truly STRONGER at the end of this year because we trust in him. Next year, may Northside Christian College continue to soar high on wings like eagles as you look to God for strength in unity and trust!

Doug Holtam
Principal

*Extract from Principal's Address
at Celebration Evening 2017*



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 parents and other interested parties 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.

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 affected significantly by the result of one student.

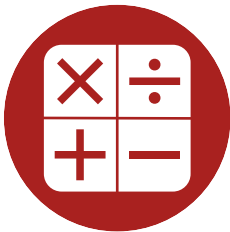
A change in the population of a cohort of students will radically affect any tracking of progress over time. It is important to keep this in mind particularly when tracking the results from Year 5 into Year 7 over a two-year period.

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	2014	2015	2016	2017
Year 3	100%	100%	96%	100%
Year 5	82%	100%	100%	100%
Year 7	100%	100%	100%	100%
Year 9	100%	96%	100%	100%



Reading	2014	2015	2016	2017
Year 3	100%	100%	100%	100%
Year 5	100%	100%	100%	96%
Year 7	100%	100%	100%	100%
Year 9	100%	92%	100%	100%



Spelling	2014	2015	2016	2017
Year 3	100%	100%	100%	100%
Year 5	100%	100%	100%	100%
Year 7	94%	100%	100%	97%
Year 9	100%	96%	89%	100%



Grammar & Punctuation	2014	2015	2016	2017
Year 3	100%	100%	93%	92%
Year 5	94%	100%	100%	96%
Year 7	100%	100%	100%	100%
Year 9	100%	92%	95%	100%



Writing	2014	2015	2016	2017
Year 3	93%	100%	100%	100%
Year 5	100%	100%	100%	100%
Year 7	94%	100%	100%	100%
Year 9	95%	88%	89%	100%



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 of 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. 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 CORP was introduced 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 work 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. An 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 to develop 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 Mathematics Competition, Australian Mathematics Olympiad, Maths Talent Quest (MAV), Science Talent Search (STAV), Debating (DAV, CSEN), Public Speaking (CSEN, Legacy, PESA);
- **Specialised curriculum classes:** INSPIRE Maths (High Flyers, Problem Solvers) and INSPIRE English (Years I-10);
- **Passion Projects:** Student-led projects in a variety of fields (Art, performance, event management, sport, leadership, coaching, business management);
- **Enrichment opportunities:** Write a Book in a Day competition, Bookworms Bookclub (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 both within and outside of the regular classroom in a variety of ways, and is our College’s most targeted forum for developing talent and “releasing potential to transform our world.”



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.



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.



Child Safety Resources

Child Safe Strategy Document

Northside Christian College has strengthened the safety of our operations as a result of the implementation of the Child Safe Standards at the College. A key objective for Northside Christian College is to embed child safety practices into our culture. The work that is involved in building a child safe organisation is never completed. It is a dynamic, multifaceted and ongoing developmental process of learning, monitoring and reviewing. Maintaining a child safe organisation is not a one-off task. It must become part of our College's ongoing processes and be embedded into our culture. The College Community's feedback and support with developing a child safe culture is greatly valued. A copy of the College's Child Safe Strategy Document is available on the College website on the Child Safety page.

Child Safety Policy

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. This document is available at the College Office and on the College website.

Child Safety Code of Conduct

Staff, directors, volunteers and contractors at the College are required to abide by the College's Child Safety Code of Conduct. The purpose of this Code is to promote child safety within all College Environments. This document is available at the College Office and on the College website.

Child Safety Officer

Northside Christian College has appointed Ms Fiona Dumitrache as the College's Child Safety Officer. The primary purpose of the position is to manage the implementation of

the Child Safety Policy (Policy No. 1), especially in relation to training and educating staff and students and to manage any incidents of reporting to ensure Northside Christian College is compliant with all legislation around such reporting.

The Child Safety Officer is a contact person for children, young people, parents, employees and volunteers to seek advice and support regarding the safety and wellbeing of children and young people within our College. The role requires the officer to take action when child protection concerns are reported, including the provision of support to those within the community who have been affected, with an understanding and respect for cultural diversity.

Child Protection Workers

The College's Child Protection Workers are Ms Fiona Dumitrache, Head of Welfare, and Mr Jared Stocks, College Chaplain. The Child Protection Workers have the specific responsibility for responding to any complaints made by staff, volunteers, parents or students in relation to Child Safety. The Child Protection Workers at Northside Christian College will always work concurrently with the Principal and other College Leaders.

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. Please use the template document of the Child Safety page on the College website to document any incident, disclosure or suspicion that a child has been, or is at risk of, being abused.

The College has published a wide range of resources on the College website at the following address: <http://www.ncc.vic.edu.au>

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 2016/17 at VCE level include:

- Biology (Units 1 - 4)
- Business Management (Units 1 - 4)
- Chemistry (Units 1 - 4)
- English / EAL (Units 1 - 4)
- Food Studies (Unit 1)
- Global Politics (Units 3 - 4)
- Health and Human Development (Unit 1)
- History: 20th Century (Units 1 - 2)
- History: Revolutions (Units 3 - 4)
- Literature (Units 3 - 4)
- General Mathematics (Units 1 - 2)
- Further Mathematics (Units 3 - 4)
- Mathematical Methods (Units 1 - 4)
- Media (Units 1 - 2)
- Outdoor and Environmental Studies (Units 1 - 2)
- Physics (Units 1 - 4)
- Psychology (Units 1 - 4)
- Studio Arts (Units 1 - 4)
- Visual Communication Design (Units 1 - 2)

Some students have also studied classes via the Distance Education Centre Victoria (DECV) and the Victorian School of Languages (VSL).

VCE (Baccalaureate)

The VCE (Baccalaureate) is an additional form of recognition for those students who choose to undertake the demands of studying both a higher level mathematics and a language

in their VCE program of study. To be eligible to receive the VCE (Baccalaureate), the student must satisfactorily complete the VCE and receive a study score for each prescribed study component.

The VCE program of study must include:

- a Unit 3-4 sequence in English or Literature or English Language with a study score of 30 or above; or a Unit 3-4 sequence in EAL with a study score of 33 or above;
- a Unit 3-4 sequence in either Mathematical Methods or Specialist Mathematics;
- a Unit 3-4 sequence in a VCE Language;
- at least two other Unit 3-4 sequences.

Upon satisfactory completion of the VCE (Baccalaureate) program of study, the student will receive an appellation on their VCE certificate. If a student has previously satisfied their VCE and received a VCE certificate, they will not automatically receive a subsequent VCE Baccalaureate certificate.

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.

Senior School Improvement Strategies

Northside Christian College has implemented a range of strategies in 2017 to assist the College in strengthening the Senior School program for our College community. A range of tasks have been carried out, including the following:

- Re-development of the VCE Student Policy Handbook;
- Development and implementation of a VCE Staff Policy Handbook;
- Development of a Subject Selection Handbook;
- Introduction of a VCE mentoring program for all VCE students;
- Introduction of an Academic Integrity and Plagiarism Policy;
- Development and implementation of a School Performance Data Policy;
- Professional learning around the use of VASS data;
- Communication of the College's revised SAC Calendar;

- Communication of a weekly VCE e-newsletter;
- Implementation of the Continuous Online Reporting Program (CORP);
- Development and implementation of a standardised VCE Student Course Outline document.

Published Post Year 12 Destination Information for 2017 Students

Each year the information provided by the Victorian Curriculum and Assessment Authority (VCAA) 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	35%
TAFE	0%
Apprenticeship / Training	0%
Deferred Tertiary Study	0%

Not in Education and Training

Employment	0%
Unknown	65%

2017 Senior Secondary Outcomes

VCE Median Study Score	30
Percentage of satisfactory VCE completions in 2017	100%
Number of students awarded the VCE (Baccalaureate)	2
Number of students enrolled in at least one VCE unit at level 3/4 in 2017	28
Percentage of study scores of 40 and over	10.4%
Number of students enrolled in VCAL in 2017	<4
Number of VET certificates with 2017 enrolments	13
Percentage of 2014 Year 9 students completed Year 12 in 2017	88.9%



Student Welfare and Pastoral Care

At Northside Christian College, Wellbeing is of paramount importance. Students are provided with a supportive and safe environment to be well informed, to explore issues, to identify and work from their strengths, and to enhance their abilities to be resilient in life's challenges and changes that confront them. Students are educated in positive change practices in order to enhance their academic, social and personal lives.

The College Values and Christian Worldview are foundational to the support of students through special programs. The use of both the keys of the You Can Do It! Program and Positive Psychology enhance student engagement in day-to-day College life. Students enjoy Resiliency Days and Wellbeing sessions, which support Health classes across the College. Topics such as organisation, persistence, confidence, healthy living, healthy relationship development and maintenance, online and personal safety, drugs and alcohol, harassment, self-esteem and healthy body image are explored.

The College also views the family unit, in its various forms, as critical to a student's wellbeing, and therefore provides parent seminars aimed at supporting and equipping parents, whilst enhancing student growth and learning.

We have a dedicated and caring multi-disciplinary Welfare Team who provide a supportive and confidential service within the College. Both Head of Welfare and the College Chaplain are available to students and their families. Two visiting Clinical Psychologists are also available by appointment, providing for the more specific needs of students. A small fee is charged by the psychologist for this service.

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.

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.

A number of key policy documents have been updated in 2017 to ensure childrens' safety and wellbeing is a priority. Furthermore, the development and implementation of the policies below have assisted in ensuring the College is compliant with the Child Safe Standards.

- Child Safety Policy Code of Conduct and Procedure (Policy No. I)
- Employment Policy (Policy No. 2)
- Staff Induction Policy (Policy No. 9)
- Staff Contact with Students Policy (Policy No. II)
- Pastoral Care Policy (Policy No. I2)
- Grievance and Complaints Management Policy (Policy No. I4)
- Student Anti-Harassment and Bullying Policy (Policy No. 20)
- Supervision Policy (Policy No. 22)
- Sexual Harassment Policy (Policy No. 23)
- ICT and Internet Acceptable Use Policy (Policy No. 24)
- Inclusive Education Policy (Policy No. 27)
- Volunteers Policy (Policy No. 29)
- Police Checks Policy (Policy No. 3I)
- Visitors to the College Policy (Policy No. 32)
- Behaviour Management Policy (Policy No. 36)
- Student Travel in Staff Cars Policy (Policy No. 38)
- Whistle Blower Policy (Policy No. 39)
- Working with Children Policy (Policy No. 40)
- Risk Management Policy (Policy No. 42)
- Reportable Conduct Policy (Policy No. 49)

Instrumental Music Program



In 2017, Northside Christian College continued to see growth in the instrumental music program. Under the leadership of the program Coordinator, Mr Andrew Horneman, the College saw over 70 students from across Prep -Year I2 undertaking individual lessons in Guitar, Piano, Voice, Violin, Cello, Trumpet and Drum Kit. All of the enrolled students were given opportunity to perform at special events throughout the year as well as two recital evenings held at Banyule Theatre.

To support the student's individual learning the College offered lunch-time ensembles on a weekly basis for students to further develop team building, working with a professional tutor and being part of a musical community. These groups included Primary School Choir, Middle School Rock Band, Senior School Rock Band and Primary Percussion Ensemble. These groups had the opportunity to perform regularly for the College community at assemblies and events such as open days, special showcase evenings and Celebration Night. Part of the lunch-time ensemble program was to engage with the wider community and we achieved this goal by performing in places such as Pacific Epping Fair and the Bundoora aged care facility during the year.

The College began strategic implementation of a pilot curriculum concert band program in semester 2 for Year 6

students to diversify the growth in the instruments offered in the individual lesson program. This Year 6 class had the opportunity to learn concert band instruments including Trumpet, Saxophone, Trombone, Flute and Percussion and to be mentored and trained by expert instrumental staff for each instrument group.

To allow for the continued growth and programs offered in 2017, the College added a number of new staff to the music program, which now includes a professional music staff of 8 tutors across all the instruments offered for both individual learning and band programme engagement. In order to cater for the needs of an expanding program, and to achieve the set goals the music budget was significantly increased with support and endorsement from the College Leadership.

Northside Christian College values music as an art form created by God. As a method of self-expression, music provides opportunity for students to excel in their personal growth, to build resilience and self-confidence, to work in individual and team based environments, to significantly contribute to their academic and personal development, to build community and team work and to glorify God in our community through the arts. Upon reflection of these values, the College strongly supports the Instrumental Music Program.



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.

The Prep to Year 2 students are involved in a perceptual motor skills program called "mini movers" which helps improve fundamental and gross motor skills, eye/hand and eye/foot coordination, fitness, balance, locomotion and eye-tracking skills.

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. These include Gymnastics and Dance programs as well as a whole range of sport specific clinics. Students from Grade 1-6 are involved in Basketball clinics and games in the Hoop Time program. Lunchtime House Sports also provide students sporting opportunities.

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 develop an understanding of the skills, concepts and rules in a wide range of sports. Students from Year 7 - 10 continue to consolidate and refine their swimming and survival skills within a Term 1 swimming program.

Northside Christian College is aligned with one main sporting body: the Christian Schools Events Network (CSEN). 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 2017



Term 1

Prep to Year 10 Swimming Program
Year 3 to 12 Swimming Carnival
Prep to Year 2 Swimming Carnival
CSEN Secondary Swimming Carnival
CSEN Primary Swimming Carnival
CSEN VCE Basketball & Volleyball

Term 2

Whole School Athletics Carnival
CSEN VCE Soccer
CSEN Swimming Champions Carnival
Year 1/2 Hoop Time Day
Year 3 and 4 Hoop Time Day

Term 3

CSEN Cross Country Championships
CSEN Secondary School Athletics Carnival
CSEN Primary School Athletics Carnival
WCSSA Soccer and Basketball (Geelong)
Year 5 and 6 Hoop Time Day
CSEN VCE Rally Day (Boys Basketball, Girls Soccer and Girls Volleyball)
Indoor Secondary Sports House Round Robin

Term 4

CSEN Athletics Championships
Year 5 and 6 Hoop Time Regional Finals

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, self-defence 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 & Secondary)

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 activities 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, baseball and T-Ball, AFL and tennis clinics.



Student Leadership

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.

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)

We wish to thank our 2017 school leaders for their commitment and service:

Year 6 Primary School Captains

Joshua Chitrathomas & Anelyse Karkaloutsos

Year 7

Isabelle Kluchkovsky & Lily Ioannidis

Year 8

Miriam Assaad & Shania Tavargeri

Year 9 Middle School Captains

Shemara Karunaratne & Alin Thorpe

Middle School Christian Community

Captain

Gabriel Callado

Year 10

Sam Escuro, Andrew Goro & St John Woollacott

Year 11

Youssef Assaad

Year 12 School Captains

Monique Naumovski & Reuben Cohn

College House Program

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

2017 House Captains

	Warriors	Knights	Conquerors
Primary School	Timothy Halden Rachael Carbis Keira Hussein	Suhanayan Piratheepan Priya Nair Jayde Shafik-Eid	Sophia Escuro Madison Kluchkovsky Cherian Huang
Middle School	Damien Furlong Zoe Dunn	Daniela Gonzalez Alin Thorpe	Martika Phemister Ben Lorca
Senior School	Samuel Arter Ivy Liew	Alex Houareau Ruth Vaiano	Ryan Bland Michael Hadj

We congratulate the Worthy Warriors who were the victorious House team for the 2017 academic school year at Northside Christian College!



Parents and Friends

The Parents and Friends group exists to offer support to the school community, parents, and teachers of Northside Christian College. The group organises and conducts fundraising events and social activities (especially keeping in mind new parents to the school) and endeavours to raise the profile of the school in the local community. This is done in consultation with the College Principal and the Committee of Management.

The College community recognises that the Parents and Friends group does a truly magnificent job of supporting the mission to which we are called: "Transforming lives through Christ and the wonder of learning". Some of the activities and programs the Parents and Friends contribute to include:

- Welcome Morning Tea for new families at the start of each year
- Showcase & Open Day BBQ's
- Prep Orientation sessions
- Morning Tea for new parents
- Hot Food Days each term
- World Teachers' Day High Tea
- Mother's Day Pancake Breakfast & Stall
- Father's Day Pancake Breakfast & Stall
- Multi-Cultural Day lunch
- Supported Year 6 & Year 12 Graduations
- Morning Tea & several suppers for College events
- Bunnings BBQ's and cake stalls

In June 2017, the Parents and Friends generous \$20,000 donation to the development of the new Oval Sports Precinct was acknowledged by Senator Jane Hume during the formal opening of the Oval Precinct. This underlines the Parents and Friends team's amazing "go the extra mile" commitment to our College.

Many other parents show their support for the Parents and Friends Group by assisting at specific events as mentioned above.

Fundraising

Money raised in the past has been used towards purchase &/or construction of:

- The Design and Technology building
- The Basketball Court
- A Pottery Kiln
- The Gym
- Playground equipment
- Shade sails

Northside deeply appreciates the enthusiasm, time and effort of the many parents, friends and alumni who help to enrich the lives of our children.

Additional Information

If you would like to know more about any of our Northside Parents and Friends events, please contact the President of the Parents and Friends, Elizabeth Tsiros, on 03 9467 2499.



Enrolment Data

Student Enrolment

2012 - 279 students

2013 - 278 students

2014 - 265 students

2015 - 272 students

2016 - 282 students

2017 - 318.4 students

2017 Enrolment Data

Prep	34
Year 1	33
Year 2	21
Year 3	28
Year 4	31
Year 5	26
Year 6	18
Year 7	27
Year 8	20
Year 9	17
Year 10	20
Year 11	24
Year 12	17.4

Enrolment

Northside Christian College welcomes all enrolment enquiries. The College is offering classes between Prep and Year 12 in 2018. 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:

Ms Hannah Tucker
T: 03 9467 2499
F: 03 9467 4899
E: 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.

2017 Student Attendance

Year Level	2017 Overall Attendance
Preparatory	97.10%
Year 1	92.90%
Year 2	95.30%
Year 3	96.30%
Year 4	96.60%
Year 5	95.30%
Year 6	95.00%
Year 7	96.40%
Year 8	96.40%
Year 9	91.50%
Year 10	96.40%
Year 11	94.60%
Year 12	93.70%

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.

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.

2017 Staff Statistics

Non teaching Staff (FTE)	14.6
Teaching Staff (FTE)	25.2
Aboriginal or Torres Strait Islander Staff (FTE)	0
Staff Male (FTE)	13.0
Staff Female (FTE)	26.8
Staff attendance rate:	95.3% *

* Includes Annual Leave, Compassionate Leave, Maternity Leave, Long Service Leave, Parental Leave, Personal / Carers Leave

Teaching Staff

Bland, Colin	Bachelor of Engineering, Bachelor of Education
Bond, Michael	Bachelor of Information Systems (Electronic Commerce), Master of Science in Education (K-6), MACEL, MACE, FAICD
Cogger, Rebekah	Bachelor of Education
Connelly, Teresa	PhD in Geography and Environmental Science, Bachelor of Arts, Graduate Diploma of Education (Hons)
Devine, Patrick	Bachelor of Education
Dumitrache, Fiona	Bachelor of Education, Diploma of Teaching, Graduate Diploma of Arts (Counselling)
Eichwald, Anastasia	Master of Education (Philosophy), Bachelor of Arts
Eng, Serene	Bachelor of Engineering (Hons), Graduate Diploma in Education, Master of Education (Education Leadership)
Eynaud, Angela	Bachelor of Arts, Graduate Diploma of Education
Eynaud, James	Bachelor of Biological Sciences, Graduate Diploma of Teaching
Fieldew, Judy	Bachelor of Education, Bachelor of Nursing
Fishwick, Lyn	Bachelor of Education
Furlong, Margaret	Diploma of Teaching, Bachelor of Education, Graduate Diploma in Mathematics, Graduate Certificate of Special Education, Graduate Certificate of Counselling
Galati, John	PhD in Mathematics, Bachelor of Science, Associate Diploma of Engineering, Graduate Diploma of Management, Graduate Certificate of Biostatistics
Gatt, Christopher	Bachelor of Arts, Graduate Diploma of Education (Secondary)

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.

Teaching Staff continued...

Holtam, Doug	Bachelor of Education, Master of Education
Horneman, Amy	Bachelor of Arts, Bachelor of Education (Secondary), Master of Arts (Applied Linguistics)
Horneman, Andrew	Advanced Diploma of Music Performance
Komninoglou, Anthea	Bachelor of Education, Diploma of Arts
Lisle, Joy	Bachelor of Arts, Graduate Diploma of Education
Longley, John	Bachelor of Applied Science, Graduate Diploma of Education
Low, Vanessa	Master of Education (Primary)
Mawal, Odette	Bachelor of Science, Graduate Diploma of Education (Secondary)
Patching, Kerry	Bachelor of Education (Primary), Bachelor of Arts
Simic, Sharon	Bachelor of Social Sciences (Pastoral Counselling), Master of Teaching, Certificate of Religious Education (Primary)
Simmons, Christopher	Bachelor of Education
Tan, Eleanor	Bachelor of Arts (Psychology), Graduate Diploma of Education, Master of Education (Early Childhood)
Tucci, Olivia	Bachelor of Arts (Psychology), Bachelor of Teaching
Vaino, Sam	Bachelor of Agricultural Science, Graduate Diploma in Education
Varghese, Susan	Master of Education, Master of Science
Vaughn, Christie	Bachelor of Arts, Graduate Diploma of Education (Primary)
Veljenovski, Antonetta	Bachelor of Education, Diploma of Teaching (Primary)
Venegas, Anna	Bachelor of Education (Primary and Early Childhood)
Waters, Lenna	Master in Education (Home Economics Education), Bachelor of Science (Home Economics)
Waters, Philemon	Bachelor of Science, Graduate Diploma of Education, Master of Arts
Watson-Jones, Kirsty	Bachelor of Applied Science (Physical Education)
Westland, Jo	Bachelor of Education
Worrell, Shevaun	Bachelor of Arts (Creative Arts), Graduate Diploma of Education (Secondary), Cert IV in Youth Development
Zuccolo, Annelie	Diploma of Photography, Bachelor of Arts, Bachelor of Teaching (Secondary), Master of Arts (Communications)



The Rose Latimer Award

The Rose Latimer Award is a perpetual trophy presented annually to a member of staff 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.

Mrs Chris March won the Rose Latimer Award in 2017. Chris faithfully serves in the College library at Northside Christian College and has been a valuable member of our College staff for 25 years. Chris exemplifies the College values of Faith, Hope, Love, Service, Community, Grace, Humility, Integrity and Perseverance.



Professional Learning and Development

Northside Christian College has an ongoing commitment to the professional development of all staff. This commitment includes 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 <https://www.vit.vic.edu.au/registered-teacher/renewing-my-registration/professional-development>

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 2017 include:

- Academic Integrity and Plagiarism Policy Briefing
- Anaphylaxis Training
- CSA VIC / TAS State Conference
- Connecting Learners with God's Big Story
- Child Safe Standards Policy Briefing
- First Aid Training
- ICT and Acceptable Use Policy Briefing
- Mandatory Reporting eLearning Module
- NAPLAN Briefing for Test Administrators
- New Teacher Induction
- Rubicon Atlas Curriculum Mapping Software
- Sexual Harassment Policy Briefing
- Supervision Policy Briefing
- Teaching and Learning Framework
- Visitors to the College Policy Briefing
- Volunteers Policy Briefing

Community Feedback

In 2017, 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 2017; 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:

- Support for the growth and expansion of the College's Performing Arts program;
- Gratitude for the implementation of the INSPIRE program, which further challenges and extends our students across the College;
- 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 Head of Welfare;
- High praise for the successful implementation of the new House Program.

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

- Improved communication around school events, camps, and excursions;
- A number of parents have indicated a preference for the College to move away from composite classes in the Primary School;
- 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.

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.

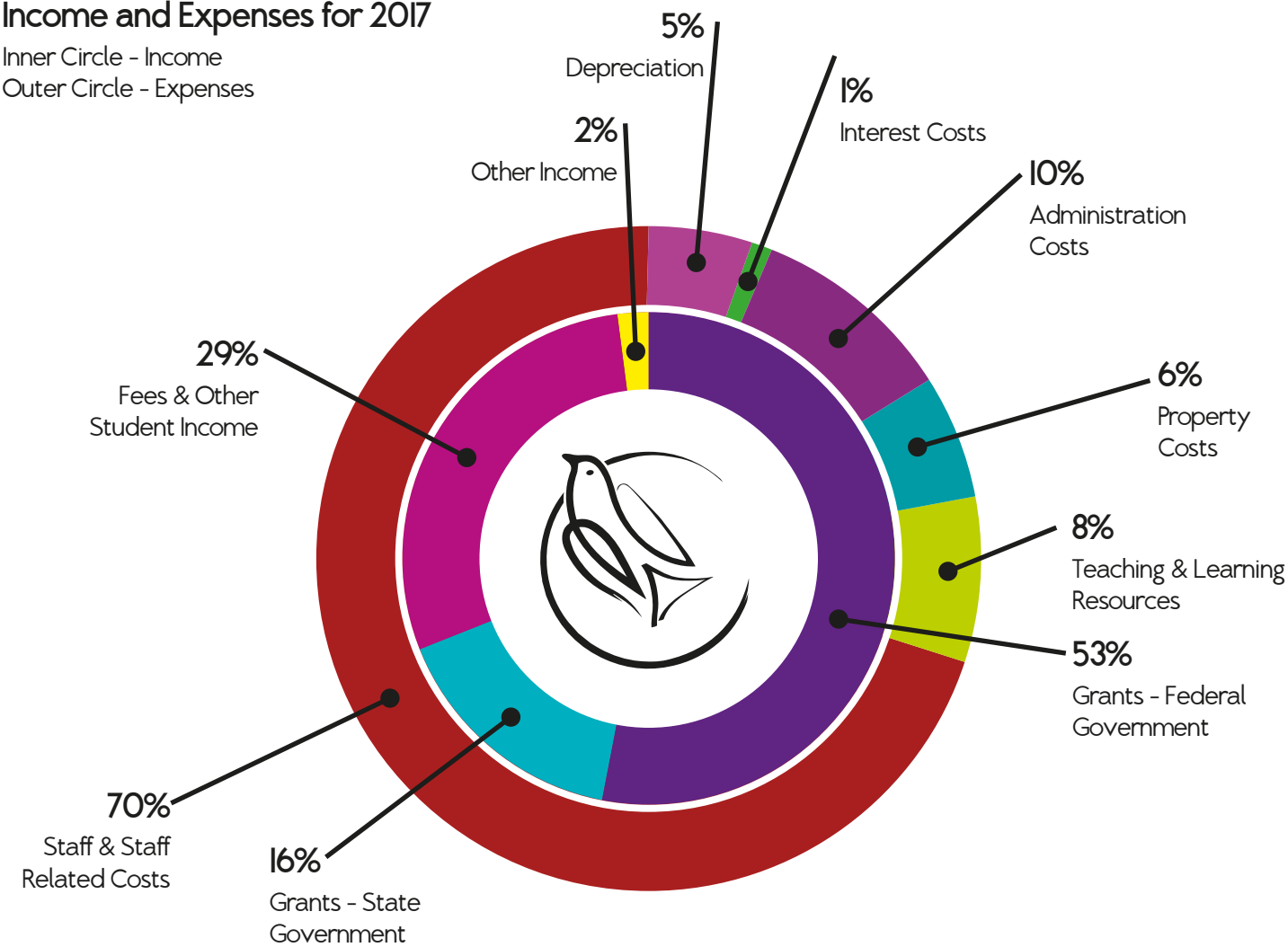
Staff satisfaction was regularly monitored through personal interviews with members of the College Executive Team. Staff meetings together with evaluation processes enable diverse opportunities for staff to express openly and collegially levels of satisfaction and dissatisfaction with areas of the College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

Income and Expenses for 2017

Inner Circle - Income
Outer Circle - Expenses



Grounds and Facilities



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.

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

A number of special maintenance projects took place during 2017, including:

- Installation of three flagpoles
- Installation of turf as part of a turf grant
- Gravel pathway in primary area
- Improvements to the Hive
- Painting in VCE building
- New College signage
- Construction of new office spaces
- Line marking and parking stop installation
- Improved Administration entrance
- Painted lines in Gym
- Fencing improvements



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. The College's Annual Maintenance Plan and Essential services Register are outlined in the Maintenance Policy (Policy No. 35).

"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)

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 2017 included the following staff:

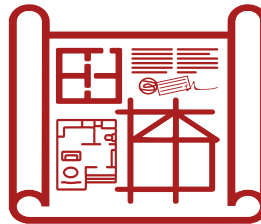
- Mr Leigh Adcock
- Mr Doug Holtam
- Mr Stephen Nelson
- Mr Chris Simmons (OH&S Representative)
- Mrs Lenna Waters



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;
- 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 commenced work on developing 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.

Glossary and Acronyms

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: www.aitsl.edu.au).
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: www.australiancurriculum.edu.au).
Co-education	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: www.csa.edu.au).
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: www.naplan.edu.au/).
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.

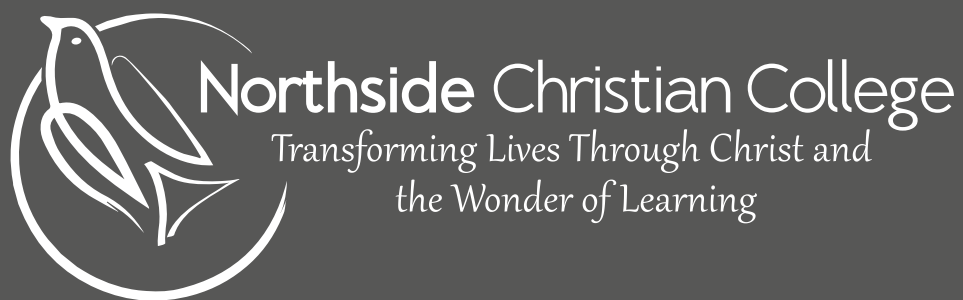
Glossary and Acronyms continued...

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	A system of testing that 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
Association of Christian Schools International	www.acsi.org
Australian Council for Educational Leaders	www.acele.org.au
Australian Curriculum	www.australiancurriculum.edu.au
Australian Curriculum, Assessment and Reporting Authority	www.acara.edu.au
Australian Institute for Teaching and School Leadership	www.aitsl.edu.au
Christian Schools Australia	www.csa.edu.au
Independent Schools Victoria	www.is.vic.edu.au
My School	www.myschool.edu.au
National Assessment Program	www.nap.edu.au
Victorian Curriculum and Assessment Authority (VCAA)	www.vcaa.vic.edu.au





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