



freshwater
CHRISTIAN COLLEGE

2016 ANNUAL REPORT

From the Principal

Choosing a school for your child is one of the most important decisions that you will make as a parent. Freshwater Christian College aims to provide quality education in an environment that is safe, caring and supportive. Our curriculum is fully accredited with the relevant educational authorities, yet within that framework teachers are able to plan the curriculum within a Biblical framework.



From a parents point of view it is important that values underpinning an educational program are values that do not contradict, but complement the values of the family. At Freshwater Christian College our values are Biblically based and family friendly.

Within a safe, secure, caring environment students are able to maximise their potential. In recent years students from this College had found entry into higher level university courses such as Law, Engineering, Medicine, Dentistry and Veterinary Science.

If you are seeking a quality, affordable Christian education in a safe, secure and aesthetically beautiful environment Freshwater Christian College will be your choice.

Freshwater Christian College – More Than A School.

MR HECTOR COSTELLO
BA, Dip T, M Ed St, CDAA
Principal

Mission Statement

At Freshwater Christian College, we believe in the unique gifting of each individual within our community and exist to provide a safe and empowered learning environment that promotes caring relationships and authentic Christian Values.

Our mission statement is a reflection of our 4 teaching objectives (pedagogical framework):

- H High expectations
- O Overt Christian values
- P Positive and caring relationships
- E Empowered learning

School sector

Freshwater Christian College is a private, independent, interdenominational Christian school
Associated Christian Schools - member school
Independent Schools Queensland - member school

School address

369-401 Brinsmead Road, Brinsmead, QLD, 4870
PO Box 643, Redlynch, QLD, 4870

Total enrolments

552 students (as at December 2016)

Year levels offered

Prep to Year 12

Co-educational or single sex

Co-educational

Characteristics of the student body

48.4% Boys
51.6% Girls

7.15% Indigenous
2.14% International

24.5% Junior Primary (P-2)
32.7% Senior Primary (3-6)
23.8% Junior Secondary (7-9)
19.0% Senior Secondary (10-12)

Distinctive curriculum offerings

Freshwater Christian College offers a fully rounded curriculum covering all key learning areas with an emphasis on developing the range of choice of subject offerings in Year 11 and 12 as the College continues to grow.

In addition to this the College offers the following distinctive in its curriculum:-

- An Aquaponics course is part of our Horticulture program. The course involves the breeding of fish and the growing of hydroponic plants in conjunction with each other.
- Christian Studies classes run from Years 7 to 12. The senior program includes a community service component which included various activities to serve the community.
- A Careers program in Year 10 is based around a career development program in preparation for students developing a S.E.T. plan for senior schooling, in order that students may discover their God given giftings and abilities then apply these to a career direction.
- The Year 9/10 Computer Studies subject has an International Computer Driving Licence (ICDL) embedded into it. The College is licenced to deliver this program.
- The Wilsons Reading Program is aimed at students in the Primary school who were struggling with literacy. Pre-testing and then re-testing at the end of the year showed a marked improvement in most student's literacy levels.
- Science by Doing program provides a practical way of implementing the Australian Curriculum through a comprehensive online science program for Years 7 to 10. It is supported by award winning professional learning modules and a research based professional learning approach, managed by the Australian Academy of Science.
- Vocational Education and Training (VET) – Students are able to access the local TAFE college VET subjects as part of their SchoolTECH program and the College offers both Certificate III in Fitness and Certificate III in Early Childhood Education and Care.

Extra-curricular activities

During 2016 students at the College participated in a range of extra-curricular activities including the following:

- Robotics – A specialised program for gifted and talented students to integrate computer programming with practical design and construction skills. The College competes with other schools in regular competitions.
- Camping - the College has a comprehensive camping program. Camps are conducted in Years 4, 5, 6, 7, 8, 10 and 12. Primary camps are primarily curriculum based (Science and S.O.S.E.) and in the Secondary years their emphasis is on personal development and leadership. Our Year 12 group travels to Emu Gully near Toowoomba for a specialist leadership camp.
- South Passage Adventure – A team of students were given the opportunity to sail from Cairns to Townsville for 7 days on the 100 foot, gaff rigged schooner.
- Primary Musical – Titled “The King is Coming Back” involved students Primary School and was one of the highlights of the school year.

- Wheelbarrow Race – A team of Year 12 students competed in the Mareeba to Chillagoe Wheelbarrow Race, a distance of 145kms, as a leadership and teamwork exercise and a continuation from the Year 12 camp. Students also raised funds for our mission trip to Nepal.
- Missions and Outreach
 - WeCARE4U – A team of students who visit the elderly offering companionship and assisting with odd jobs around the house and garden.
 - G Force – A creative arts ministry group. In 2016 they visited a school in Cooktown as well as performing at College events.
 - Meals for homeless people – In Semester 1 Year 11 students prepared 50 meals for the city's homeless.
 - Fundraising for charitable causes
 - Cake Stall - Primary school holds cake stalls throughout the year, with proceeds going to King of Kings Christian School in Mozambique.
 - Purple Day – staff and students dress in purple for the day and donate gold coins to Epilepsy Queensland. A morning tea fundraiser for staff was also held.
 - Trade Day – Year 11 students created and ran their own small business with funds raised going to a charitable cause
- Chess Club – Students meet after school and regularly compete in inter-school competitions.
- Brain Bee Challenge – State wide problem solving competition sponsored by the University of Queensland. Since our initial participation in this program, each year our students who competed have qualified for the State finals, placing them in the top 10% in Queensland. In 2016 our team won the State Championships which was the first time in 10 years a school from outside of the Brisbane region had won.
- Opti-MINDS – State wide creative sustainability challenge which empowers participants to think, create and communication.
- Debating – Our Senior Secondary teams compete in the inter-school Senior Debating competition.
- Music –students participated in the Griffith University Queensland Conservatorium State Honours Ensemble Program (SHEP).
- Chapel Band – Music is a vital aspect of worship and our Secondary students perform at our weekly Chapel service.
- Sports carnivals – all students participate in College Swimming, Athletics and Cross Country carnivals. The results of these carnivals are used to identify students who may be eligible for trialling for district (TCN, CDIPSSA), regional (Peninsula) or State teams.
- Spelling Bee – Held at Mount Sheridan Shopping Centre and schools from across Cairns competed. Our Upper Primary and Junior Secondary students compete annually.
- Japan trip - students from Year 6 to Year 11 visited Japan and experienced homestay, school in Nagoya, daytrip to Mt Fuji, admired the architecture and history of many temples and ate lots of delicious Japanese food.

The social climate of the school

Freshwater Christian College is committed to the safety and wellbeing of students enrolled at the College and our Child Protection, Behaviour Management and Anti-Bullying Policies reflect this commitment.

The aim of our College is to support families in raising their children to recognise God's sovereignty as Creator and Saviour. It is the goal of the College to empower our students to take responsibility for their actions and to recognise the needs of others.

The College aims to create a safe and supportive learning environment where issues such as bullying are dealt with in a pro-active and just manner. Our Behaviour Management strategy is based on 3 premises:

- i) Students have a right to learn,
- ii) Teachers have a right to teach,
- iii) All students and all staff have a right to be in a safe and supportive environment.

Our Anti-Bullying Policy reflects our commitment to taking action to prevent students from bullying, and to respond appropriately in a timely manner when bullying does occur.

In 2016 Freshwater Christian College recorded very few actual bullying incidents.

The College also has a comprehensive Christian Living program, which in the Junior Secondary school focuses on anti-bullying. Students are surveyed on a regular basis regarding their perception of bullying.

The College promotes positive peer group relationships through the Christian Living program and through various visiting speakers at Chapel and Assemblies.

The College Chaplain is an active participant in the pastoral care program providing spiritual and emotional support.

Parental involvement

The College views its relationship with parents as a partnership in their child's education, therefore parents are encouraged to be involved in their child's education at the level that suits them best. This may be as classroom helpers in literacy and numeracy programs, arts coordinators, camp helpers, sports coaches, guest lecturers or coming along to classroom/students' presentations.

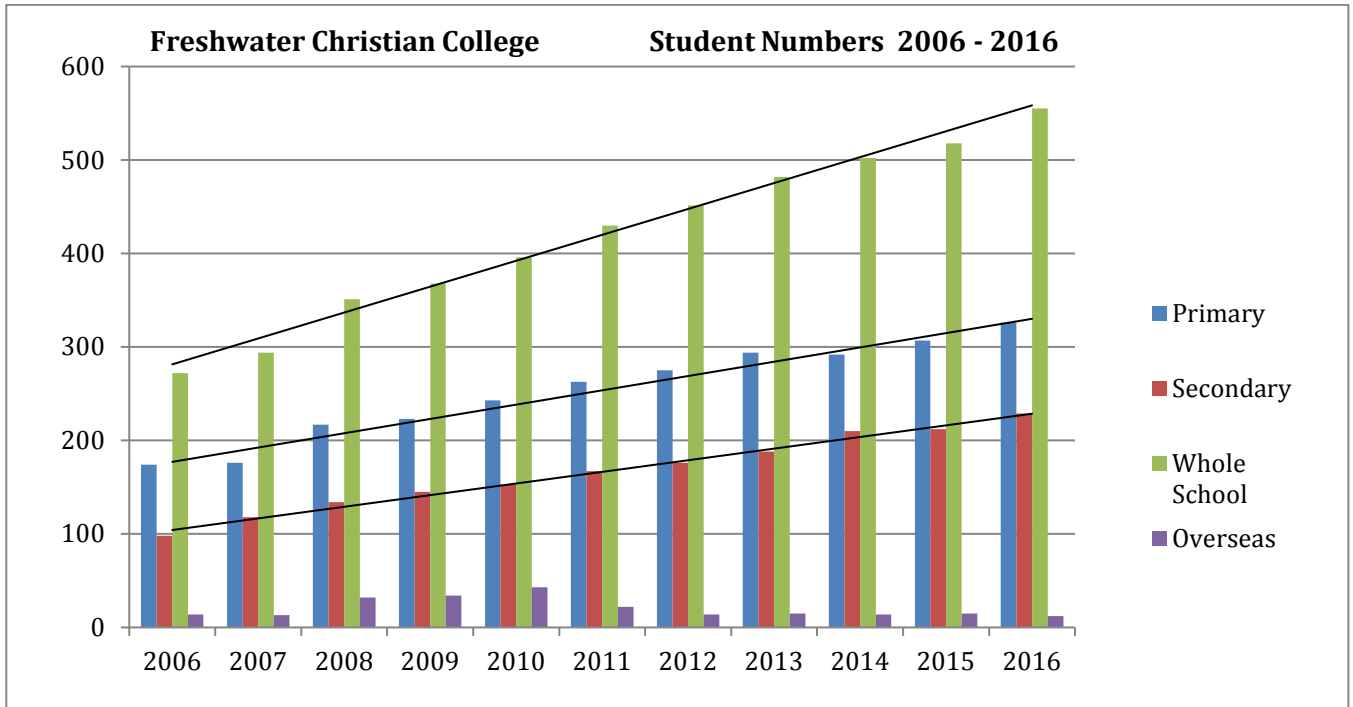
The structure of the College governing body currently includes 33% of its Directors who are also parents of students in the school.

Communication with the parent body is through a school App which is available from the Apple Store or Google. eNews is emailed to parents and regular updates when required. Greater email communication is being developed as a more efficient means of communication.

Parent, teacher and student satisfaction with the school

The College continues to grow each year and surveys show one of the main sources of enrolment is 'word of mouth' referral coming from current families.

The student body has been growing at an average of approximately 7.6% annually over the last 11 years.



The College conducts an exit survey of students leaving the College. Testimonies from parents include:

- *A big thank you to all of the staff, you have all helped our daughter grow in many ways that will help her at her next school (interstate). It has been a wonderful experience for her and she is very sad to leave.*
- *We have loved being part of Freshwater and will miss the school immensely.*
- *Thank you so much for such a wonderfully supportive school community, with amazing staff encouraging the students to thrive. You will be greatly missed.*

The major reasons for leaving the College are relocation or financial reasons. Teacher/Student dissatisfaction rates appear to be in the rate of under 5% over the past 3-4 years.

Low staff turnover rates point to a stable learning environment and staff satisfaction with the College.

Contact person for further information on the school and its policies

Mrs Julieanne Lomas – Executive Assistant to Principal
julieannel@freshwatercc.qld.edu.au

School income broken down by funding source

Details of Freshwater Christian College's income can be found on the My School website <http://www.myschool.edu.au>

STAFFING INFORMATION

Staff composition, including Indigenous staff

<i>Type of staff</i>	<i>Male Headcount</i>	<i>Male Full Time Equivalent</i>	<i>Female Headcount</i>	<i>Female Full Time Equivalent</i>
Teaching	13	12.1	32	26.15
Non-Teaching	4	2.8	38	31.2
Operations and Maintenance	3	3	2	1.5

Qualifications of all teachers

<i>Qualification</i>	<i>Percentage of classroom teachers and school leaders at the school</i>
Doctorate or higher	-
Masters	8.9%
Bachelor Degree	82.2%
Diploma	8.9%
Certificate	-

Teacher participation in Professional Development

<i>Name of PD</i>	<i>Number of Teachers who attended</i>
Accreditation Assessor PD	1
ACS Developing Leaders / Principals Conference	3
ACS Workplace Relations Conference	1
Aquaponics Theory and Practical Workshop	1
First Aid Training	
Harvest Bible College - Grad Diploma Theology	1
Home Economics Working with Revised Curriculum	1
In Service Week – annual training for WHS, Child Protection	47
ISQ – Differentiated Instruction with Kathleen Kryza	1
ISQ – Governance Short Course 1	1
ISQ – Governance Short Course 2	1
ISQ - Strategic Briefings	3
ISQ – Linking Science & Literacy	2
ISQ – Governance Training	1
Sam Chand Conference	3
PAEA – Visual Arts Workshop	2
QCAA – Asking Questions to Improve Learning	1
QCAA – Feedback to Inform Teaching and Learning	1
QCAA – Syllabus Writing	1
QCAA IMSITE / Math Bench AUS Workshop	1
QOSA – Recorders and More Workshop	1
QSITE – FNQ Robotics Conference	1
QTAC – Tertiary Entrance process seminar	1
DNA of Christian Schooling conference	1
School Culture – Prof Darren Iselin	44
Staff Welfare	37
Essential Skills for Classroom Management workshop	33
Employer Policies/Procedures	47
Professional Standards	41
Wellbeing Australia Conference	1
Wellbeing Conference “Strengths, Circles, Social & Emotional Learning”	1
The Alpha School System Training	47

The total number of teachers participating in at least one activity in the program year is 47.

Expenditure on and teacher participation in professional development

<i>Total Number of Teachers</i>	<i>Total expenditure on teacher PD (as recorded in Financial Questionnaire)</i>	<i>Average expenditure on PD per teacher</i>
47	\$36,780	\$782.55

The total funds expended on teacher professional development in 2015 was \$36,780.

The College acknowledges funding provided by Independent Schools Queensland (ISQ) in the delivery of various Professional Development activities.

The proportion of teaching staff involved in teacher professional development activities during 2016 was 100%.

Average staff attendance for the school, based on unplanned absences of sick and emergency leave periods of up to 5 days

<i>Total number of staff (teaching and non-teaching)</i>	<i>Number of school days</i>	<i>Total staff absences</i>	<i>Average staff attendance rate</i>
73	14235	318.74	97.71%

For permanent and temporary staff and school leaders the average staff attendance rate was 97.71%.

Proportion of teaching staff retained from the previous year

<i>Number of permanent teaching staff at the end of the previous year</i>	<i>Number of these staff retained in the following year (the program year)</i>	<i>% retention rate</i>
43	42	97.6%

From the end of 2015, 97.6% of teaching staff were retained for the entire 2016 school year.

KEY STUDENT OUTCOMES

Average student attendance rate (%) for the whole school

<i>Number of school days</i>	<i>Total number of all students who attended throughout the year</i>	<i>Total number of all student absences</i>	<i>Total number of days attended</i>	<i>Average attendance rate</i>
100425	601	5523	94902	94.50%

The average attendance rate for the whole school as a percentage in 2016 was 94.50%.

Average student attendance rate for each year level

<i>Year level</i>	<i>Number of possible attendance days for year level</i>	<i>Total number of all students in a particular year level</i>	<i>Number of school days attended</i>	<i>Total number of all student absences</i>	<i>Average attendance rate for a particular year level</i>
Prep	9043	54	8420	623	93.11%
Year 1	8478	51	8138	340	95.99%
Year 2	9702	57	9053	649	93.31%
Year 3	6314	38	6064	250	96.04%
Year 4	8638	53	8029	609	92.95%
Year 5	9712	56	9228	484	95.02%
Year 6	8570	54	8135	435	94.92%
Year 7	9108	56	8642	466	94.88%
Year 8	6549	39	6185	364	94.43%
Year 9	4935	30	4751	184	96.27%
Year 10	8268	49	8020	248	97.00%
Year 11	6004	35	5593	411	93.15%
Year 12	5104	29	4644	460	90.99%

Management of Non Attendance

The College has comprehensive procedures to manage non-attendance. Parents of absent students are required to contact the school on the morning of the absence to advise the reason why their child is not at school. Parents will be contacted by SMS if they fail to contact the College. Students who are continually absent are counselled.

NAPLAN results for Years 3, 5, 7, 9 in 2016

Details of Freshwater Christian College's NAPLAN results can be found on the My School website <http://www.myschool.edu.au>

Apparent retention rate

Year	Year 10 Enrolment	Year	Year 12 Enrolment	Year 10 to Year 12 Apparent Retention Rate
2007	21	2009	18	85.7%
2008	23	2010	20	87.0%
2009	26	2011	23	88.5%
2010	29	2012	24	82.7%
2011	20	2013	15	75.0%
2012	32	2014	24	75.0%
2013	33	2015	29	87.9%
2014	36	2016	29	80.6%

2016 Year 12 student enrolment as a percentage of the 2014 Year 10 cohort is 80.6%.

Year 12 outcomes

<i>Outcomes for our Year 12 cohort 2016</i>	
number of students awarded a Senior Education Profile	29
number of students awarded a Queensland Certificate of Individual Achievement	1
number of students awarded a Queensland Certificate of Education at the end of Year 12	21
number of students awarded one or more Vocational Education and Training (VET) qualification	14
number of students who are completing or completed a School-Based Apprenticeship or Traineeship (SAT)	3
number of students who chose to receive an Overall Position (OP)	17
percentage of Overall Position (OP) eligible students with OP 1-15	77%
percentage of Year 12 students who are completing or completed a SAT or were awarded one or more of the following: QCE, VET qualification	83%
percentage of Queensland Tertiary Admissions Centre applicants receiving a tertiary offer	80%

Due to the small size of the Year 12 cohort, a more accurate view of performance can be gauged over a number of years. The data below shows performance of 131 students at Freshwater Christian College over the period 2007-2016.

OP 1-5	OP 6-10	OP 11-15	OP 16-20	OP 21-25
12%	47%	18%	12%	11%

Post school destinations information from the Next Step Survey

At the time of publishing this Annual Report, the results of the 2016 post-school destinations survey, Next Steps – Student Destination report for the school was not available. Information about these post-school destinations of our students will be uploaded this report in September after release of the information.

Number of Students who completed Year 12	Number of responses received from students	Response Rate
29		

Summary of findings of main destinations of students		
School Year 2016	Number of students in each category	Percentage of students in each category
University (degree)		
VET total (Cert IV+, III, I-II, apprenticeship, traineeship)		
Working full-time		
Working part-time/casual		
Seeking work		
Not studying or in the labour force		
Total Year 12 students who responded		