



Bayside Christian College

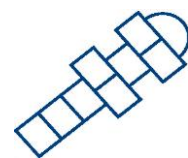
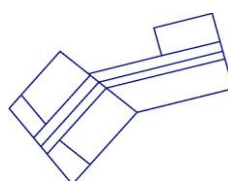
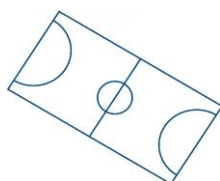
“Unity and Maturity in Christ”



Bayside Christian College ANNUAL REPORT 2018

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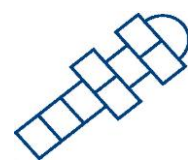
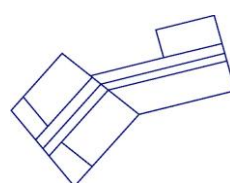
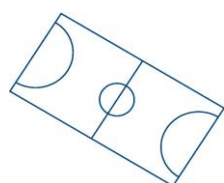


Introduction

Bayside Christian College is a coeducational independent Christian School set on two sites on the eastern boundary of Peninsula Link either side of Robinsons Road, Langwarrin South. Bayside Christian College has been established by the Association for Christian Education of Frankston Inc. to support families who would like schooling supporting Biblical values.

A Bayside Christian College journey begins in the Early Learning Centre (ELC), which offers both 3 year old and 4 year old Kindergarten programs, and concludes in Year 12 with the opportunity to complete either the Victorian Certificate of Education (VCE) or the Victorian Certificate of Applied Learning (VCAL).

Bayside Christian College provides an education that embraces Christian values and a Biblically-based curriculum. Every child is seen as an image bearer of God, endowed with unique gifts and abilities. Whilst our aim is that all children reach their full potential, we recognise that learning takes place in a variety of ways – academically, socially, emotionally, physically and spiritually.



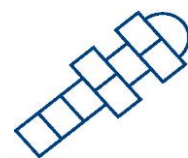
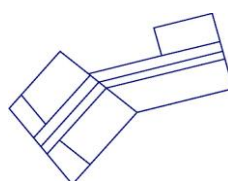
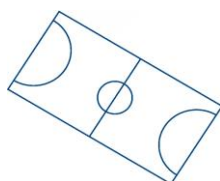
Our Purpose

Bayside Christian College is an outworking of the Association for Christian Education of Frankston Inc. This Association was established to maintain a school or schools to provide Christian education for children based upon God's work.

The school(s) conducted by the Association is a community which exists to help parents equip their children for effective, God-glorifying lives as Christians in the world by:

- i. leading students into the service of God and of others as a thankful response to the work of God in Christ;
- ii. nurturing in students the development of a Biblical understanding of the world and of life;
- iii. establishing an educational environment that is characterised by faith, hope, love, joy, peace and service;
- iv. helping students to discover and develop their own God-given abilities and to recognise and respect those of others;
- v. showing students that knowing their strengths and limitations, is part of achieving a realistic, positive self-image;
- vi. promoting a striving for excellence in their lives.

(Constitution, pp. 4–5)



Chair's Report

I would like to begin by thanking and acknowledging our College parents and families for their ongoing partnership and support of the College. Our College is founded on a shared commitment between families to establish a learning environment which educates students from the perspective of Biblical truth, and in the understanding of God's intent and purposes for life. Towards this purpose, the Board remains greatly encouraged that the College continues to uphold its vision, purpose and, importantly, its role in partnering with families in providing Christ-centred education.

I also wish to acknowledge our teaching, administration and operational staff for their commitment and achievements throughout the year. The Board and Association are greatly encouraged and proud of the staff at the College and the commitment they show.

It has been a great privilege and honour to both represent the Association and Board as Chair of the Board, but I have not done it alone, working with fellow Board members who have all shown a steadfast commitment to the governance of the College:

Troy Gaskell: fourth year on the Board – deferred his role on the Board through 2018 to focus on work priorities.

Tim Vass: second year on the Board – taking up the role of Vice Chair during the year.

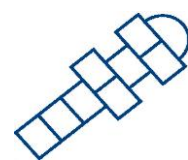
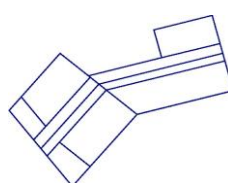
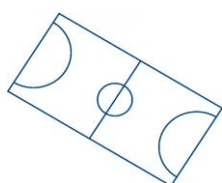
Trent Jones: second year on the Board – leading the Land Development Committee.

Gerdien Pinxt: ninth year on the Board – continued in the role of Board Secretary.

Rachel McGregor: joined the Board ex officio as an Association member during 2018.

Joe Harmelink: has completed over 15 years of service to the Board, having returned to the Board and the role of Treasurer in 2016. Joe has been of outstanding service to the College over many years and continued his commitment well beyond the graduation of his own children from the College. Joe concluded his service to the Board at the end of 2018 with much appreciation and gratitude for his years of service.

The major focus and challenge for the Board through 2018 was without doubt the transition of leadership following the resignation of Dr Chris Prior, College Principal, and Roger Simons, College Business Manager, at the end of 2017. A sense of significance around the transition was certainly attributed to the outstanding contributions both Chris and Roger made to the College throughout their tenure.



Over eight years of service, Roger Simons managed our College finances and general business with professional excellence and outstanding Christian character. Similarly, as College Principal, Dr Chris Prior had an outstanding influence over the development of our College, with particular focus on building upon our foundational values of Christian education over the past four and a half years. His impact on staff development has been substantial, with clear development evident across the College in the confidence and consistency of our teaching standards and practice.

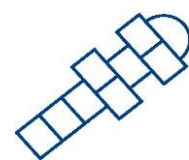
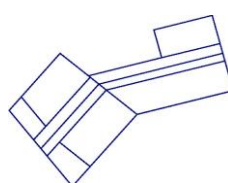
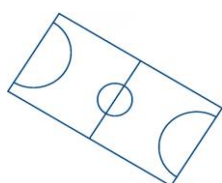
With the departure of Dr Prior at the end of Term 2 2018, the College was exceptionally well-served by the remaining senior leadership team and in particular, Mrs Toni Steinbergs in taking up the role of Acting Principal for Terms 3 and 4. The efforts and commitment of all our staff throughout the year and, in particular during Semester 2, was greatly appreciated by the Board.

In June, we were blessed to welcome Mr Courtney Clowes as our new Business Manager. In the months since his arrival, Courtney has already made some excellent contributions to the College, with a particular focus on development of the northern campus. Courtney's exceptional financial skills, strategic focus and passion for Christian education will certainly be of great blessing to the College into the future.

The commencement of our new College Principal at the beginning of 2019 was also a significant milestone for the Board. The appointment of a new principal is perhaps the most significant process undertaken by the Board at any stage in the life of the College. As such, the Board engaged directly with CEN (Christian Education National) to utilise further expertise and counsel throughout the recruitment process, which concluded with the exciting appointment of Mr Andrew Manning.

In joining the College, Andrew, with his wife Monique and three children, have themselves taken a significant journey in moving from the Northern Territory following 15 years of service within the NT Christian Schools system. Since commencing in his role at the beginning of Term 1, Andrew has certainly been busy getting to know staff, students and parents in acclimatising to life in the College and, more broadly, life in the 'southern' corner of the country. It has certainly been a great pleasure and encouragement for the Board in getting to know Andrew further over the recent months and learning more of his deep passion for Christ-centred education. We look forward greatly to supporting his vision for the College and partnering in our onward journey.

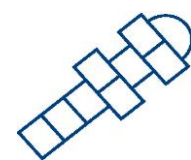
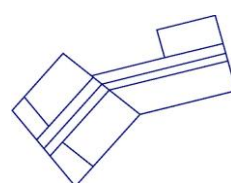
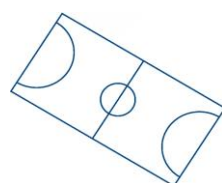
Embarking on the next year for the College, there is certainly a sense of new opportunity and blessing ahead. While development of the northern campus has taken longer than expected, with various unforeseen challenges, we can be encouraged that we have reached the stage



where our Years 11 and 12 students are now located on the northern campus. Over the immediate few years we can also expect that the initial phase of new facilities will be completed, which again gives us cause to prayerfully consider the ongoing development direction for the College. The open canvas of available land provides for a journey of opportunity which must be approached with prayerful consideration and unity. On behalf of the Board I sincerely look forward to taking this journey together as a College community, and ask for your prayers for both the Board and our College leadership.

In His service,

Nathan Hooper
BOARD CHAIR



Principal's Report

Principal's Report

This year, as we reflect on 2018, you will find things in this report a little different. Although a year of significant change for Bayside Christian College, 2018 was a year that demonstrated the calibre of the people who make up the College community.

The most significant change was the farewell of Dr Chris Prior at the end of Semester 1. Dr Prior served as Principal of the College for four and a half years, and in that time led the College well, strengthening its biblical foundations and ensuring that it remained true to its vision and mission.

A change of principal is significant, and needs to be handled with great care and discernment. Rather than rushing to find a replacement, the Board appointed Deputy Principal, Mrs Toni Steinbergs, to lead the College for the second half of 2018 while a new principal was found. Mrs Steinbergs took on this responsibility and ensured that the College continued to thrive, providing consistency in a time of significant change. Her service as the Acting Principal is commendable and a testimony to her servant heartedness and commitment to the College.

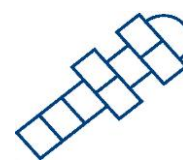
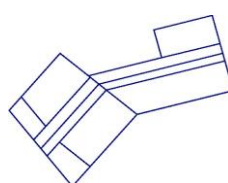
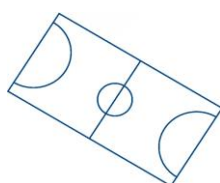
The resignation of long-standing Business Manager, Mr Roger Simons, was another significant change in leadership. Mr Simons was replaced by Mr Courtney Clowes mid-year, who has settled well into the role. Mr Clowes has picked up from the good work of Mr Simons, and is working to strengthen the College from a business standpoint to ensure it will serve families well for many years to come.

As the new Principal of the College I cannot speak to the year of 2018 with as much authority as Mrs Toni Steinbergs, who led the College for much of the year. My contribution here is primarily to ensure that her service as the Acting Principal is acknowledged, particularly in the context of so much change. I am pleased to be able to pass the baton back to Toni, in what I believe is a fitting final act as the Acting Principal, to provide the remainder of the Principal's Report for 2018.



ANDREW MANNING

Principal



Acting Principal's Report

As I reflect on 2018, I am amazed by the provision of God through the changes and transitions of the year. God was faithful as we celebrated the community to which we belong.

My first message to both staff and students, when I commenced as Acting Principal in July, was to focus on gratitude for all God had done, was doing, and will do in the life of the College.

We had the wonderful community event of our biennial Carnival in March. This is clearly evidence of the service and commitment of all involved from organising, volunteering and attending.

I am grateful for the College pioneers, who sought to create a Christian school, and those who continue the vision, and was proud to honour them on our annual Pioneers' Day.

I am thankful for all the amazing learning in the life of our students. From Prep to Year 12, our students continued to be nurtured and encouraged to be all God intended them to be.

We also received the wonderful news, and commendation from the Australian Curriculum and Assessment Reporting Authority, that Bayside achieved significantly above average gains in NAPLAN Numeracy from Years 5-7 and Years 7-9. This demonstrates the hard work of both teachers and students across both the Primary and Secondary Schools.

We focussed on our College purposes of “nurturing in students the development of a Biblical understanding of the world and of life”, and “leading students into the service of God and of others as a thankful response to the work of God in Christ”.

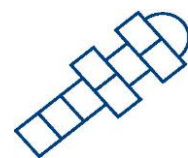
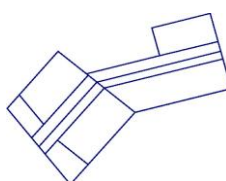
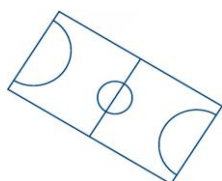
I thank God for dedicated teachers who invest into the lives of our students. In 2018 we were pleased to welcome new to Bayside:

- Mr Peter Bakker (Secondary),
- Mrs Rosie Alley (Secondary), and
- Mrs Olivia Williams (Secondary - Trades Skills Centre Coordinator).

In short-term roles, we welcomed:

- Mrs Kelly Davies (LOTE) and Mr Steve Clarke (Primary) while Mrs Newton and Mrs Bernon were on leave welcoming new lives to the world and their families,
- Miss Joanna Beck (Secondary),
- Mr Matthew Hames (Secondary), and
- Mrs Tammie Chester (Primary).

We farewelled Mr Jonathan Lake from Secondary, Mrs Nickie Turner from the ELC, and Mrs Barbara Woon-Maloney from Administration. We thank them all for their faithful service.



We also began the year with the confirmation that both our Principal, Dr Chris Prior, and Business Manager, Mr Roger Simons, would be leaving us for new horizons in June. I am thankful for Dr Prior's strong leadership in developing our understanding of what it means to partner with parents in Christian Education. His expertise in developing understanding of Christian worldview amongst both teachers and students strengthened the foundations of our College and the implementation of our core purposes in daily practice.

Mr Simons also left the College in a position of stability, having managed the finances and resources faithfully for the past eight years. We were confident of God's hand in both of their moves, and were very excited to welcome Mr Courtney Clowes to the position of Business Manager in June. I am also delighted to welcome Mr Andrew Manning to the role of Principal.

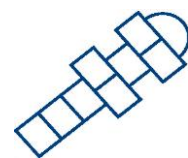
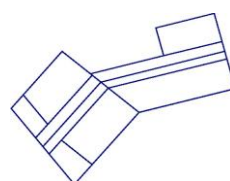
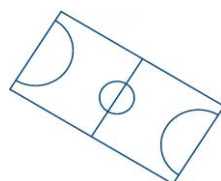
This, of course left the interim, with me in the Acting Principal position. I was honoured to hold the position for the six months, and thank you for your support and prayers in this time.



Many blessings,

TONI STEINBERGS

Deputy Principal (Acting Principal July-December 2018)



College Leadership

Board

The College is governed by an independent Board of Directors elected by the Association. The Board of Directors is responsible for the overall vision and direction of the College, while day-to-day operations and planning are entrusted to the Senior Executive.

The 2018 Board of Directors comprised of:

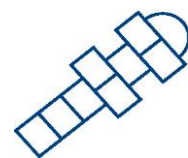
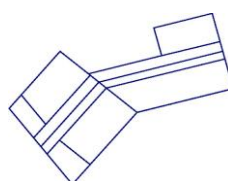
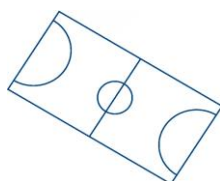
- Nathan Hooper (Chair)
- Troy Gaskell (Vice-Chair)
- Gerdien Pinxt (Secretary)
- Joe Harmelink (Treasurer)
- Trent Jones
- Tim Vass



Senior Executive

The Senior Executive Team of the College, entrusted to make the day-to-day decisions, for 2018 consisted of:

- Chris Prior (Principal)
- Toni Steinbergs (Acting Principal, Deputy Principal & Head of Teaching and Learning)
- Shirley Patterson (Head of Secondary)
- Glenys Bailey (Head of Primary)
- Roger Simons and Courtney Clowes (Business Manager)



Teaching Staff Statistics

Teaching Staff Attendance

Staff attendance for the 2018 academic year, based on actual teacher attendance as a percentage of total possible attendance, was over 97%.

Teaching Staff Retention

During 2018 we welcomed Mr Peter Bakker and Mrs Rosie Alley to the Secondary teaching team, along with Mrs Olivia Williams as Trades Skills Centre Coordinator and VCAL teacher. We farewelled Jonathan Lake (Secondary) and Nickie Turner (ELC), along with Dr Chris Prior. In addition, Steve Clarke, Joanna Beck, Kelly Davies, Matthew Hames and Tammie Chester commenced in short-term/contract roles for 2018. Our teaching staff retention rate for 2018 was 96.3%.

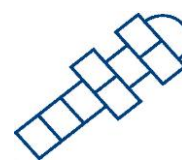
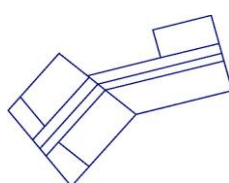
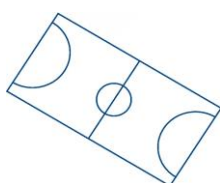
Teaching Staffing Numbers

Throughout 2018, 55 teaching staff were employed at the College, with a full time equivalent of 43.2 at the end of the year. The College does not currently have any indigenous personnel.

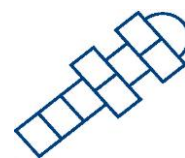
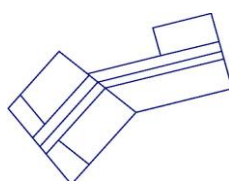
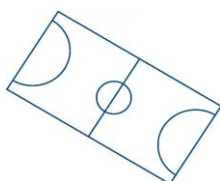
Teaching Staff Qualifications

The below list includes all teachers employed at Bayside Christian College in 2018, not including casual teaching staff:

NAME	SUB SCHOOL	QUALIFICATIONS
Rosie Alley	Secondary	BAGSc, GradDipTeach(Prim)
Glenys Bailey	Primary	DipT(Prim), BEd
Timothy Baker	Secondary	BEd
Peter Bakker	Secondary	BA(Hist/Geog), GradDipTeach
Joanna Beck	Secondary	BA(Eng/VisArts), BEd(Sec)
Kerri Bernon	Primary/Secondary	BEd
Ken Berry	Secondary	BEd
Daniel Briglia	Secondary	AssocArts, BSc(ExSc), GradDipEd(Sec)
Sonja Campbell	Secondary	BA, BBus, GradDipEd(Prim)
Lara Cartledge	Secondary	BSc, GradDipEd
Jennie Champion	Primary	BSocSc(Lib), GradDipEd(Prim)
Tammie Chester	Primary	BEarlChildStd, BEd(EarlChildEd/Prim)
Gino Ciancio	Secondary	DipIndDes, GradDipEd, AdvDipGrapDes
Steve Clarke	Primary	BEd(Prim)
Catherine Cloherty	Secondary	BA(Psych/Psychophys), GradDipAppSc(Psych), GradDipEd(Sec)
Maree Coates	Primary	BAppSc(OH&S), GradDipEd



Rachelle Cooper	Secondary	BASocSc, GradDipEd
Lara Curtis-Morris	Secondary	BBus(Mgt), GradDipEd(Sec), MEd
Kelly Davies	Primary/Secondary	DipModLang, BEd(Prim)
Caroline De Haan	Primary	BEd(Prim)
Donna Doherty	Primary	BA, DipEd(Prim)
Chris Elkington	Primary	BEd(Prim)
Matthew Hames	Secondary	BSc(Physiology), MTeach(Sec)
Sharyn Hadlow	Secondary	BSc, BEd
Sue Higgs	Primary	DipTeach(Prim), BEdStudies
Karen Hooper	Primary	DipTeach(Prim), GradDipEd(Mus)
Alex Hopkins	Secondary	BA(Hons), GradDipEd, PhD
Josephine Hopkins	Primary	BA, MSpeechPath, GradDipEd(Prim)
Jay Johnstone	Secondary	BTh, MTh, GradDipEd(Prim)
Zacchaeus Klan	Primary	BEd(Prim)
Joel Kong	Secondary	BDes(IndDes), GradDipEd
Jonathan Lake	Secondary	BA, GradDipEd(Sec)
Anna Lam	Primary	BBus(Acc)/BBus(B&F), GradDipEd(Prim)
Andy Lancaster	Secondary	BA(VisArts), BEd(Prim)
David Mallen	Primary/Secondary	BMus/BCom, AMus(Piano), MTeach(Sec Mus/Prim)
Donna Martin	Primary	DipT(Prim), BEdSt
Angie Mathews	Secondary	BAppSc, BTeach(Sec)
Paul Mathews	Secondary	BA, GradDipEd(Sec)
Alicia McCann	ELC	BEd(ECD)
Scott Megee	TSC	CertIV Hosp, DipVET
Joanne Moore	Primary	BA, BEd(Prim)
Madura Nadarajah	Primary	BBusSt, GradDipEd(Prim)
Catherine Newton	Secondary	DipT(Prim), BEd(Conv)
Sari Newton	Primary/Secondary	BA, DipChildSev, GradDipEd(Sec)
Jordan Partridge	Primary	BA Sport&OutRec, BEd
Shirley Patterson	Secondary	BSocSci(Psych)(Hons), GradDipEd, GradDipMin
Joanne Piening	Primary	BEd(Prim)
Michael Pleiter	Secondary	BEd(PhysEd/HlthEd)
Christopher Prior	Principal	BAgrSci, BMin, MA(Theol), MEd, GradDipEd(Sec), EdD
Fiona Ryan	Primary	BA, GradDipAppPsych, GradDipTL
Toni Steinbergs	Deputy Principal	DipTeach, BEd, MLeadership
Russell Svigos	Primary	DipTeach(Prim)
Jennie Taylor	Primary	BOccTher, MTeach
Nickie Turner	ELC	BEd(Bth-5)
Sam Waldron	Secondary	BA(Global), GradDipEd(Prim)
Olivia Williams	Secondary	DipVET, DipTrainDesDev, BEd(AppLearn)
Chay Williamson	Secondary	BDes, GradDipEd(Sec)
Joel Williamson	Secondary	BT, BMus
Sara Wright	Primary	BMin, GradDipEd(Prim)



Professional Learning

To improve school practice, staff need professional development. The professional development program for staff at the College is described under three headings:

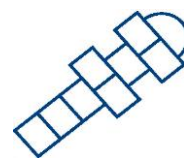
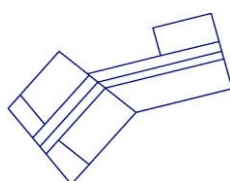
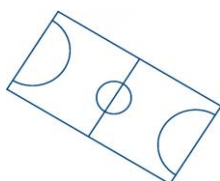
General staff professional learning. Staff undertake training that is consistent with College policy in areas including first aid, anaphylaxis, child safety, occupational health and safety, and leadership.

Area or subject specific training. Educational staff undertake training, often with external providers, in a range of areas including in subject specific areas such as English, Mathematics and Physical Education. Staff also have access to professional learning in curriculum and/or classroom practice, for example, in learning about dyslexia, learning needs, careers education and Big Write.

Practice consistent with our Christian Biblical worldview. The staff of Bayside Christian College engage in professional learning with affiliated schools (Christian Education National). In 2018, these included a leadership conference and a teaching and learning conference. In addition, approximately 15 teachers participated in units of study associated with a Master of Education (MEd) program.

In total, the College spent approximately \$100,000 on the professional learning of the Bayside Christian College staff team.

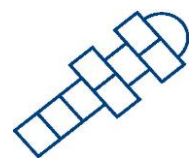
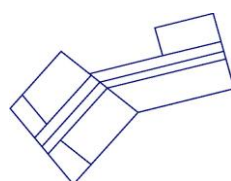
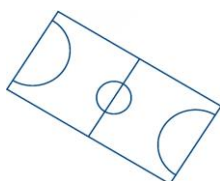
2018 Bayside Christian College – Staff



Students

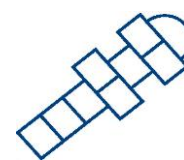
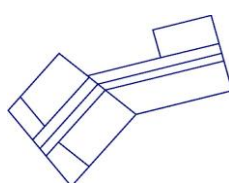
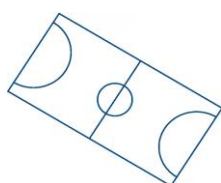
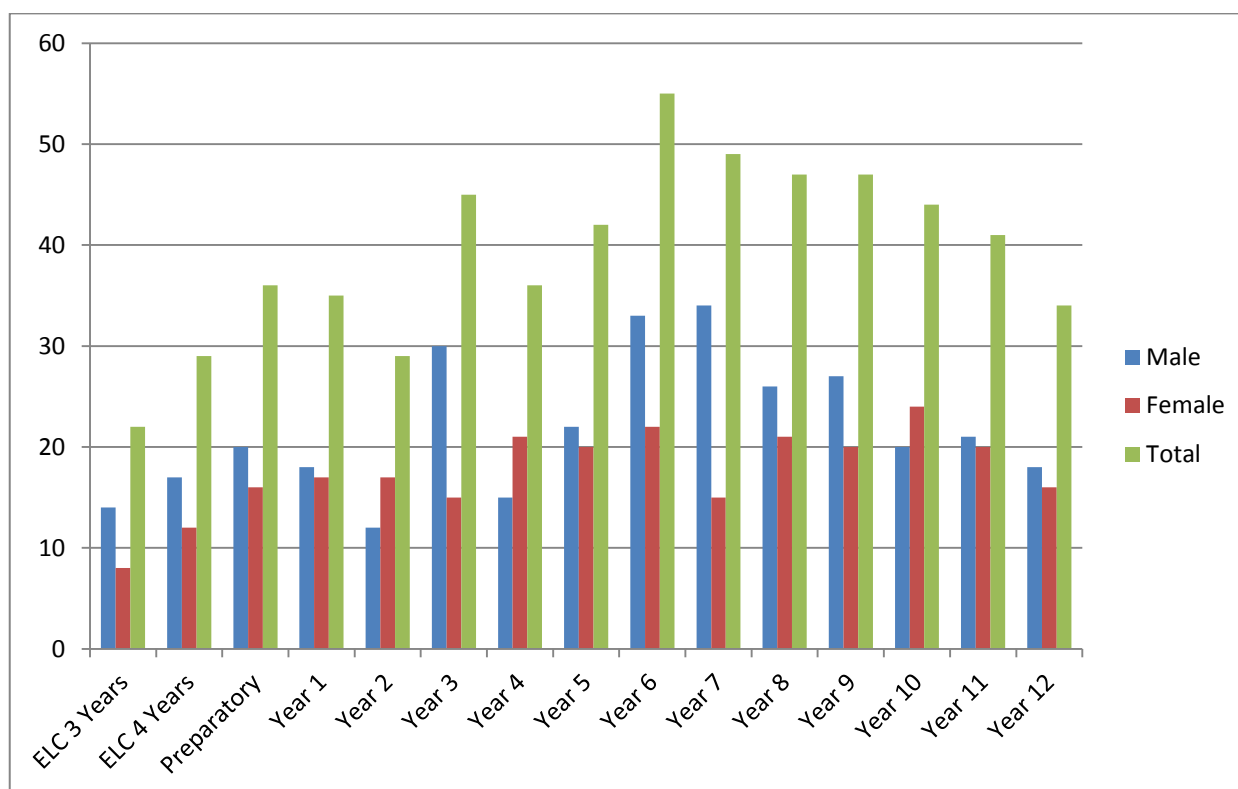
Enrolments

Bayside Christian College is a member of Christian Education National. A key understanding of our school and our broader movement of Christian schools is to partner with parents in the education of their children. This education is to be consistent with the Gospel message and help to equip students to be disciples of Christ, within the College and after their graduation.



The total number of student enrolments at Bayside at the time of the 2018 August Census was:

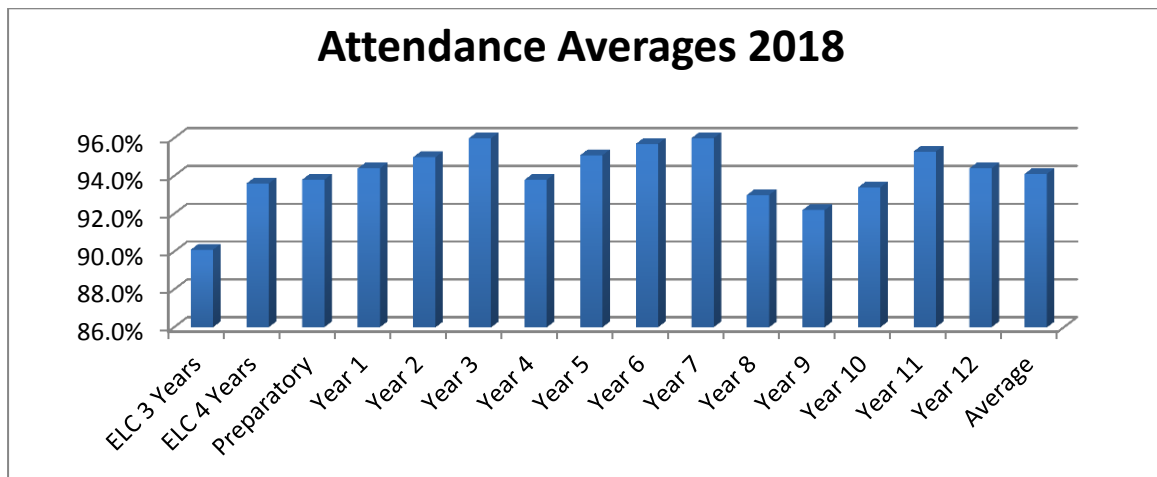
Year Level	Male	Female	Total
ELC 3 Years	14	8	22
ELC 4 Years	17	12	29
ELC Enrolments	31	20	51
Preparatory	20	16	36
Year 1	18	17	35
Year 2	12	17	29
Year 3	30	15	45
Year 4	15	21	36
Year 5	22	20	42
Year 6	33	22	55
Year 7	34	15	49
Year 8	26	21	47
Year 9	27	20	47
Year 10	20	24	44
Year 11	21	20	41
Year 12	18	16	34
Prep-Year 12 Enrolments	296	244	540
TOTAL ENROLMENTS	327	264	591



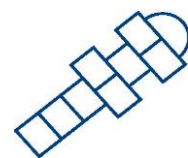
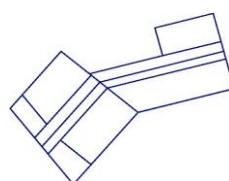
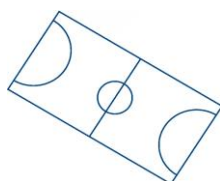
Attendance

Student attendance, relative to each Year level (from Prep to Year 12), is detailed in the table. It is based on the number of days students attended school relative to the number of possible school attendance days. In 2018, the overall mean average College attendance rate was 94.1%.

YEAR LEVEL	ATTENDANCE RATE
ELC 3	90.1%
ELC 4	93.6%
Preparatory	93.8%
Year 1	94.4%
Year 2	95.0%
Year 3	96.0%
Year 4	93.8%
Year 5	95.1%
Year 6	95.7%
Year 7	96.0%
Year 8	93.0%
Year 9	92.2%
Year 10	93.4%
Year 11	95.3%
Year 12	94.4%
AVERAGE	94.1%



When a student is absent, parents/carers may notify the College through a variety of avenues. The preferred method is via the Absence Line (03 5971 6798). Other methods include a telephone call, email, or in person to the College office or the class teacher. When a student is absent to an unsatisfactory degree, contact with the parent/carer is made to communicate the unsatisfactory attendance and to ascertain the reason for the absences. Unsatisfactory attendance is recorded on the student's file.



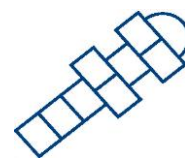
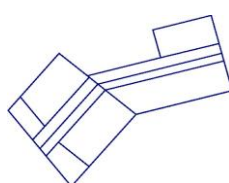
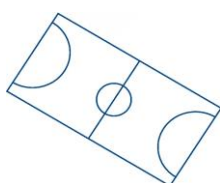
NAPLAN

Teachers at Bayside Christian College are involved in the continual monitoring of our students' academic performance, including the National Assessment Program of Literacy and Numeracy (NAPLAN) tests for students at Years 3, 5, 7 and 9. Monitoring is not confined to one test on one day, but rather is supported by a range of mechanisms, including some annual assessments such as those developed by the Australian Council for Educational Research and Allwell tests.

2018 NAPLAN Results (Proportion of students meeting or exceeding the National Minimum Standards)		2018	2017	2016
READING	Year 3	98%	100%	100%
	Year 5	97%	98%	97%
	Year 7	95%	100%	96%
	Year 9	100%	95%	100%
WRITING	Year 3	100%	100%	100%
	Year 5	100%	93%	100%
	Year 7	93%	89%	94%
	Year 9	90%	95%	90%
SPELLING	Year 3	100%	100%	100%
	Year 5	100%	95%	100%
	Year 7	100%	98%	98%
	Year 9	98%	97%	90%
GRAMMAR AND PUNCTUATION	Year 3	100%	88%	95%
	Year 5	100%	91%	95%
	Year 7	98%	98%	94%
	Year 9	98%	97%	98%
NUMERACY	Year 3	100%	97%	100%
	Year 5	100%	98%	100%
	Year 7	100%	100%	98%
	Year 9	97%	97%	100%

From 2016 to 2018, Bayside Christian College achieved above average growth in NAPLAN outcomes, for Years 3-5 Grammar and Punctuation, Years 5-7 Reading, Years 7-9 Grammar and Punctuation, and Years 7-9 Spelling.

From 2016 to 2018, Bayside Christian College achieved, and was commended for, **substantially above average growth** for Years 3-5 Spelling, Years 5-7 Numeracy, and Years 7-9 Numeracy.



Senior Secondary Outcomes

Bayside Christian College students have the opportunity to participate in a wide range of subjects as part of either a Victorian Certificate of Education (VCE) program or Victorian Certificate of Applied Learning (VCAL). The VCE subjects offered at Year 12 in 2018 were:

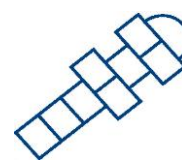
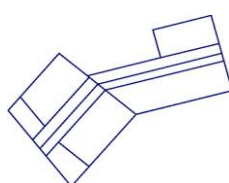
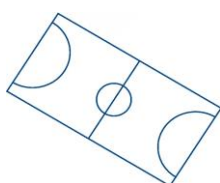
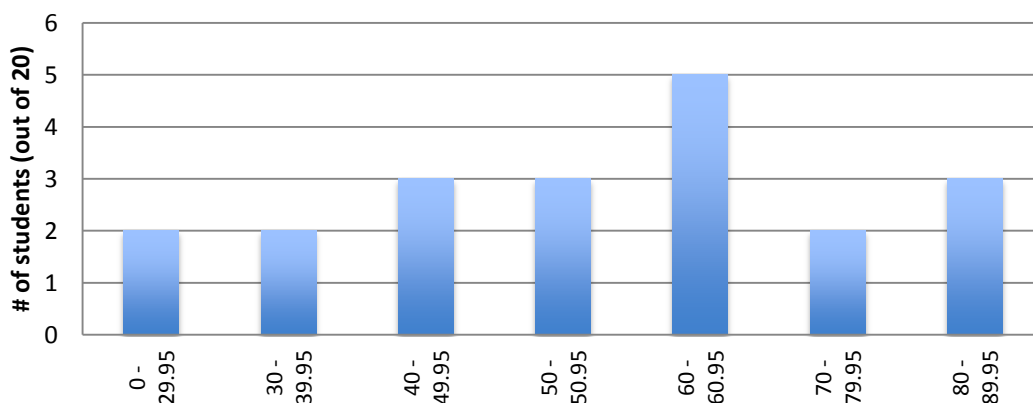
Studio Arts, Biology, Business Management, Chemistry, English, Further Mathematics, Health and Human Development, History: Revolutions, Legal Studies, Literature, Mathematical Methods, Media, Outdoor and Environmental Studies, Physical Education, Physics, Production Design and Technology, Psychology, and Visual Communication Design.

Bayside Christian College allows students to choose one of two pathways and we endeavour to support them in their respective choices. We understand that as a part of the varied giftedness of students, some are more suited to success in an academic VCE program, whilst others are better suited to an applied learning environment such as the VCAL program. In 2018, a total of 20 students completed the VCE, and 14 Year 12 students completed their Senior VCAL certificate.

Of the students who completed the VCE and received an ATAR, the results were as follows, representing an average of 55 and a median of 57:

ATAR Range	% of students
90 - 99.95	0 %
80 - 89.95	15 %
70 - 79.95	10 %
60 - 69.95	25 %
50 - 59.95	15 %
40 - 49.95	15 %
30 - 39.95	10 %
0 - 29.95	10 %

ATAR Distribution - VCE class of 2018



All Year 10 VCAL students complete a Cert I in Employment Pathways, and Year 11 VCAL students complete a Cert II in Business.

In addition, 13 of our senior students (in Years 11 and 12) also completed specific Vocational Education and Training (VET) Certificates. These certificates were completed through a range of providers, including Chisholm Institute and the Peninsula VET (PVET) cluster. Two students completed the Veta Morphus ministry training program; three students also completed School-Based Apprenticeships through E-Focus, VFA Learning and Lightmare Studios; and two students were engaged in workplace-based apprenticeships. We were also very excited to see four of our Year 12 students complete their Cert II in Kitchen Operations, based at our new Trades Skills Centre.

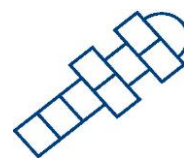
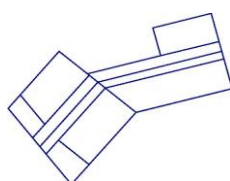
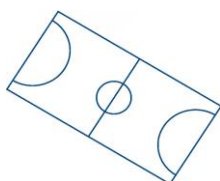
The full list of qualifications awarded to Bayside Christian College students during 2018 includes:

- Cert III in Acting (Screen)
- Cert III in Allied Health Assistance
- Cert II in Building (Carpentry)
- Cert III Christian Ministry & Theology
- Cert III in Digital Media & Technology
- Cert II in Engineering Studies
- Cert III in Individual Support
- Cert II in Kitchen Operations
- Cert III in Music (Performance)
- Cert III in Music (Technical Production)
- Cert II in Plumbing (pre-apprenticeship).

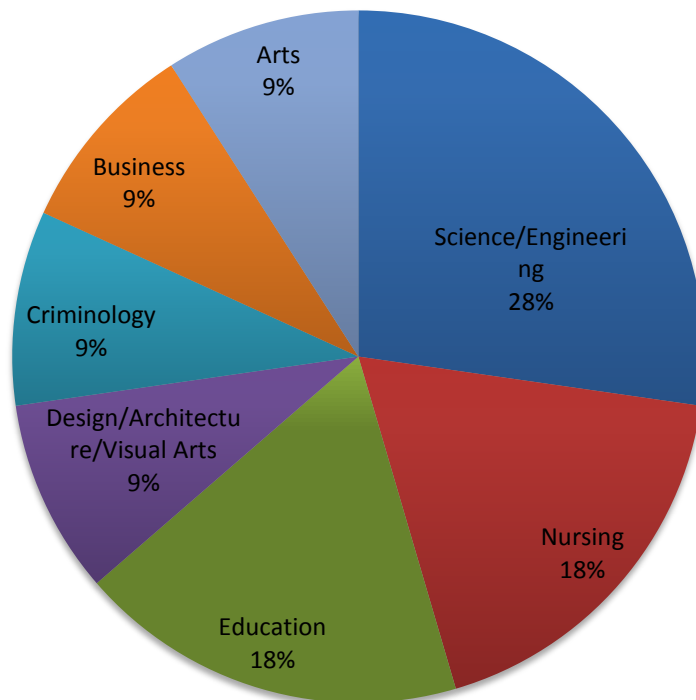
Post-School Destinations (Year 12, 2018)

Of the 34 students completing Year 12 in 2018, 11 have enrolled in tertiary study in 2019, with some choosing to defer their studies until 2020. A number of other students chose to go straight into the workforce.

The most common fields of study were Science, Nursing and Education. Over half chose to enrol in tertiary study at Monash University.



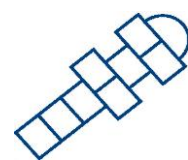
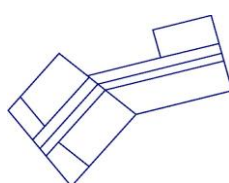
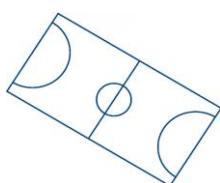
Top 7 areas of further study - Class of 2018



Satisfaction Surveys

Each year, Bayside Christian College uses a range of mechanisms to seek student and parent feedback. Every three or so years this has included a Community Health Audit (the last one was in 2016). In 2018, the primary feedback mechanism was the Family Exit Surveys. The main areas of satisfaction in respondent surveys include the Christian community, welcoming and supportive environment, communication, and the Senior Secondary options. This feedback is consistent with previous years as the College strives to serve families well. Only a few Family Exit Surveys in 2018 indicated areas of concern. However, the feedback provided included the need for more support for students with additional learning needs, inconsistent pastoral care, and changes to College student social events over time. In each of these cases, work has begun to improve support for families in these areas and improve our practice.

Bayside Christian College is a school with its own particular approach to Christian schooling. What is clear in these surveys is that the College has improved in communicating its approach to Christian schooling and, while there are areas for improvement, there is an increasing level of understanding and appreciation for our focus on embedding our beliefs throughout schooling practice.



Funding Information

The total revenue from ordinary activities was \$9.7m (2017: \$9.2m). The increase was due to increased Government grants and slightly higher income from tuition fees. Of the total income, Government grants make up 65.2% (2017: 65.0%), tuition fees 29.7% (2017: 31.1%) and other income 5.1% (2017: 3.9%).

The school operated within budget and achieved an operating surplus of \$195,900 (2017: \$43,647). The school also received non-operating income of \$151,648 (Building Fund Levies from parents) and \$615,780 (BGA Capital Grants). The total comprehensive income for the year was \$563,498 (2017: \$959,735).

During 2018, the College has been blessed by the upgrading or completion of the following projects:

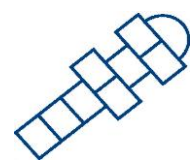
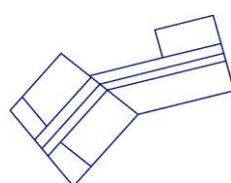
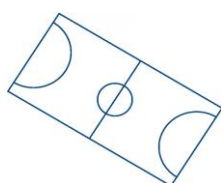
Main campus

- LED efficiency lighting was installed in the gyms, car park and various classrooms
- Asphalted the staff car park
- Branding and signage was installed on key buildings including the Gym and ELC.

Senior precinct

- The new Science building supported by the BGA Grant was built
- The mountain bike track for Primary students was completed
- Automated irrigation was installed for the hothouse and vegetable patches.

The major project for 2019 is the Arts Centre, which will provide space for arts, music and drama.

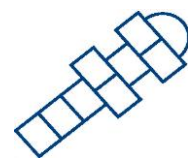
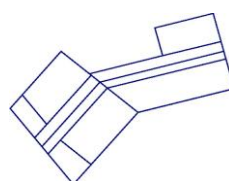
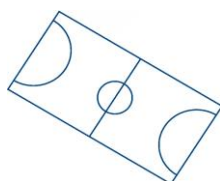


Income

2018 REVENUE SUMMARY	\$	PERCENTAGE OF TOTAL
Tuition Fees	2,888,638	29.7%
Government Grants	6,338,209	65.2%
Other Income	491,435	5.1%
Total Ordinary Revenue	9,718,283	100.0%
Building Fund Levies	151,648	
BGA Capital Grants	615,780	
Total Revenue	10,485,711	

Expenditure

2018 EXPENDITURE SUMMARY	\$	PERCENTAGE OF EXPENDITURE
Salaries, Oncost, Professional Development (PD)	6,257,717	65.7%
Depreciation and Finance Costs	1,018,206	10.7%
Information Technology	345,301	3.6%
Tuition Costs – Departments/Faculties	295,571	3.1%
Property Costs	589,443	6.2%
All Other Expenses	1,016,145	10.7%
TOTAL EXPENSES FROM ORDINARY ACTIVITIES	9,522,383	100.0%





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