

This report has been prepared to comply with Australian Government requirements.

<p>The School</p>	<p>Newstead Christian School is a Christian School situated at Newstead in Northern Tasmania. We are a registered Kindergarten to Year 10 with 109 students at the end of 2021. 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"> • 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. • Our school is anchored in the Word of God. • Our school is empowered and guided by the Holy Spirit and exercises the Spirit’s gifts in freedom. • Our school expresses kingdom values through dedication to community building both within and outside the school. • Our students excel in wisdom and education. • Our school fosters Godly and loving relationships underpinned by love, honour, acceptance and forgiveness. • Our school prepares and equips students for life in the 21st century taking with them biblical values for the workplace and global environment. • Our school recognizes the uniqueness of each individual student and seeks to educate them in these differences. <p>Our school believes in the God given potential for all students and provides an education for them to attain it.</p>															
<p>Staff Attendance</p>	<p>The average, daily rate of attendance for teaching staff at Newstead Christian School in 2021 was 96.5%</p>															
<p>Staff Retention</p>	<p>Our Principal and 14 teaching staff were employed at the beginning of 2022. At the end of 2021, we farewelled the following teachers: Mrs. Rachel Hamilton, and Mrs. Nancyann Walters, our Learning Support Coordinator. In 2022, we welcomed Mrs. Sue Rowlands as our Learning Support and Literacy Coordinator, and Ms Vivian Tan, Mrs. Heidi DeNardo and Mrs Jessica Beams as members of our teaching staff. We also welcomed Ms. Anit Girgla, Mr Jack Sladden and Ms Lynietta Nightingale as Teaching Assistants. Ms Diane Hooley was on sick leave from April – October 2022 and Mr. Glenn Mace acted as Temporary Principal for this time. Ms. Hooley and Mr. Mace shared the role of Principal for Term Four.</p>															
<p>Teacher Qualifications</p>	<p>All teachers employed at Newstead Christian School in 2022 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="475 1921 1396 2177"> <tr> <td data-bbox="475 1921 943 1957">Ms Jessica Beams</td> <td data-bbox="943 1921 1396 1957">B.Ed, Masters of Human Movement</td> </tr> <tr> <td data-bbox="475 1957 943 1993">Mr. Steve Cooper</td> <td data-bbox="943 1957 1396 1993">BA , Grad. Dip. Teach</td> </tr> <tr> <td data-bbox="475 1993 943 2029">Mr Ken Green</td> <td data-bbox="943 1993 1396 2029">B.Ed.</td> </tr> <tr> <td data-bbox="475 2029 943 2065">Ms. Diane Hooley</td> <td data-bbox="943 2029 1396 2065">BA Hons, PGCE</td> </tr> <tr> <td data-bbox="475 2065 943 2101">Miss Abigail Jeysing</td> <td data-bbox="943 2065 1396 2101">B.Ed.</td> </tr> <tr> <td data-bbox="475 2101 943 2136">Mr. Glenn Mace</td> <td data-bbox="943 2101 1396 2136">B. Ed</td> </tr> <tr> <td data-bbox="475 2136 943 2177">Mr Russell MacKenzie</td> <td data-bbox="943 2136 1396 2177">B. Ed.</td> </tr> </table>		Ms Jessica Beams	B.Ed, Masters of Human Movement	Mr. Steve Cooper	BA , Grad. Dip. Teach	Mr Ken Green	B.Ed.	Ms. Diane Hooley	BA Hons, PGCE	Miss Abigail Jeysing	B.Ed.	Mr. Glenn Mace	B. Ed	Mr Russell MacKenzie	B. Ed.
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	Mrs Susan McCormack	Dip.Teach.B.Ed.																																	
	Mrs Alexandra Nielsen	B. Ed.																																	
	Ms. Melanie Nugteren	B.Ed.																																	
	Mrs Narelle Preece	B. Ed.																																	
	Mrs. Sue Rowlands	B. Ed –Physical Education Tasmanian Teaching Certificate Post Graduate Diploma in Counselling																																	
	Ms. Vivian Tan	B.A Linguistics Dip. Ed. (Singapore)																																	
	Mr Jon Targett	B.Ed																																	
Expenditure & Teacher participation in Professional Learning	In 2021, our teachers engaged in Professional Learning in specific curriculum areas through the usual conferences and workshops conducted by professional organisations and other providers. These included: Peer observation, Mandatory Reporting, Dysphasia Training, Christian Education National State Conference, Backward Planning, Developing an Individual Professional Learning Plan.																																		
Student Attendance	<p>The average daily rate of attendance for students in 2021 was 89% of the total number enrolled.</p> <p>The attendance for each Year Level is as follows:</p> <p>Prep - 88%</p> <p>Year 1 – 90%</p> <p>Year 2 – 88%</p> <p>Year 3 – 91%</p> <p>Year 4 – 86%</p> <p>Year 5 – 91%</p> <p>Year 6 – 87%</p> <p>Year 7 – 86%</p> <p>Year 8 – 89 %</p> <p>Year 9 – 85%</p> <p>Year 10 – 90%</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>																																		
Post School Destinations	<p>Students leaving Newstead Christian School having completed Grades 10 in 2021 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 & Colleges</td> <td>7</td> <td></td> <td></td> </tr> <tr> <td>Apprenticeship</td> <td>1</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> <tr> <td>Moved Overseas</td> <td></td> <td></td> <td></td> </tr> </tbody> </table>			Destination	Post Year 10	Post Year 11	Post Year 12	Other Schools & Colleges	7			Apprenticeship	1			Work				University				TAFE/Other Tertiary Institution				Moved Interstate				Moved Overseas			
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NCS Milestones for 2022	<ul style="list-style-type: none"> • Our official yearbook was published for the ninth consecutive year. • Our Celebration Event returned to an evening timeslot • A year of working together as a team through many challenges, seeing God’s hand of protection and provision across it all. 																																		

NAPLAN	In 2022, students in Grades 3, 5, 7 & 9 at NCS participated in the National Assessment Program in Literacy and Numeracy – NAPLAN. The following is a summary of the above mentioned grades compared to the National Average –		
		Year Level	% At National Minimum Standard or above
	Reading	3	100 %
		5	100 %
		7	100 %
		9	100 %
	Writing	3	100 %
		5	100 %
		7	100 %
		9	100 %
	Spelling	3	100 %
		5	81.8%
		7	100 %
		9	100 %
	Grammar and Punctuation	3	100 %
		5	90.9%
		7	100 %
9		100 %	
Numeracy	3	100 %	
	5	90.9%	
	7	100 %	
	9	100 %	
School Income by Funding Source	Income Jan – Dec 2021		
	Fees	\$306,058	14%
	Donations Future Capital Works	\$2,549	0%
	Fundraisers and Gifts	\$14,541	1%
	Federal Recurrent Funding	\$1,327,412	61%
	State Recurrent Funding	\$399,962	18%
	Grants - AIST	\$26,903	1%
	ISBGAT	\$67,000	3%
	Office Income	\$35,182	2%
	Uniform sales	\$13,752	1%
Total Income	\$2,193,359	100%	

Addendum:

Of our 26 employees, 23 were born in Australia, 1 was born in England, 1 in Singapore, and 1 in Malaysia. None of our workforce identifies as Aboriginal or Torres Strait Islander.

In November 2022, data was collected from parents, students, and staff as part of our Strategic Planning. The results are summarised below. Interestingly, there was a lot of cohesion across the different groups.

Parents, staff and students were very satisfied with:

- Christian ethos and discipleship in the school
- Lack of bullying
- Caring, dedicated, and skilled staff
- Outdoor learning opportunities
- Individualised learning and holistic approach
- Affordability
- Smaller class sizes
- Strong sense of community

They were less satisfied with:

- The standards and academic rigour in the High School
- Communication
- Low numbers of students in the High School.

These responses were pivotal in the development of our Strategic Plan 2023-2025 which can be found on our school website at <http://ncs.tas.edu.au/wp-content/uploads/2023/06/Strategic-Plan-2023-2025.pdf>