

ANNUAL



REPORT
2016



THE CHRISTIAN CHOICE FOR EXCELLENCE IN EDUCATION

KEYSBOROUGH



SKYE - AUSTRALIS

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VCE Dux 2016

We are a Child Safe employer, with a zero tolerance for child abuse.
VIT registration or a valid Working with Children Check is mandatory for all staff.

1: Message from the President

Vision and Values – the Way to Go!

“By wisdom a house is built, and through understanding it is established” (Prov. 24:3).

Indeed this verse has been proven over and over again at Lighthouse Christian College!

From small beginnings in 1989 with 43 students in three composite classes, to our present campuses of over 650 students ranging from ELC to Year 12, two things have not changed – our vision and values.

- Our Vision: To Train a Godly and Skilled Generation that will Change the World
- Our Values: The Highest possible – the Word of God – to enable Vision Fulfilment!

Note that our vision is not primarily to grow numerically and have a large school, or to have the best facilities and buildings or even to attain the best academic result for our students. But our Vision is bigger than all of these. Our Vision *encompasses* the best facilities possible. Our Vision *encompasses* natural growth and the highest academic results possible. (A la our recent outstanding results in NAPLAN and VCE scores). These are symptoms and expressions of our great vision.

It is like the “Goose that laid Golden Eggs”. What would you prefer – the goose or the golden egg?

1. The “Goose” is our **VISION** – as we join with God’s purposes we have all of His strength and blessings – now and forever!
2. The “Golden Eggs” are our **VALUES** – if we only want values (the ‘eggs’) we will be far short of God’s wonderful plan.

Yes, Lighthouse Christian College will bring the best education possible to every student – including high values, discipline, character, a safe environment, etc. but if that’s all, we have failed. It’s like going for golden eggs – and not the goose that lays the golden eggs!

Lighthouse Christian College has had another wonderful year (see the Principal’s report for details).

We have “laid many Golden eggs” – students have graduated smart, equipped, ready to face the work-force, enter university, do further training on how their vocational call leads them. They graduated from Lighthouse head and shoulders above many of their peers in so many ways. We are truly proud of this. But the big picture still challenges us. We’re living in a deteriorating world it’s lost its moral compass. The foundations of our society are disintegrating. Our rally call to be Light to a dark world is needed more than ever. TO OUR WONDERFUL PARENTS – thank you for entrusting your precious gifts to our charge – but may I challenge you here?

- Being a student at LCC is GOOD
- Making a decision to follow Christ is GREAT
- Carrying that out by Godly example, church attendance, and spiritual service is EXCELLENT!

I am particularly impressed with our staff currently. Their commitment to our vision is uncompromised. Their unity and camaraderie is infectious. Their standards and professionalism are exemplary. Well done to all of them – especially our beloved Principal, Mrs Avril Howard, and Leadership team!

May I encourage us all to look ahead and lay the best foundation for the next generation. This can only be done through our strong relationship with God, obedience to His word, and His Spirit in our lives shining to our families and the world around us. Thank you to so many that are doing this!

This is Lighthouse Christian College's supreme purpose – will you join us?

Will you be a 'Goose' for God – not just an egg collector?

God bless you all.



Ps Richard Warner

Founding President



Opening of the new Sports Centre

Introduction from the Principal

The Australian and Victorian Governments require schools to report to their communities on a number of mandatory and optional criteria. These government initiatives are designed to provide open and transparent reporting on school outcomes. I trust that you will find this report enlightening and, should you wish to discuss any aspect of it, please do not hesitate to contact me.

The College was established in 1989 and has since grown to become a multi-campus school renowned for its Christian mission and caring multicultural community. The campus is a place of academic challenge and students are encouraged to engage fully in the learning and enrichment programs of the school calendar. There is pride in the wearing of the uniform, the College badge and in what we stand for in the wider community.

Our Alumni (Lightkeepers) often visit the school to share on their successes and how their school days helped create foundations for success at tertiary and career levels. We now have graduates sending their own children to the school and Alumni (Lightkeepers) on the staff team.

Our aim is not just to provide great education, but also to enhance life opportunities. We reference all learning to the Biblical Christian worldview and challenge students to develop their gifts and talents to the full. Learning occurs in a supportive environment and,

at senior school, there are many additional after school and vacation tutorial classes available. The teachers see themselves as being “enablers of dreams”, which means in practice they work with students to hold the attainment bar high in terms of standards, so students can enter the tertiary institution of their first choice on graduation and move towards the vocation of their dreams.

The teachers work in partnership with the home and local churches to which our students belong. In no way does the College seek to usurp the authority vested in these two vital institutions. Like a three stranded rope, we seek to work as one of three vital life forces contributing to spiritual development and shaping the attitudes and development of the mind, character, attitudes and physical prowess of our students. While we enjoy fine facilities and educational resources to support learning, the teacher remains the vital key and emphasis is put on recruiting and retaining quality staff members. Through regular professional development, staff stay on the cutting edge of new pedagogical developments. Our core values are integrity, community, excellence, courage, responsibility, friendship, humility, compassion, respect and love. These values listed above are used to guide and challenge our students throughout their schooling at Lighthouse Christian College. Integrity challenges our students to consider, “Who are you when no one is looking?” Excellence highlights our aim to

develop students' desire to be extraordinary and live inspirational lives.

Humility focuses on the attitude Christ displayed when He became like us and our endeavour to follow in His steps. Community represents the atmosphere and relationships that have been developed at the College over a long period of time.

The foundation vision of the College is “to create a Godly and skilled generation to transform their world”. In mission terms this means that we are about enabling learners to achieve worthy intellectual accomplishments and the nurturing of character growth patterned on the life of Jesus. Evidence of success in this mission is seen when students transfer their learning with understanding to significant tasks, and demonstrate that vital habits of mind and heart are internalized.

I wish to acknowledge and thank the parents and guardians of our students. Thank you for entrusting us with your children. This is a responsibility that we do not take lightly. I wish to acknowledge the staff who play such a pivotal role in the everyday experience of each child at our school. We are also blessed to have a dedicated team of office administration staff, a committed maintenance team and a supportive team of casual workers. I appreciate everything each of these people has contributed. The College is also guided by a School Council that is passionate about Christian education. It is my intention that Lighthouse Christian College will continue to flourish. In 2016, the College improved facilities, extended the range of elective studies, co-curricular programs, and use of digital learning technologies.

This will reflect the continuation of growth and development at the College.

I look forward to leading this multi-campus school from being good to excellent.

I would also encourage you to visit the campuses and explore the great educational service we provide at our beautiful Christian College in Keysborough and Skye.



Avril Howard

Principal



3: Report on Campus Australis Christian College

Last year proved to be a very exciting year as we launched the Australis Christian College Campus in Skye. We began the school year with an enrolment of 24 students in Prep to Year 4, one full time head teacher, Mrs Jessica Richards, one part time Auslan teacher; Ms Lynne Graham and one full time Office Administrator, Mrs Annemarie Marillier, who also worked part time in the classroom providing learning support. In addition, we were blessed to receive three part time specialist teachers from the Lighthouse Christian College Keysborough Campus for the implementation of our weekly Christian Studies, Sport, Art and Music programs.

Due to a large cohort of Prep students within the multi-aged class (i.e. 33% of our enrolment), an additional part time teacher was added to the team mid-way through the first term, Mrs Lydia Van. Mrs Van concentrated on providing targeted teaching and learning opportunities for the eight prep students in the areas of Literacy and Mathematics.

As the year progressed, we celebrated many 'firsts.' We saw the instalment of playground equipment, organised our first whole school excursion to Scienceworks, attended our first combined chapel with the Keysborough campus, participated in the Year 4 school camp with the Keysborough campus students and staff, and organised

several school songs and dances for school events. We also saw the pioneering of our Parents and Friends group, and a strong partnership deepen with the Southern Lights Church.

Using a differentiated approach to suit the varying needs and maturity of the students, the students explored similar learning programs and opportunities to the Keysborough students. They similarly participated in daily Devotions, regular Christian Studies lessons using the Purposeful Design program, explored Integrated Studies topics, and accessed similar resources including Mathletics, Sunshine Online and Literacy Planet programs using desktops and laptops supplied by the Keysborough campus.

In addition to these opportunities, the students at the Australis Campus also developed their skills in Literacy using the very positive VCOP Writing approach, as well as the popular CAFE/ Daily 5 Reading program. These two approaches provided direct whole class instruction to improve Literacy skills, whilst allowing the tailored and individualised instruction which is well suited to our multi-aged campus.

3: Report on Campus Australis Christian College cont:

The Australis Christian College students also participated in weekly Science classes throughout the year, and had additional opportunities to participate in dance and drama lessons.

Throughout 2016, the students grew so much in God's Word and Godly character. This, together with the excellent progress that each student made in all areas of their education, brought much delight and joy to the school community.

Mrs. J. Richards, Lead Teacher states:

"I would like to thank the Lighthouse Christian College Board members,

Southern Lights Church and the College Principal, Mrs Avril Howard and staff for imparting their experience, wisdom, finances and most importantly their unwavering commitment and prayerful support to the pioneering of Australis Christian College. Thank you also to the school community for partnering with us wholeheartedly as we deliver *Excellence Beyond Education.*"



4: Significant Achievements In 2016

As in former years, 2016 proved to be a favourable and fulfilling year. God blessed our community in many ways. A comprehensive outline of the year is not possible in this report; to learn more about the highlights you are referred to the 2016 College Journal.

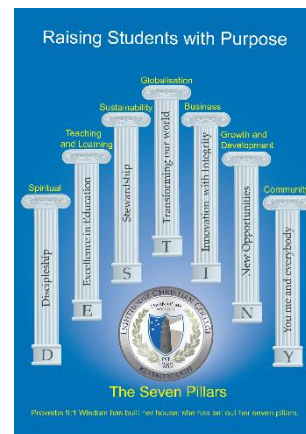
Our theme for the year 2016 was “Take a Stand” based on the scripture: Romans 1:16 *“I am not ashamed of the Gospel, because it is the power of God to salvation”*

GOALS AND PRIORITIES FOR 2016

The objectives of the Strategic Plan – **Roadmaps to Destiny 2025** is to place the students at the center of learning and prepare them for their God given destiny.

The College leadership team worked with the entire staff to reach the targets set in the LCC 2015 Operational Plan. This has seven pillars which unite all efforts in every sector of the school:

- Spiritual
- Teaching and Learning
- Sustainability
- Globalisation
- Business
- Growth and Development
- Community



A major accomplishment in 2016 was the opening of another campus, Australis Christian College, in Skye. This was a significant achievement, and for Christian education.



4.1 Highlights – 2016

Take a Stand

Our overarching theme for 2016 was “**Take a Stand**”, based on the Scripture Romans 1:16.

This theme served to unify the College as we took a stand for God’s truth, righteousness and justice.

The College Strategic Plan, **Roadmaps to Destiny 2025** maps out the future direction of the College and contains 7 pillars. The seven pillars have been reflected as an acronym, **DESTINY** and the report below highlights the major accomplishments in 2016 under each of these pillars:

Discipleship

During 2016 we saw a continued increase in the effective discipleship of our students as we partnered together with parents and local churches in the faith development of our children and young adults. The year began with 130 hours of prayer for our annual Week of Prayer and continued throughout the year with termly Days of Prayer and voluntary daily prayer for an hour every morning in The Prayer Room. Throughout the year our students were encouraged, empowered and inspired to grow in their relationship with God and knowledge of His Word through weekly chapels, Christian Studies classes and Christian Studies Days, homeroom devotions, national and international missions trip opportunities and more. Extra special highlights included our fifth annual Years 7-12 Christian Studies Camp which saw over 120 students powerfully impacted by God through the ministry of guest speakers from the USA; the five month-long preparation for our inaugural Thailand Leadership Development Missions Trip (the actual trip taking place in

the first 2 weeks of 2017) and our sixth and most fruitful ever Year 11 Fiji Missions Trip. Through our annual Easter chapel services, regular weekly chapel services, Christian Studies Days and specialised lunchtime discipleship programs, children and young adults took ownership of their faith and explored relevant spiritual themes for their age



and stage of development. Effective discipleship also took place at our new campus, Australis Christian College, through weekly chapels and Christian Studies classes.

Excellence

Our goals for this year which are aligned to the Education Act 2013 focused on quality teaching and learning and on providing an environment in which students can flourish.

I am delighted to say that we have achieved stellar results on National tests and assessments and are ranked as a top performing Christian school in the vicinity of Greater Dandenong and Kingston. As a school who desires to be on the cutting edge we participated in the ACARA pilot online NAPLAN trial tests, which was an excellent learning experience for both staff and students, as we prepare to equip our students for future online learning and assessments.

Our VCE students have also performed very well on their internal assessments (SACs) and their final results. We pray God's blessing upon our graduates and wish them every success for their future plans.

Stewardship and Sustainability

Our endeavours to future proof LCC resulted in the following initiatives being taken:

Installation of 100kw solar panels to reduce our carbon footprint; a vegetable garden for students to acquire basic horticulture skills; and an increase of designated recycling bins for waste disposal.

The College was awarded a certificate and prizes (sport equipment) from the Commonwealth Bank for outstanding performance in teaching savings behaviour to students as part of the CB's school banking program. Congratulations to all students for demonstrating excellent financial stewardship.

The SWEP system has been introduced, to alert us on water usage and water losses at school.

A review of the canteen was undertaken and the recommendation to have the canteen opened five days per week was accepted and planned towards.

A far greater awareness of sustainable practices is now in evidence across the College.

Transforming our World

Overseas missions trips to Fiji, local missions trips to Palm Island and participation in community service such as Samaritan's purse have seen our students grow in leadership capacity and service. College values such as compassion, humility, friendship and responsibility have been given expression through these activities. All communities that our students have engaged with have reported

most favourably on the powerful impact and significant contribution LCC students have made to their lives bringing hope and joy.

Participating in the Japanese Student Exchange program and hosting a group of 16 young people from Japan resulted in a wonderful Christian and cultural experience for both our students and the students from Shibuya junior high school in Tokyo. Thank you to all host families from the College for your support of this special program and learning opportunity.

Innovation

This year we implemented a new digital eLearning Management System (LMS), Seqta, which has enhanced pastoral care services for our students. The full capability of Seqta is to be rolled out in 2017 which will include online parent access and academic reporting.

Additional new co-curricular programs enjoyed at the College included our participation in the Premier's Active April program to encourage students to keep fit and healthy, and by offering instrumental music lessons, creativity and musical talent was fostered.

Growth and Development

It was with great delight and in glory and honour to God that we opened Australis Christian College campus with 24 students (P-4) and 2 full time staff. The Honourable Mark Dreyfus (MP) attended the Foundation Day ceremony for Australis campus and congratulated LCC for growing and establishing such high quality schools. I would like to commend Pastor Caleb Nicholes and Southern Lights church for their support of the new campus in seeing it so successfully established.

The staff and Parents and Friends group have all made a significant contribution and sacrificially given to see our new campus develop as the “Christian choice for excellence in education”. Australis campus will expand to include Years 5-6 in 2017.

It was with great excitement that our new Sport Centre was officially opened, and it has provided an excellent undercover outdoor learning space for students who really appreciate and are enjoying their new sport facility (former basketball court) very much indeed.

We also announced the plans for a double storey building which will provide VCE students with a state of the art learning facility. Construction of this building will be underway in 2017 which is another wonderful step forward for the College.

Community

It has been most encouraging to see the level of parent engagement within the school increase to new levels this year, especially at our Parent Seminars. The feedback provided by parents through the communication mornings has been valuable in shaping our school improvement plan. Many parents have reported on how valuable the parent seminars have been in strengthening the parent partnership relationship and how beneficial and relevant the topics that have been presented have been, for example, on technology and the session conducted by Focus on the Family.

Thank you to the Parents and Friends Network for your labour of love in supporting our students through fundraising for mission trips, school banking and financial literacy. Your assistance at events e.g. Spring Fair, has also been highly appreciated. Thank you also to all the parents for your participation in College

events during this year and supporting your young people in their educational journey.

This year we welcomed back the Alumni Class of 2006 “LIGHTKEEPERS”. The class of 2006 expressed their gratitude to the staff for building such a strong Christian foundation in their lives thereby setting them up for success in life. We look forward to many more “LIGHTKEEPERS” reunions each year.



Lightkeepers Alumni 2006



Parent and Friends Committee

4.2 Goals and Priorities - 2017

Spiritual

Our theme for the 2017 year is “One Thing” (Luke 10:39, 42) which serves to remind us of the importance of prayer in developing our relationship with God and people.

Spiritual goals include:

- Facilitating the continual growth of Christian faith and character in students and partnering with parents and local churches for the discipleship of each student.
- Excellence in Christian education from a Christian Biblical worldview.
- Students equipped for service, citizenship and mission as an expression of their Christian faith.
- A Christian community where every person is valued and nurtured in their faith and healthy relationships are promoted.
- Differentiation in faith development was increased with additional opportunities provided for students to grow in their understanding of the Christian faith, both for students from families new to Christianity and for students who have been followers of Christ for a long time.

Teaching and Learning

- Differentiation
- To continue instructional rounds and coaching.
- Enhanced partnerships between parents, students and staff, strengthening the teaching and learning process.

The broadening of VCE offerings to:

- include Geography, History, Food Studies, Religion and Society, and Health and Physical Education.
- The provision of high quality facilities and resources.
- A continued focus on Literacy and Numeracy.
- Continuation of the GRIN program (Get Ready in Numeracy).
- Enhanced teaching through the Christian Biblical Worldview.
- Introduction of a Growth Coaching model.
- Introduction of Beginning Teachers Fellowship with ISV to provide coaching and support for new teachers.
- Students achieving personal excellence in academic, social, physical, cultural and spiritual outcomes.
- A culture of continuous improvement, professional development and pastoral support among staff and the school community.
- Improvement in student engagement and continuous improvement of student learning outcomes and results.

Technology

A new telephone system based on Voice Over Internet Protocol (VOIP) was installed in 2016. One telephone system will control two campuses i.e. Lighthouse Christian College and Australis Christian College. This system will be installed with an alternative ISDN in case of internet failure. This system will include 100 handsets with colour screens and Bluetooth headsets to accept calls. All audio systems in classrooms have been upgraded including the Language Express. The Language Express to be converted to be a big Conference Room with a full sound system and cordless microphone and an additional 60 inch Smart TV for rear viewers.

Fulltime staff have been allocated brand new laptops for school use and we have a secure web filter (Cyberhound) and a Learning Management System rollout plan.

Sustainability

- Solar panels (100kw) to reduce the carbon foot print of the College.
- To make more use of digital technology to reduce the amount of paper being used.
- Each teacher in Primary has set a goal in their appraisal to recycle paper.
- The SWEP system has been introduced, to alert us on water usage and water losses at school.

Globalization

Mission trip opportunities continued to be an integral part of our Discipleship Framework with a highly impacting trip to the indigenous community of Palm Island at Year 9 and the rural villages and urban slums of Fiji at Year 11. Due to logistical issues our Year 12 service trip to India did not eventuate; however, the second half of the year saw the

inaugural Thailand Leadership Development Missions Trip team undertake rigorous leadership and character development training in preparation for the trip in the first two weeks of 2017.

Business, Growth and Development

Plans were made to increase and improve College facilities through a new building program in response to student numerical growth. This includes a State of the Art double storey building for VCE (Zenith) students. A Launch Centre (Yrs 9-10) is part of future anticipated plans in the school masterplan.

Community

Goals include:

- Continued Alumni (Lightkeepers) and parent engagement
- Events for parents and Alumni (Lightkeepers) involvement
- Effective communication with parents of non-English speaking backgrounds

The continued application of direct electronic communication for all events and correspondence.



100kw of Solar Panels
on the Lighthouse buildings

5: Staff Attendance and Staff Retention

5.1 Staff Attendance

In 2016, our staff had a 97.0% attendance rate at work. A low absence rate in our school demonstrates a high level of personal integrity among our staff and strong commitment to the mission of the school.

5.2 Staff Retention

98.00% of our staff continued their employment with the school at the start of the school year in 2016.

5.3 Workforce Composition

Teaching Staff	48
Full-time equivalent teaching staff	38.7
Non-teaching staff	25
Full-time equivalent non-teaching staff	19.05
Indigenous staff	0

Australis Christian College Campus

5.4 Staff Attendance

In 2016, our staff had a 96.0% attendance rate at work. A low absence rate in our school demonstrates a high level of personal integrity among our staff and strong commitment to the mission of the school.

5.5 Staff Retention

100.0% of our staff continued their employment with the school at the start of the school year in 2016.

5.6 Workforce Composition

Teaching Staff	5
Full-time equivalent teaching staff	1.4
Non-teaching staff	2
Full-time equivalent non-teaching staff	1.2
Indigenous staff	0

6: Literacy and Numeracy Testing Results

Annual Literacy and Numeracy tests are undertaken by students in Years 3, 5, 7 and 9 across the country in government and non-government schools. These tests are called National Assessment Program – Literacy and Numeracy (NAPLAN). NAPLAN tests have been developed in a collaborative process between states and territories, the Australian government and non-government school sectors. Students participate in NAPLAN tests in mid-May of each year. Students in the same year level are tested on the same items in Reading, Writing, Language Conventions (Spelling, Grammar and Punctuation) and Numeracy. NAPLAN test design includes a single national scale of achievement across 10 bands from Years 3 to 9. This scale indicates how much progress in Literacy and Numeracy a student attained over the years from Years 3 – 9 and it provides a means of monitoring that progress.

Our 2016 results were excellent reflecting our efforts to improve Literacy and Numeracy skills across the school. Our strengths were highlighted by results in Year 3 Spelling, Reading and Numeracy. Year 5 Reading, Narrative Writing, Spelling, Grammar and Punctuation and Numeracy. Year 7 Spelling and Numeracy. Year 9 Narrative Writing, Spelling, Reading and Numeracy where our results were significantly above those of both 'like' and 'all schools'.

Over 80% of our students are from a Language Background Other Than English (LBOTE) and when compared to state averages, our students' results were impressive. The five year trend data report indicates significant continuous improvement of results.

The teaching staff conducted detailed analysis of students' results and collaborated with each other to identify and address learning gaps in delivering the curriculum and to employ teaching methods that address the various learning needs of students, to ensure the students achieve greater heights in Literacy and Numeracy.

NAPLAN data trends therefore demonstrate continuous academic improvement and progress by students.

Further information about the College NAPLAN results, including a graphical representation, can be accessed on the My School website:

<http://www.myschool.edu.au/>



6.1: Australis Christian College Campus Literacy and Numeracy Testing Results

In 2016 we had two students enrolled in Year 3 and no students in year 5. Our two Year 3 students completed NAPLAN testing. Due to the campus enrolment being less than one hundred students, their results are not listed on the My School website. However, both students achieved results in band 5 for Reading, band 4 and 5 for Language Conventions, and band 4 for Numeracy. One of the students achieved beyond a band 6 in writing, which was an outstanding achievement.

The academic achievement of all students at Australis Christian College for reading showed expected growth over the 12 months. Students entering the college below their expected level for decoding and comprehension skills, showed fantastic growth when measured with the PM Benchmark Reading Assessment Kit. Throughout the year, intensive support was given to these students via small class sizes and a specific foundational Literacy and Numeracy program provided for our Prep students by the Prep teacher. Although we had no students in 2016 who received funding through the Students with Disabilities program, students needing additional assistance received learning support from the teacher aide and their classroom teacher.

Regular monitoring and testing for all students throughout the year ensured every student's individual learning needs for literacy and numeracy were monitored and the appropriate support structures were put in place. Whilst academic achievement is at the forefront of the college's agenda, a holistic approach

drives the college's values and culture. Every student's emotional and spiritual wellbeing continued to be prioritised, with all students participating in regular Christian Studies and Social Skills lessons.

Student engagement and creativity was maximised through the use of technology and leading approaches in teaching Literacy and Numeracy. The school implemented the CAFE/ Daily 5 approach to reading, the VCOP writing program and also introduced Integrated Studies through a project-based, student driven Genius Hour approach. Students also had regular access to laptops and desktop computers to build their skills in this digital age.



6.2: Special Education Provision

In 2016, there were 23 students attending Lighthouse Christian College Keysborough campus who were eligible to receive learning support from the Commonwealth Government through funding provision for students with disabilities, and one at the Australis campus. Students require an official diagnosis within certain guidelines to be eligible for funding.

There were also 6 students receiving funding from the State Support Services for speech therapy. Our visiting speech pathologist, continued to provide quality intervention for these students.

Many students had an Individual Learning / Education Plan that was implemented by teachers and learning support staff. The support staff and teachers are offered professional development to help them best meet the needs of students with disabilities.

A new program of educational screening was initiated in 2016 as a first step to help identify students who would require further testing with specialists such as educational psychologists or speech therapists.

Students receiving learning assistance are generally reassessed every few years to ascertain whether support is still required or whether they are able to function independently in their classes. Educational assessment is a partnership with parents to discover the most appropriate strategies for helping their child to develop at their best.



7: Academic Staff Qualifications

Keysborough Campus

Principal:	Mrs. Avril Howard M.Ed B.A. B.Ed. (Hons) Higher Dip.Ed (Post Grad); Dip Bus Admin
Deputy Principal:	Mr Vernon Clark B.A. HDE (Post Grad)
Director of Teaching And Learning:	Mrs Margaret Jewell M.Ed B.ED Grad.Dip Adolescent Health and Welfare
Chaplain	Mr Mark Goode B.A. B.Ed

Sub-School Leaders:

ELC Rainbow	Mrs Christine Kwok B.A. Ed Early Childhood. Cert.EC.Ed
Launch Yr 9 — 10	Mr Chris Ellis B.A. Grad.Dip (Sec) (T.D.V.A.)
Zenith Yr 11 — 12	Mr Paul Donovan B.A. Grad.Dip (Sec) (Teaching English)
BEAM Prep—Yr 4	Mrs Vivienne Andrew Dip Teach (Prim) B.Ed
Navigate Yr 5 — 8	Mr Wing Leong B. Science Dip Ed Dip Department Management
Learning Assistance Coordinator:	Mrs Rosemary Alley B.Agr.Sc. Grad. Dip. Tchg. (Primary)

Primary Staff Qualifications

Mrs. Vivienne Andrew	Dip Teach (Prim), B.Ed
Mrs Lara Hansen	P.Grad Dip Ed (Prim) B.Bus Commerce (Tourism Major) B.Communications
Miss Michelle Bryan	B.Art Grad Dip Ed
Mr Tristan Forrest:	B.Biblical Studies B.Performing Arts Grad Dip Ed.
Mr Joachim Ghosh	P.Grad B.Ed B.Science
Mrs Kim Kamper	Dip.T (Prim) Dip Community Services Adv Dip Community Services Work
Mrs Michelle Kannemeyer	Dip. Sec. Ed., Dip. S.N.
Mr. Vincent Kippen	B.Ed (Prim)
Miss Aniela Lamott	B.Ed (Prim) B.Arts (Major in Psychology)
Mr Wing Leong	B. Science Dip Ed Dip Department Management
Mrs. Royena Lotriet	Dip.TGrad.Dip (Librarianship)
Miss Carrie Maher	B.TChLN, Cert (Learning Support)
Mr. Christian Morabito	Grad Dip Teaching (Secondary) B.A. Cert IV Training and Assessment Adv Dip of Screen
Mrs. Marlene Naidoo	B.A. Dip Ed B.Ed
Mrs. Madeleine Porter	B.Ed (Prim)
Miss Kathryn Price	B.Ed (Prim)
Mrs. Laura Robinson	B.Ed B. Teaching
Mrs. Venlo Sage	Dip Ed B.Ed
Mrs. Crystel Shinkfield	B.Ed (Prim)
Mr Phillip Sookun	B.Ed (Prim), B.A. (Christian Ministry)
Miss Jing Tang	B.(Early Childhood) Ed

Secondary Staff Qualifications

Mr Sam Aboagye	B.Sc (Hons) Maths Grad.Cert.Ed Grad.Dip (Operations Research) M.Ed Studies
Mr. Phillip Andrew	Dip.Teach (Prim)
Mrs. Hazel Ashley	Grad.Dip.Ed B.Commerce Cert.IV Christian Ministry
Mr. Alan Baldry	B.Sc Grad.Dip.Ed Grad.Dip (Computer Ed)
Mrs Nouda Berends	B.A Dip of Teaching Grad Dip TESOL
Mrs. Petra Bracken	B.Ed (Physical Education)
Mrs. Lucille Donovan	B.Sc (Hons) Chemistry H.D.E
Mr. Paul Donovan	B.A. Grad.Dip (Sec) (Teaching English)
Miss. Carin Eastburn	B.Ed (Physical Education)
Mr. Christopher Ellis	B.A. Grad.Dip (Sec) (Teaching Drama and Visual Arts)
Mrs Rebecca Felici	B.A. Dip Ed Cert (Integration Aide)
Mr. Evan Fisher	Dip Ed B.A (Physical Ed)
Mr. Ferdinando Genovese	B Accounting, Grad Dip. Adv Dip (Accounting) (Information Technology) Cert I (Work Place Training & Education)
Miss Catherine Han	B.Teaching Cert IV (Assessment & Training) B.Arts
Miss Tegan Hartwich	B.Ed. B.Sc.
Miss Kelly Howard	B.A. (English) Grad Dip Ed
Mr. Sunui Magele	B.Ed. Dip.Teach (Prim) Cert. Teach
Mr. Ivor Marillier	B.A.Ed. Secondary (Geography) (English)
Mr Luke Mooney	B.A. (Secondary) (Phys Ed) (Health)
Mr Steven Srzich	Grad.Dip.Ed B (English Film) B. Social Sciences Cert IV Christian Ministry
Mrs Reena Thomas	B.Sc.B.Ed. Grad.Dip M.Sc.
Mr. Tim Webster	Grad.Dip.Ed (Sec) B. Music
Mr Steve Young	B.Ed. Grad.Dip.Ed

7.1: Australis Christian College Campus Primary Staff Qualifications

Mr. Phillip Andrew

Dip.Teach (Prim)

Ms Lynne Graham

Dip.Ed(Prim), Grad.Dip.Sp.Ed, Grad.Dip.St.Welfare,
M.Sp.Ed, Grad.Dip.Psyc

Mr Luke Mooney

B.A. (Secondary) (Phys Ed) (Health)

Mrs. Jessica Richards

Dip Teach (Prim), B.Ed

Mrs Lydia Van

Dip. Ed (Prim), B.Sc

Mr. Tim Webster

Grad.Dip.Ed (Sec) B. Music



8: Professional Development Expenditure

Professional development of staff is a high priority for our school because we believe that every staff member should be in the process of developing and refining his/her gifts and skills. All members of staff have access to professional development opportunities and the school spent \$93,394.16 for LCC and \$5,222.29 for ACC in 2016 on professional development costs of the staff plus CRT's employed to release staff.

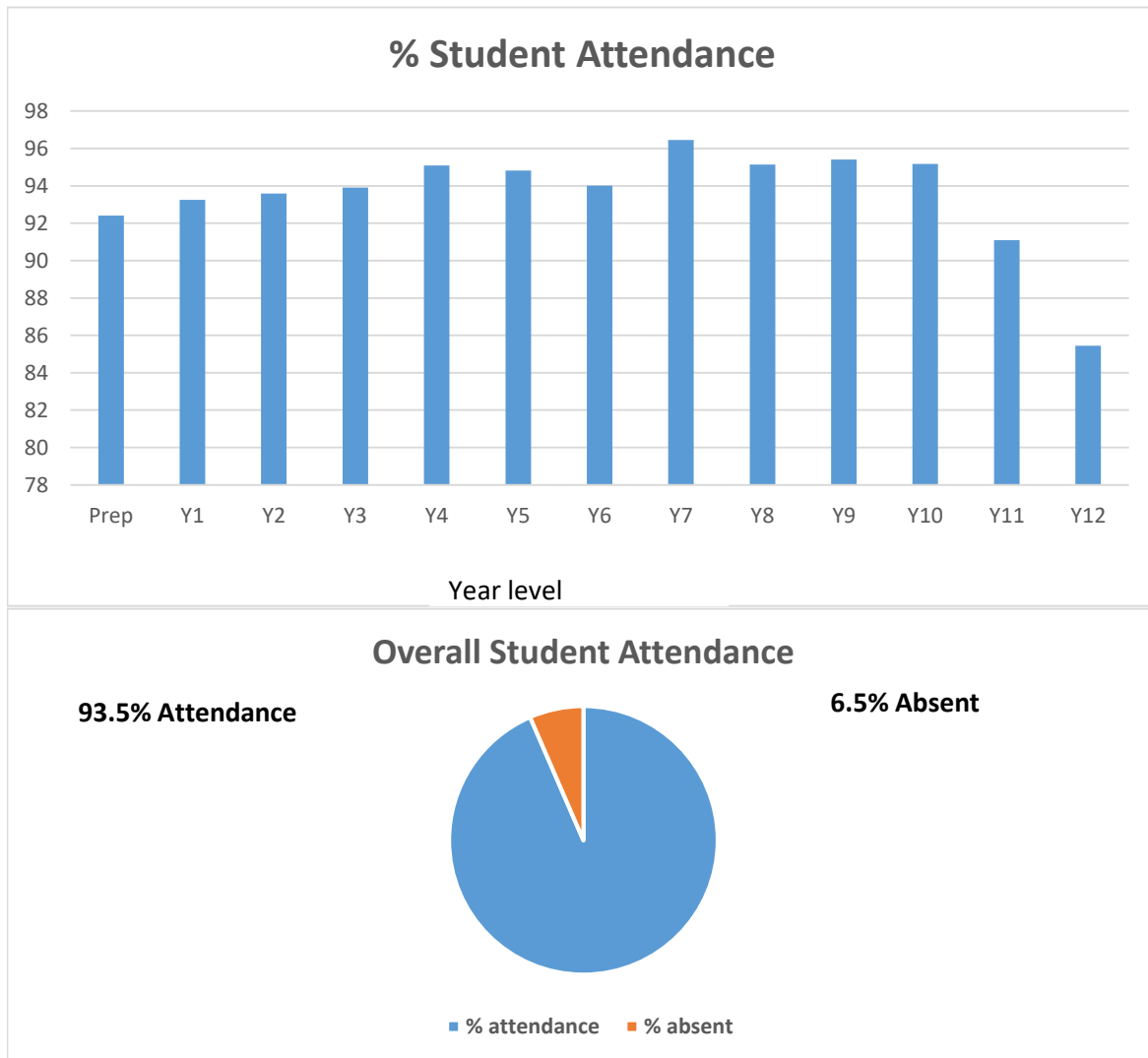
All office, grounds, aide, and other ancillary staff are given opportunities for professional development through training or conferences including the annual CSA Training Day.



9: Student Attendance Patterns

The school had 602 students enrolled in years P — 12 as at August 2016 at Lighthouse Christian College (Keysborough) and campus Australis Christian College.

The attendance pattern of these students at both Keysborough and Australis campuses is described by the following data:



Student attendance is taken in the morning administration lesson electronically via TASS before period one, and all absences are recorded on our central administration database system, along with other information such as whether it is a known or unexplained absence. If by 10:30 am we have not heard from a parent, the College will contact a parent either by mobile phone (sms or call), home number, work number, etc. until we are able to establish the reason for the student's absence. A follow-up note from a parent in the student's

School diary is required. The roll is also taken in the afternoon in period 5 after lunch. Patterns of absence or lateness are monitored weekly by each Year Level Coordinator and either dealt with by them or brought to the attention of the Deputy Principal or Principal for more serious concerns regarding absenteeism. Parents, along with teachers, play an important role in ensuring students are in attendance for each lesson of each school day. Punctuality and respect for the time of others, are matters the College puts emphasis on.

10: Value Added

In 2016 our spiritual theme was *“Take a Stand”* from Romans 1:16, *“For I am not ashamed of the gospel of Christ, for it is the power of God to salvation for everyone who believes, for the Jew first and also for the Greek.”* Through homeroom devotions, Christian Studies Days, Chapel services, Christian Studies classes and other avenues, students discovered the truth of what it means to *“Take a Stand”* for Jesus, to not be ashamed of their relationship with Him and grow in courage to outwork the values of Christ in their day-to-day lives.

Our annual Coming of Age program at Year 10 facilitated the building of autonomy, confidence, resilience, direction, faith and purpose in our students. The program culminated in a renewed *“Blessing Night”* at an exciting new venue which saw each student celebrated, blessed, empowered and released into adulthood by their parents, teachers and mentors.

Once again our annual secondary and alumni Christian Studies Camp featured international guest speakers, this time from USA. Over 120 students and the largest group of alumni we have ever had were greatly impacted through the teaching and ministry and were touched and transformed by the power of God during camp. Of special note was the unity across year levels created through the camp which contributed positively to the increasingly all-inclusive culture of the school.

Our annual mission trips to indigenous communities (Year 9) and remote Fiji (Year 11) continued to be major catalysts for personal growth, leadership and discipleship in our students. Our inaugural Years 8-12 Thailand Leadership Development Missions Trip team was trained up in the second half of the year ready for their trip in the first two weeks of 2017. Students grew in character development, metacognition, social skills, self-awareness, cyber-citizenship and confidence through our Years 5-8 Christian Studies Practical personal development

program. Team teaching facilitated effective applicatory discussions in core life skills through the program and empowered students to walk with increasing discernment and self-leadership.

Character and leadership development were pursued diligently across the school with many additional opportunities for student leadership at Primary and Secondary level including on the Student Representative Council.

Students excelled in drama and the arts through our annual theatrical production and high quality work produced at VCE level. Opportunities to serve were many including community service, public speaking, worship bands, lunchtime prayer, mentoring and other activities. Social justice causes and fund raisers were also engaged in and students grew in their awareness of issues and causes beyond themselves and their world. Science Week in Secondary and Book Week in

Primary continued to be highlights and an Anti-Bullying program served to empower our young people to stand for justice and righteousness in their school and also in their wider community. Our sense of togetherness and community continued to grow amongst the students and staff with teamwork and team building opportunities across the school.

NAPLAN trends data shows continuous improvement and excellent results. The General Achievement Test benchmarks a student's expected study score in each subject. Our 2016 VCE results when compared to the GAT revealed impressive value added across the board and particularly in Psychology, Biology, Chemistry and Further Maths where between 72 – 88% of students achieved above expectations.

Our Year 12 students graduated confident in their future prospects and vocational opportunities.

11: Senior Secondary Outcomes

The College congratulates the graduating class of 2016. The graduates, in the main, gained entry to the university degree and TAFE course of their preference. They chose all the main universities and a variety of professions.

VCE Study Scores and ATAR Scores 2016:

100% of students successfully completed their VCE.

24% of students achieved an ATAR of higher than 80.

5% achieved study scores of 40 and above.

12% achieved VCE Bacculaureate.

Vocational Education and Training (VET) 2016

Students undertaking vocational training – 2

Students attaining a VET qualification – 1

Selected students in Year 11 participate in Certificate III in Christian Ministry which enables them to graduate with a dual certificate being their VCE Certificate and VET Certificate

Many of the graduating students performed better than their academic profile as measured in the 2016 General Achievement Test, GAT.

All graduates become members of the College Alumni Association called LightKeepers and their careers will be tracked carefully in the coming years. Those who particularly distinguish themselves are awarded a place on the College Board of Honour.



12: Post School Destinations

Tertiary applications and offers through VTAC.

Total number of applicants with preferences	20
Number of applicants who received an offer	19
Number of 1st round offers	18

On Track data is provided by the Department of Education and Early Childhood Development of post Year 12 destinations.



13: Retention Rates Year 9 to Year 12

In our 2016 Year 12 cohort, 65.7% of our students had been at our school since year 9. This is a 25.03% increase since 2012.

We are pleased to see this figure increase; students now choose to complete their VCE at Lighthouse Christian College. Our VCE results have been very good, and we now have ample evidence to demonstrate that any of our students who work hard will be rewarded with a VCE result, and the ATAR score that will be in keeping with their abilities. Lighthouse can now offer students a broader selection of subjects and vocational pathways enabling viable choices for all students.

14: Satisfaction Survey Results

Survey Feedback

Lighthouse Christian College engaged Brand and Associates and, ISV who conduct all of its Satisfaction Surveys under the LEAD Report. The results of the LEAD survey are tabled below:

Parent Satisfaction Survey

The Parent Satisfaction Survey consisted of 55 questions on 8 domains: e.g. Curriculum, Academic Program, Quality of Teaching, Learning Outcomes, Pastoral Care, Discipline and Safety, etc. Parents were asked to rate the 55 questions on a scale from 'strongly disagree' to 'strongly agree'. This data was obtained from 114 respondents, 55% of mothers, 44% of fathers and 1% were guardians. The results are presented in the table below:

Curriculum/Academic Program	8.00		Parental involvement	8.32
Quality of Teaching	8.03		Resources	8.60
Learning Outcomes	8.03		Year Transition	8.06
Pastoral Care	8.13		Global Item Rating	8.43
Discipline and Safety	8.25		Recommend the School To Others	8.40

Staff Satisfaction Survey

The Staff Satisfaction Survey measured 92% of staff perceptions of the Work Environments with 61 of the 71 nominated staff responding to questions on the 6 key domains, namely, Feedback, Goal Congruence, Leadership and Morale, Staff Collaboration, Professional Development and Overall Satisfaction. The results were as follows:

Feedback	8.29		Staff Collaboration	8.41
Goal Alignment	8.87		Professional Development	8.36
Leadership and Morale	8.26		Overall Satisfaction	8.73

Student Satisfaction Survey

The General Student Satisfaction Survey involved 252 students and 252 respondents. The General Survey focused on 9 key areas and the overall results per domain were as follows:

Academic Program	8.70		Resources	7.90
Learning Outcomes	9.00		School Ethos/Values	8.90
Pastoral Care	8.50		Peer Relationships	8.90
Personal Development	8.90		Transition	8.90
Discipline and Safety	8.70			

The distribution of responses per domain on the Quality of Teaching was completed by 194 students. This Survey evaluates the extent to which students believe effective school practices are apparent across 5 different domains. The results were as follows:

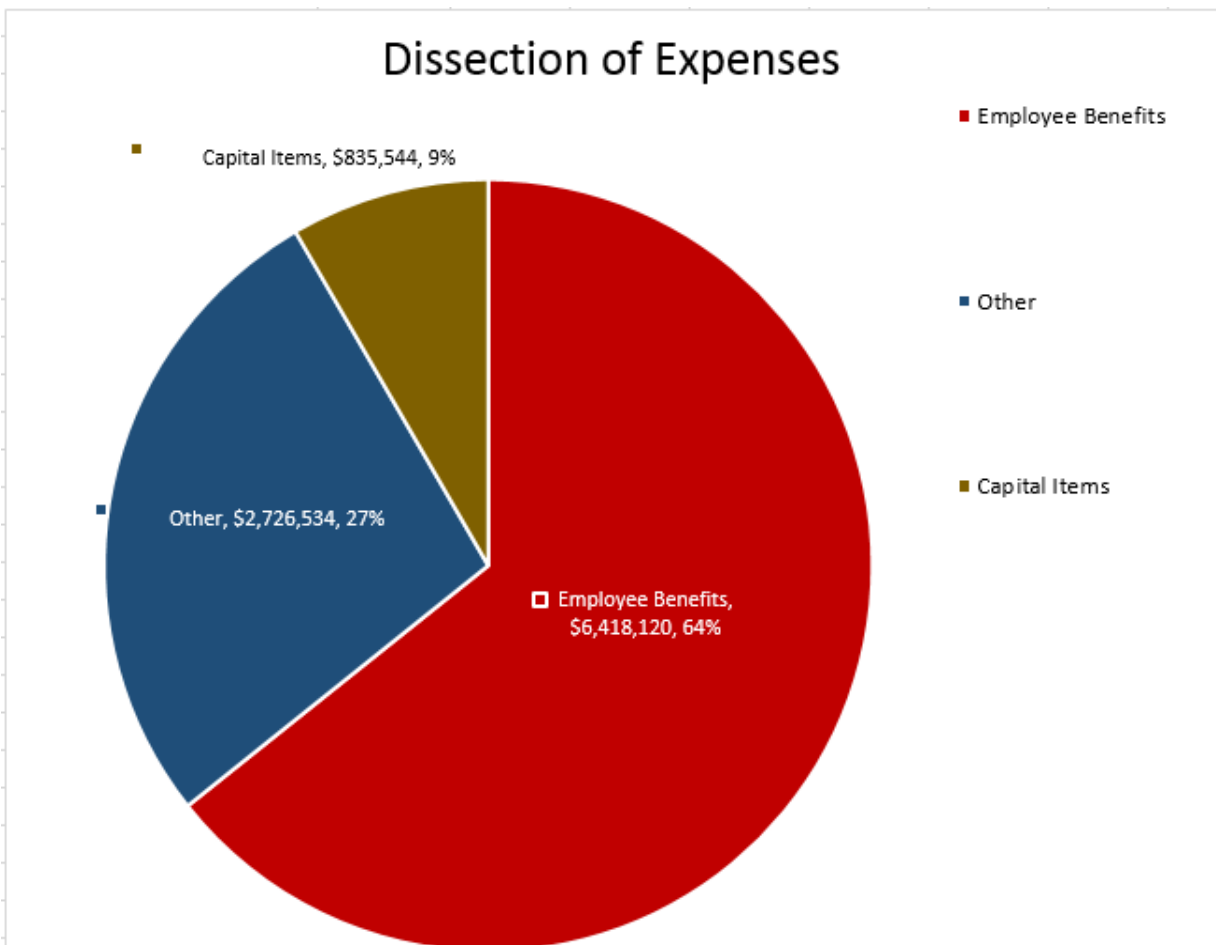
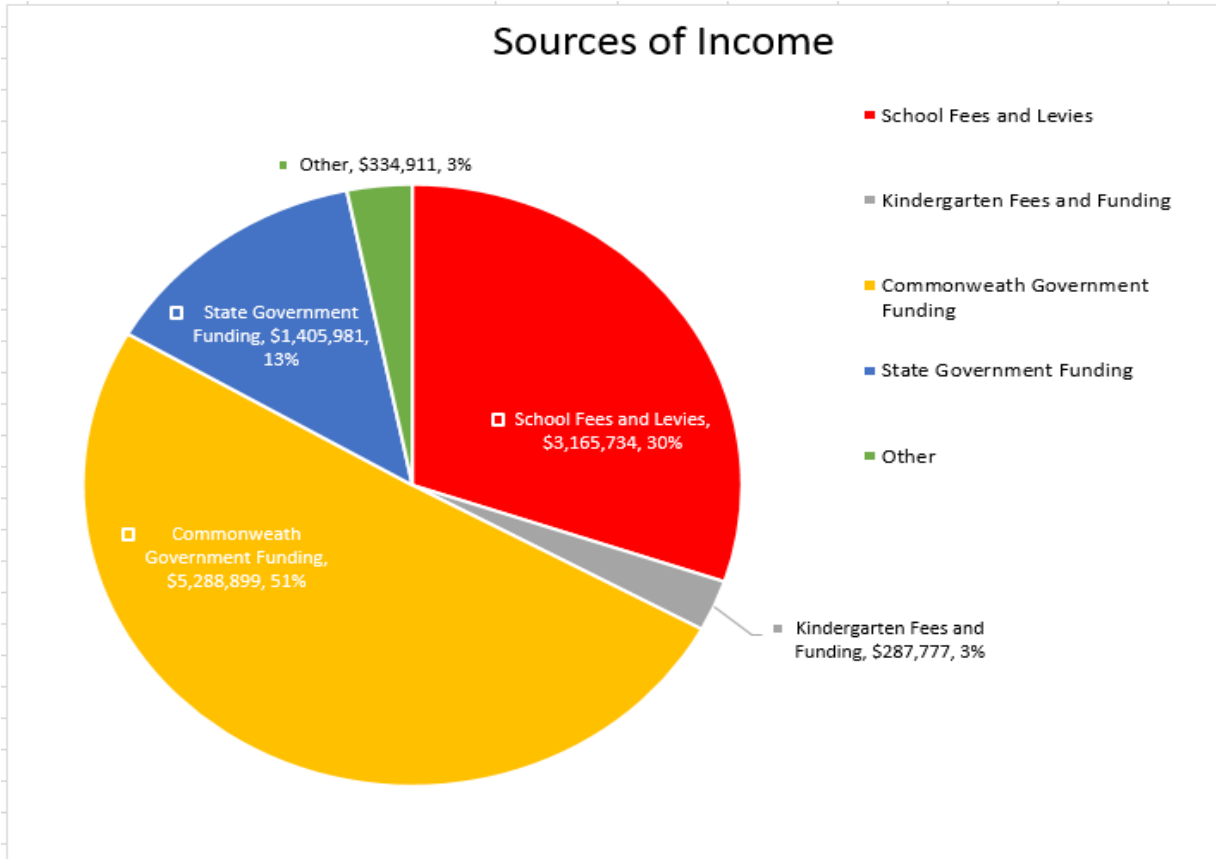
Academic Rigour	9.00		Teacher Practice	8.80
Feedback	8.30		Teacher/Student Rapport	8.80
Teacher Knowledge	8.70			

Comment by way of response:

Overall the Lead Survey results show a very good level of satisfaction with the College. In 2016 the College reviewed areas for improvement such as resources and facilities and planned to close the gaps. Plans for a new building program, technology and increased subject offering was implemented in 2017.

In addition Brand and Associates, led by Dr Jennie Bickmore-Brand conducted an audit of the College in 2016. The audit was conducted in line with ACEL's best practice domains for school improvement using the lens of the LCC Graduate Attributes. The report affirmed the strong performance of the school and the goals it has set for school improvement in the areas of facilities and technology.

14: Financial Data



Lighthouse Christian College acknowledges and appreciates the Commonwealth and State government funding received.



TAKE A STAND

For I am not ashamed of the gospel of Christ, for it is the power of God to salvation for everyone who believes: for the Jew first and also for the Greek. For in it the righteousness of God is revealed from faith to faith; as it is written, "the just shall live by faith."

Romans 1:16-17

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