

<p><b>The School</b></p>	<p>Newstead Christian School is a Christian School situated at Newstead in Northern Tasmania. We are a registered Prep to Year 10 day school of 71 students (2015). The School is owned and operated by Newstead Christian School Inc. in the state of Tasmania.</p> <p>Our aim is to equip students with a Christ-centred education and provide them with spiritual 'keys' and skills to influence and engage their calling in life. This is reflected in our motto – Equipped, Empowered to Serve.</p> <p>Our Core Values are -</p> <ul style="list-style-type: none"> <li>• Our students and staff are continually growing in Christ-like character and reflect God's love and power in the school, community and the nations.</li> <li>• Our school is anchored in the Word of God.</li> <li>• Our school is empowered and guided by the Holy Spirit and exercises the Spirit's gifts in freedom.</li> <li>• Our school expresses kingdom values through dedication to community building both within and outside the school.</li> <li>• Our students excel in wisdom and education.</li> <li>• Our school fosters Godly and loving relationships underpinned by love, honour, acceptance and forgiveness.</li> <li>• Our school prepares and equips students for life in the 21<sup>st</sup> century taking with them biblical values for the workplace and global environment.</li> <li>• Our school recognizes the uniqueness of each individual student and seeks to educate them in these differences.</li> <li>• Our school believes in the God given potential for all students and provides an education for them to attain it.</li> </ul>																		
<p><b>Staff Attendance</b></p>	<p>The average, daily rate of attendance for teaching staff at Newstead Christian School in 2015 was 99%</p>																		
<p><b>Staff Retention</b></p>	<p>Eleven teachers and our Principal were employed at the beginning of 2015. For Term 3, another Teacher, Kirsten Pannowitz was employed to take on our Grade 7/8 Cooking Taster. She was employed for 0.1 for that term. Our Art and Mathematics Teachers left at the end of Term 2. The Art teacher left due to pregnancy and our Mathematics' teacher (who was working 0.6) left after obtaining a full time position elsewhere. Diane Hooley was employed in Term 3 to take on Mathematics for the Senior classes as well as Art and History. Our Teacher's Assistant - Stephen Pearce was employed for Terms 3 and 4.</p>																		
<p><b>Teacher Qualifications</b></p>	<p>All teachers employed at Newstead Christian School in 2015 were registered with the Tasmanian Teachers Registration Board (TRB). Qualifications for all teachers who taught at Newstead Christian School are listed below:</p> <table border="1" data-bbox="470 1794 1401 2134"> <tr> <td>Mrs Jessica Whitmore</td> <td>B. Ed.</td> </tr> <tr> <td>Mr Ken Green</td> <td>B. Ed.</td> </tr> <tr> <td>Mrs Kirsten Pannowitz</td> <td>B. Ed.</td> </tr> <tr> <td>Mrs Melanie Pearce</td> <td>Dip.Teach.B.Ed.</td> </tr> <tr> <td>Mrs Bronwyn Eastley</td> <td>B. Ed.</td> </tr> <tr> <td>Mrs Susan McCormack</td> <td>Dip.Teach.B.Ed.</td> </tr> <tr> <td>Mrs Alexandra Nielsen</td> <td>B. Ed.</td> </tr> <tr> <td>Mrs Lisa Marie Chamberlin</td> <td>B. Ed.</td> </tr> <tr> <td>Mrs Melanie Morris</td> <td>Cert of Education</td> </tr> </table>	Mrs Jessica Whitmore	B. Ed.	Mr Ken Green	B. Ed.	Mrs Kirsten Pannowitz	B. Ed.	Mrs Melanie Pearce	Dip.Teach.B.Ed.	Mrs Bronwyn Eastley	B. Ed.	Mrs Susan McCormack	Dip.Teach.B.Ed.	Mrs Alexandra Nielsen	B. Ed.	Mrs Lisa Marie Chamberlin	B. Ed.	Mrs Melanie Morris	Cert of Education
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	Mr Jon Targett	B. Ed.																												
	Mr Charlie Jeong	B. Ed.																												
	Miss Diane Hooley	B.Ed.																												
	Mrs Kathy Uko	B.Ed.																												
	Chaplains	Mrs Karen Mace & Mr Alister Austin																												
<b>Expenditure &amp; Teacher participation in Professional Learning</b>	<p>In 2015 our teachers engaged in Professional Learning in specific curriculum areas throughout attendance at conferences, workshops conducted by professional organisations and other providers.</p> <p>i.e. CEN Conference; Surf Bronze; First Aid; Language &amp; Early Literacy; NAPLAN; YARC Refresher SLN; School Pro; EYLF – Play, Learn &amp; Grow together; Australian Professional Standards for Training Assessment of Reading Comprehension; Heidi Bush – Responding to Diversity &amp; Planning for Maths/English Lessons for Aust. Curriculum; CEN – Guide to Curriculum Training; Science Investigation Awards 2015; ECE Conference; VET &amp; Careers Pathways Meeting; Move Well, Eat Well; Child Protection Officer Training; Special Learning Needs; Dyslexia Training; Letters &amp; Sounds, Intellectual Disability, Downs Syndrome, etc. and National Consistent Data Collection</p>																													
<b>Student Attendance</b>	<p>The average daily rate of attendance for students in 2014 was 94% of the total number enrolled.</p> <p>The attendance for each Year Level is as follows:</p> <p>Year 1 – 90%</p> <p>Year 2 – 92%</p> <p>Year 3 – 95%</p> <p>Year 4 – 91%</p> <p>Year 5 – 97%</p> <p>Year 6 – 94%</p> <p>Year 7 – 96%</p> <p>Year 8 – 98%</p> <p>Year 9 – 96%</p> <p>Year 10 – 94%</p> <p>Non-attendance is managed by the Office person in conjunction with the teachers. If a student has not arrived in class by 9:30am and the parent/guardian has not contacted the school informing us of the absence, we will then contact them directly.</p>																													
<b>Post School Destinations</b>	<p>Students leaving Newstead Christian School having completed Grades 10 in 2015 have progressed to Post School destinations as outlined in the following table:</p> <table border="1"> <thead> <tr> <th>Destination</th> <th>Post Year 10</th> <th>Post Year 11</th> <th>Post Year 12</th> </tr> </thead> <tbody> <tr> <td>Other Schools &amp; Colleges</td> <td>4</td> <td></td> <td></td> </tr> <tr> <td>Apprenticeship</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Work</td> <td></td> <td></td> <td></td> </tr> <tr> <td>University</td> <td></td> <td></td> <td></td> </tr> <tr> <td>TAFE/Other Tertiary Institution</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Moved Interstate</td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		Destination	Post Year 10	Post Year 11	Post Year 12	Other Schools & Colleges	4			Apprenticeship				Work				University				TAFE/Other Tertiary Institution				Moved Interstate			
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<b>Parent, Student &amp; Teacher Satisfaction and Forward Planning</b>	<p><b>Parent Survey –</b></p> <p>A high degree of general satisfaction was recorded for all categories surveyed. Some parents noted that the areas of academic improvement were especially noticeable in Mathematics and English.</p> <p>The general perception was that subjects were taught to a high standard.</p>																													

The parent community really value having a School Chaplaincy Program and affirm the need to continue the appointment of a male and female chaplain.

Parents were pleased with the improvement in school communication and valued the fortnightly calendar updates sent out by email. The formal reporting system is bi-annual and some parents expressed a desire to have more frequent updates on their child's progress.

Most parents are happy with the way the school had promoted itself in the media but there was certainly room for improvement in this area. The majority of publicity came from student successes (newspaper articles) and through the NCS Facebook page.

*Areas to Work towards Improvement -*

Implementing the master building plan; third stage (new administration building for reception, offices and staffroom) and more spaces for off street car parking.

It was decided that Parent Orientation Evening usually held in March, would be replaced by a school family barbecue and a new Parents and Friends Association would form in 2015.

**Student Survey –**

The majority of students expressed satisfaction with the following aspects of NCS life: Safety, friendliness, staff, rules, subject delivery, classroom environment and school grounds. No major problems were reported with the combining of the senior and junior play spaces and a roster for the basketball court became unnecessary. Seniors were happy to have their own downball court area. Due to the construction site/ building of the new Junior Hub, a substantial part of the play area was inaccessible for the last half of fourth term but students adapted well.

**Teachers / Staff Survey –**

The majority of staff that responded to the survey believe that they are encouraged to improve their skills (especially with the opportunity to attend relevant PL throughout the year) and are fulfilled in their occupation. Most feel valued and supported as professionals.

**NAPLAN**

In 2015 Newstead Christian School students in Grades 3, 5, 7 & 9 participated in the National Assessment Program in Literacy and Numeracy – NAPLAN.

The following is a summary of the abovementioned grades – compared to the National Average –

Reading	Year Level	% - 1. Below NMS 2. At NMS or Above (NMS = National Minimum Standard)
	3	At NMS or Above - 100% - One ESL student exempt
	5	At NMS or Above - 100%
	7	At NMS or Above - 100%
	9	Below NMS - 17% and At NMS or Above - 83%
Spelling	3	At NMS or Above - 100% - One ESL student exempt
	5	At NMS or Above - 100%
	7	At NMS or Above - 100%
	9	Below NMS - 25% and At NMS or Above - 75%
Grammar & Punctuation	3	At NMS or Above - 100% - One ESL student exempt
	5	At NMS or Above - 100%
	7	At NMS or Above - 100%

		<b>9</b>	Below NMS - 33% and At NMS or Above - 77%
	<b>Numeracy</b>	<b>3</b>	At NMS or Above - 100% One ESL student exempt
		<b>5</b>	At NMS or Above - 100%
		<b>7</b>	At NMS or Above - 100%
		<b>9</b>	At NMS or Above - 100%
	<b>Persuasive Writing</b>	<b>3</b>	At NMS or Above - 100% One ESL student exempt
		<b>5</b>	At NMS or Above - 100%
		<b>7</b>	At NMS or Above - 100%
		<b>9</b>	Below NMS - 25% and At NMS or Above - 75%

<b>School Income – broken down by Funding Source</b>	<b>School Finances 2015</b>	
	<b>Profit and Loss Statement – Newstead Christian School</b>	
	<b>Jan 2015 – Dec 2015</b>	
	Parent Tuition Fee	199,909
	Other Tuition Charges (e.g. Canberra Excursions)	19,096
	Non Tuition Income	18,151
	State Recurrent Grant	129,341
	Commonwealth Recurrent Funding	566,644
	Federal Chaplaincy Grant	20,000
	Other Grants	654
Trading Income	19,389	
	<b>TOTAL INCOME</b>	<b>973,183</b>