



ANNUAL REPORT 2017



From the Principal

This year's report represents my eleventh as Principal of Freshwater Christian College, and sadly my last. I have been privileged to have witnessed a period of significant growth and development in the College during the course of this period.

These changes began with the renaming of the College in conjunction with the renaming of the Church by Pastor Stewart Moncrieff. This was a re-envisioning and revitalising of the College and since that time the College has almost numerically doubled to its 2017 figure of 570 students (P-12). This growth continued through the GFC (Global Financial Crisis) and even through the serious consequences for the local economy when the Australian dollar climbed to over parity with the US dollar. This severely dented the local international tourist industry, an important driver of the Cairns regional economy. Yet even through this difficult time God's blessing was upon the College. The GFC brought its own blessing with the Federal Government stimulus package providing a \$2M grant for a new Library and Sports Stadium. We already had plans drawn up to convert the old undercover area to a library, so the timing was perfect. The construction of our Science block in 2013/2014 was also a significant development which has enabled us to cater for a greater range of students, especially those intent on a career in the medical field and in other scientific endeavours.

More important than the physical and numerical changes in the College is the development of a safe, caring and supportive culture that I have seen manifesting more and more during my time at the College. I believe no school can ever claim that there is no bullying in their school ever, yet I am confident in speaking to new parents that bullying in our College is as minimal as it can be, and when it does arise we deal with it promptly. I have been encouraged over the last few years in this regard by quite a number of especially junior secondary students, who have come to our College after being badly bullied elsewhere, to find that Freshwater is a totally different environment where they do not have to daily face the distress that bullying brings.

The current year has seen a whole range of outstanding student achievements. The local newspaper on 5th August had the headline; 'FCC tops NAPLAN list', indicating our excellent results across all year levels for 2017. We are aware that NAPLAN results can change from year to year, however for a number of years now our results have been improving. This year once again under Mr Ward's direction the College tasted success at the Mount Sheridan Spelling Bee competition. Other successes for the year were our Opti-Minds and Chess Teams qualifying for State finals, where they performed creditably against the best. Our art students won the wearable art competition at the Cairns Show, then amazingly the State competition at the Ekka in Brisbane. Over and above that, our Year 12 results were excellent, with high 'A's' achieved by many students. Increasingly our College is gaining a reputation not just as a safe and caring school but one in which students can achieve to the highest level.

Finally I wish to thank all those who have supported the College and me personally during my season here. Firstly the Board and leadership team of the College who have journeyed with me to see the tremendous change at Freshwater. Within both groups many have given sacrificially in this service. To the parents who have in many cases have sacrificed to enable their children to receive a quality Christian education, to the staff who also serve faithfully to provide this service and of course last but not least to our wonderful student body who are the reason for our very existence.

Finally my prayer for the College is that it will remain true to the founding mission of Freshwater and that it will grow from strength to strength in every aspect and remain true to its founding mission.

Goodbye to all the College community. I have enjoyed the journey with you.

MR HECTOR COSTELLO
BA, DipT, M Ed St, CDAA, DipTheol
Principal



Freshwater Christian College

Administered by Cairns Christian College Ltd

www.freshwatercc.qld.edu.au

ABN: 43 010 555 478

CRICOS Provider No: 01033E

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. (Jeremiah 32:38-39, 2 Samuel 22:33)

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

570 students (as at August 2017)

Year levels offered

Prep to Year 12

Co-educational or single sex

Co-educational

Characteristics of the student body

46% Boys

54% Girls

8% Indigenous

2% International

33% Junior Primary (P-3)

25% Senior Primary (4-6)

28% Junior Secondary (7-9)

14% 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 designed to assist students who struggle with literacy. Pre-testing and then re-testing at the end of the year showed a marked improvement in these 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 2017 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, with 2 of our Primary students taking out the Primary Champions title this year.
- 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.
- Wheelbarrow Race – a team of Year 12 students competed in the Mareeba to Chillagoe Wheelbarrow Race, a distance of 145kms. This is a leadership and teamwork exercise and is a continuation from the Year 11 camp. Students also raised funds for our mission trip to Nepal.
- Missions and Outreach
 - Nepal trip – 13 students from Year 11 and 12 visited Nepal and spent time in Kathmandu and Pokhara where they ministered to students from the 3 Angels School.
 - 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 2017 they visited a remote school in Georgetown, 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. This year our team was invited to compete at the State Chess Tournament and performed admirably.
- Opti-MINDS – a State wide creative sustainability challenge which empowers participants to think, create and communication. In 2017 our team represented the region in Brisbane at the State Finals.
- 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.
- Mount Sheridan Spelling Bee – schools from across Cairns compete annually with the College represented by our Upper Primary and Junior Secondary students.

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:

- Students have a right to learn,
- Teachers have a right to teach,
- 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 2017 Freshwater Christian College recorded very few actual bullying incidents.

Also in 2017 we engaged a Christian Counsellor on a part-time basis and established our new Growth and Support department. This department supports students, parents and staff in the Primary school during challenging situations and provides education in the form of a 5 week parenting course.



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 as part of the education around this area.

The College promotes positive peer group relationships through our Christian Living program and also 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 College values all stakeholders and held the following events for its community:

- Welcome Evening
- Freshwater Fair
- Open Day and Information Evening

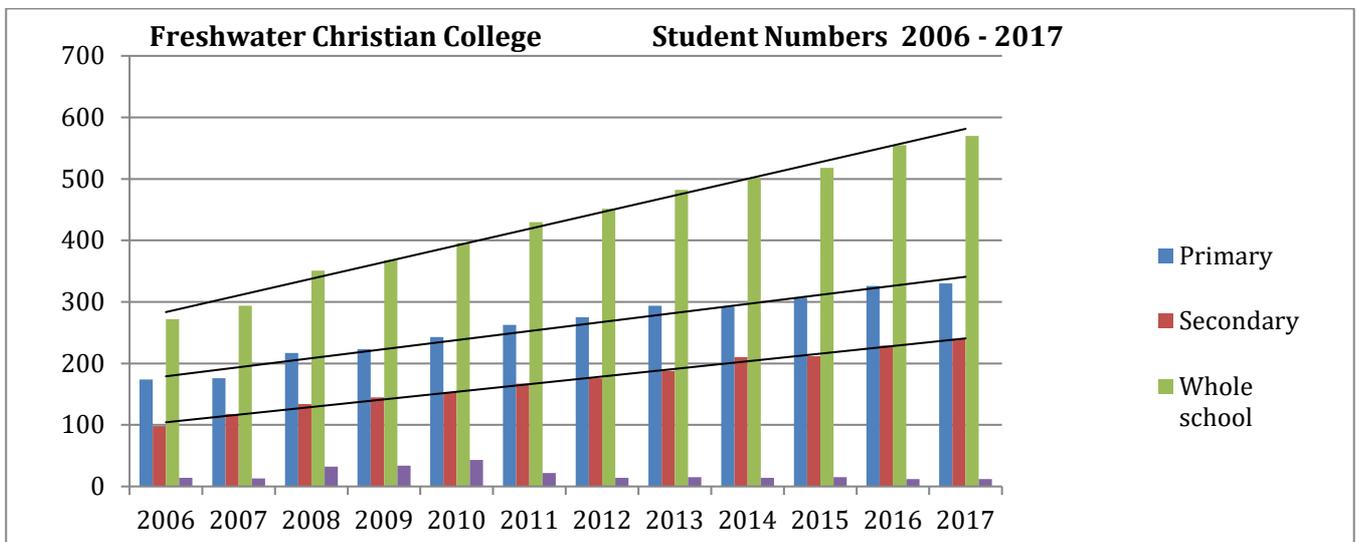
In 2017 our volunteer program ‘Freshwater Friends’ was launched under the guidance of our Community Relations Officer. Parents were invited to volunteer in specific areas within the College, including the Library, Café and horticulture program.

The structure of the College governing body currently includes 20% of its Directors who are also parents of students in the school.

Communication with the parent body is through the College App, which is available from the Apple Store or Google. eNews is emailed to parents on a regular basis with direct email 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 7.1% annually over the last 12 years.



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

- *'We are extremely happy with everything about this wonderful school. All 3 children have flourished ...'*
- *'Thank you for everything you have done for our family. We will miss you all.'*
- *'Our girls have had a wonderful 2 years at FCC. We would be happy to recommend the College ...'*
- *'all teachers and staff have helped ... grow, develop, be nurtured, cared for to overcome obstacles, lack of self-confidence and value. My gratitude to all is beyond words, I thank all ...'*

The major reasons for leaving the College are relocation or financial reasons. Teacher/Student dissatisfaction rates appear to be in the rate of 2%.

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

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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

Type of staff	Male Headcount	Male Full Time Equivalent	Female Headcount	Female Full Time Equivalent
Teaching	14	13.1	31	25.6
Non-Teaching	3	2.4	41	33.6
Operations and Maintenance	3	2.6	2	1.9

Qualifications of all teachers

Qualification	Percentage of classroom teachers and school leaders at the school
Doctorate or higher	-
Masters	9%
Bachelor Degree	80%
Diploma	11%

Teacher participation in Professional Development

Name of PD	Number of Teachers who attended
OnGuard Safety Training Online Package (WHS)	13
Emmanuel College - Developing an Effective Writing Program Workshop	2
PD Day 17.01.17 - Dr Jennie Bickmore-Brand	44
Harvest Bible College - Grad Diploma in Theology	1
QCAA NAPLAN Principles of Good Writing Course	2
Edutech Standard Package Conference in Sydney	3
QCAA - Numeracy Course	1
QCAA - Numeracy: Connecting Concepts in Measurement in Yr 7-9	1
Classroom Profiling	2
Aquatic Response Lifesaving - Bronze Medallion Course	3
Visiting Schools in the US	2
Christian Schools Aust. - Sabbatical Christian Schools National Forum	1
BEAQ Conference in Brisbane	1
Kathleen Kryza Workshop Teacher PD on 18/4/17	44
Dr Jennie Bickmore - Brand: Staff PD -Teaching in Learning in Mathematics	24
QCAA Literacy: Inspiring Students to write in Years 3-6 (28/4/17)	1
PAEA Workshop	2
Jolly Education Training - Workshop	3
St John's Anglican College Early Years' Conference	2
First Response - Staff Training Full course	6
First Response - Staff Training CPR course	20
ACS Developing Leaders Conference	1
Gail Baildon Speech Pathology supporting disabilities in Literacy Program	1
QCAA - Curriculum Leaders Workshop	2
Home Economics - Workshop : syllabus on senior food, design & refashioning	1
School Counsellors and Pastoral Care Workers Conference	2
QSITE - Technology in the Tropics Conference	1
KMEIA - Music Workshop	1



The total number of teachers participating in at least one activity in the program year is 44.

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>
44	\$35,349	\$803.38

The total funds expended on teacher professional development in 2017 was \$35,349

The proportion of teaching staff involved in teacher professional development activities during 2017 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>
89	17,800	500	97.19

For permanent and temporary staff and school leaders the average staff attendance rate was 97.19% in 2017.

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	97.67%

From the end of 2017, 97.67% of teaching staff were retained for the entire 2017 school year.



KEY STUDENT OUTCOMES

Average student attendance rate (%) for the whole school

Number of school days	Total number of students – Semester 1	Total number of students – Semester 2	Total number of all student absences	Total number of days attended	Average attendance rate
105388	565	579	1057	94841	89.99%

The average attendance rate for the whole school as a percentage in 2017 was 89.99%.

Average student attendance rate for each year level

Year level	Number of possible attendance days for year level	Total number of all students – Semester 1	Total number of all students – Semester 2	Number of school days attended	Total number of all student absences	Average attendance rate for a particular year level
Prep	7386	39	42	7055	331	95.52%
Year 1	9122	50	49	8062	1060	88.38%
Year 2	9294	50	51	8586	708	92.38%
Year 3	9274	50	51	8542	732	92.11%
Year 4	7002	38	39	6336	666	90.49%
Year 5	9678	51	53	8746	932	90.37%
Year 6	9346	47	53	8251	1095	88.28%
Year 7	9739	50	56	8706	1033	89.39%
Year 8	8239	44	44	7270	969	88.24%
Year 9	6958	39	36	6171	787	88.69%
Year 10	4524	24	25	3889	635	85.96%
Year 11	8258	45	44	7369	889	89.23%
Year 12	6568	38	36	5858	710	89.19%

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 2017

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
2011	20	2013	15	75.0%
2012	32	2014	24	75.0%
2013	33	2015	29	87.9%
2014	36	2016	29	80.6%
2015	35	2017	36	102.8%

2017 Year 12 student enrolment as a percentage of the 2015 Year 10 cohort is 102.8%.



Year 12 outcomes

<i>Outcomes for our Year 12 cohort 2017</i>	
number of students awarded a Senior Education Profile	34
number of students awarded a Queensland Certificate of Individual Achievement	0
number of students awarded a Queensland Certificate of Education at the end of Year 12	30
number of students awarded one or more Vocational Education and Training (VET) qualification	12
number of students who are completing or completed a School-Based Apprenticeship or Traineeship (SAT)	2
number of students who chose to receive an Overall Position (OP)	26
percentage of Overall Position (OP) eligible students with OP 1-15	65%
percentage of Year 12 students who are completing or completed a SAT or were awarded one or more of the following: QCE, VET qualification	91%
percentage of Queensland Tertiary Admissions Centre applicants receiving a tertiary offer	96%

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 173 students at Freshwater Christian College over the period 2007-2017.

OP 1-5	OP 6-10	OP 11-15	OP 16-20	OP 21-25
15.6%	31.2%	26.6%	21.4%	5.4

Post school destinations information from the Next Step Survey

This information will not be available until September 2018.

<i>Number of Students who completed Year 12</i>	<i>Number of responses received from students</i>	<i>Response Rate</i>

<i>Summary of findings of main destinations of students</i>		
<i>School Year 2017</i>	<i>Number of students in each category</i>	<i>Percentage of students in each category</i>
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		

