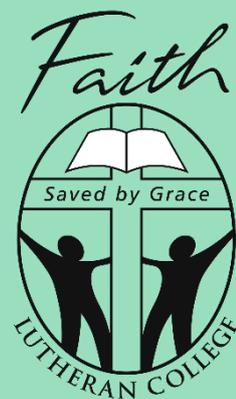


# Faith Lutheran College Annual Report 2017



Faith Lutheran College

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## 1. Contextual information about the College

Faith Lutheran College is a co-educational secondary school located in Tanunda, set at the foot of the Barossa Ranges in South Australia.

In 2017, the student population consisted of 580 students: 306 female and 274 male students. Faith Lutheran College is a school of the Lutheran Church of Australia and has the vision to...

***...develop creative, responsible, inspired young people who are well prepared for the challenges and rewards of their world.***

Faith Lutheran College has a clearly articulated Strategic Plan which guides the ongoing development of the College, particularly with a focus on providing a personalised educational pathway for each student.

Faith provides an outstanding learning environment, with curriculum and teaching methodologies designed to suit the needs of each developmental stage of students. The College approach to education encourages students to love and value learning and strive to achieve their best. Through an extensive co-curricular program; balance, teamwork and a sense of belonging are created. Pastoral care programs ensure that the social, emotional and psychological wellbeing of students is monitored and supported. Community service programs provide students with opportunities to develop compassion and a sense of responsibility for others in both a local and global sense.

Curriculum at Faith Lutheran College incorporates a comprehensive range of subjects. Subject and career counselling services are provided to help students identify and successfully pursue career goals. Curriculum is continually monitored and refined to ensure the needs of students are being met. In Year 8, students experience a broad range of subjects. As students progress through their secondary journey, they are afforded the opportunity to specialise in the subjects of their choice.

Faith educators understand the holistic nature of teaching and learning in the 21<sup>st</sup> Century and emphasise innovation and creativity to develop conceptual understandings that connect subject disciplines.

Global exchange programs assist the College to develop knowledgeable 'world ready' and 'internationally minded' students. Faith College is focused on ensuring every Faith graduate possesses what are commonly known as 21<sup>st</sup> Century or 'deeper thinking' skills.

Faith Lutheran College recognises that each child's learning needs are unique. Our Enrichment and Inclusion program involves withdrawal for students who require additional support or extension. Subject teachers provide modified or enrichment opportunities in their classes as part of tailored personalised learning plans.

In Year 10, students are involved in a number of work induction sessions and participate in 'Work Experience'. As part of SACE (Stage 1) students develop a 'Personal Learning Plan' which involves a comprehensive assessment of their learning strengths and weaknesses and allows for the subsequent establishment of learning and career goals for the future. In addition to this, career counselling sessions are provided for each student.

Faith Lutheran College offers a diverse range of Year 11 and 12 subjects, which provide pathways into University, TAFE, Vocational Education and Training and the work force. This allows students to capitalise on their individual strengths and maximise their results. Faith maintains a commitment to a flexible timetable to cater for student subject choice. Historically, Year 12 students achieve

outstanding ATAR scores (Australian Tertiary Admissions Rank) with the majority gaining their first choice preference for further education.

Current research indicates that the more direct input students have in their schooling environment, i.e. Student Agency, the more engaged they are with their overall schooling experience. To that end, in 2017, we restructured our Student Leadership to ensure student representation across every year level via the Faith Student Council. The Council comprises 5 College Leaders, 2 Student Worship Leaders and 2 Year Level Leaders each from Years 8-12.

Leadership opportunities also include Music Leaders, Peer support, Social / Formal committee and Performing Arts.

Faith Lutheran College is well regarded for its agricultural program, which includes wine making and reflects much of the industry in the local region. Grapes are crushed and processed by students in the Wine Education course and wine is sold under the Mengler View Wines label. Other agricultural learning programs focus on enterprises run in the local district and range from cropping, animal and viticulture units. Practical work occurs through direct experience on the college farm and is complemented by regional excursions. There is a range of co-curricular animal clubs which focus on developing student passion, livestock handling and general husbandry skills. These include sheep club, cattle club and goat club.

Food Technology, Visual Arts, Design and Technology and Business and Enterprise courses cater for students with a wide variety of practical interests and passions.

**Performing Arts** is integral to the life of the College. A full-scale musical production is undertaken every two years with additional music, drama, dance and arts performances throughout the year. The musical production provides students with a unique learning opportunity to perform at a semi-professional level in one of SA's largest regional theatres located on site at the college. The production draws staff together in genuine collaboration, whilst extending and exploring the possibilities of what a Performing Arts programme can achieve in an outstanding venue. The venue itself provides learning opportunities that few other schools could match. Creative Arts students connect performance or offstage roles with their course work. Vocational Education & Training (VET) Live Production students work on the set and as technical crew; Music staff, students and parents play in the orchestra, a scenic crew works with local Barossa artist Alison Halliday. The production provides a positive shared experience that connects the college with other schools, parents, families and the wider community.

Year level camps are held throughout the year extending students beyond the classroom and offering personal challenges and experiences.

The framework for pastoral care and wellbeing at Faith is based on twenty Village Care Groups (VCG), a vertically streamed home-group structure comprising students of all year levels, from 8-12. The VCG provides a small community environment where students can feel safe, valued and accepted. Faith Lutheran College's Student Counsellor, Chaplain and Wellbeing Coordinators actively support the personal, emotional and spiritual development of students.

Service Learning at Faith Lutheran College is experiential with students and staff participating in care programmes in the local area, overseas construction exercises (under the banner of Habitat for Humanity) and local, national and international charitable programs.

The College strives to build strong, respectful relationships and produce confident young people who are prepared for life post-secondary school. Targeted workshops assist students to build resilience and to support their journey through adolescence. Year 11 students mentor Year 8 students in our successful peer support program. Year 9 students are involved in gender specific workshops to explore self-esteem and body image issues. Year 11 students have a wellbeing focus

day to discuss mental health issues and strategies to live a balanced and fruitful life. Year 12 students are involved in a variety of wellbeing workshops to prepare them for life beyond the college.

The college recognises the importance of cyber safety and runs regular seminars for both students and parents. Guest speakers focus on mental health, positive psychology, cyber safety and technology.

Faith Lutheran College employs a restorative approach to behaviour management.

The following are examples of activities the college offered in 2017 to enrich the educational experience of students...

### **Global Connections and Community Service**

- Community Service programs in Year 11
- Fundraising initiatives such as Camp Quality, Lutheran Community Care, Barossa Mental Health, Barossa Enterprises, Salvation Army, Heart Kids
- Short and long term cultural exchanges with schools in Germany, Japan, Thailand and USA
- Supporting communities in Cambodia by building houses through Habitat for Humanity – a mission with students and teachers from other Lutheran Colleges
- Supporting communities in Indonesia through Australian Lutheran World Service
- Visiting Japanese teachers providing added value in the classroom
- Christmas Shoebox appeal

### **Student support structures and programs**

- College Chaplain & Student Counsellor
- Vertically structured Home Groups Years 8 -12
- Peer Support
- Wellbeing Coordinators for each year level

### **Leadership Opportunities**

- Chapel Worship Leaders
- Music Leaders
- Peer Support Leaders
- College Leaders
- Faith Student Council
- Year Level Leaders

### **Faculty Based Activities**

- Australian History Competition
- Australian Human Powered Vehicle Super Series (Pedal Prix)
- Australian Mathematics Competition
- Balaklava Eisteddfod
- Cattle Club
- Choir and Band events and competitions
- Concert Band/Concert Choir
- Faculty focused excursions
- Faculty Weeks activities
- Faith Moves Dance Group
- Geographic Channel Australian Geography Competition
- Goat Club
- Jazz Ensemble Regular music performances by students in the Community
- MASA Quiz Night
- RACI National Chemistry Quiz
- Science and Engineering Challenge
- Science Investigation Awards

- Share Market Game
- Sheep Club
- Short Film Festival
- Sporting teams (e.g. Athletics, Swimming, Basketball, Cricket, Soccer, Table Tennis, Gymkhana, Tennis, Football, Touch, Cross Country and Hockey)
- String Orchestra
- Swing Band
- Wine Making Course
- Year 9 Design & Technology Showcase
- Year 9 Local Area Study
- Year 10 Work Experience
- Year 10, 11 and 12 Drama performances
- Year 10 Mock Interviews
- Year 12 Art Show

#### **Enrichment Learning programs**

- Duke of Edinburgh
- Enrichment Staff
- Subject Acceleration
- Makerspace

#### **VET in SACE - Access to Future Pathways**

- Faith offers students access to a variety of future pathways within the SACE framework. Vocational Education & Training programs fall into 4 categories:
  1. **VISA programs:** (VET in Schools Agreement) arranged with Registered Training Organisations). These auspiced arrangements allows industry recognised Faith Lutheran College staff to deliver qualifications from National Training Packages in Christian Ministry, Construction, Creative Industries, Fitness and Hospitality.
  2. **VET Qualifications:** enrolment in a program with a Registered Training Organisation (RTO) external to the college. In 2017, this training came from a variety of occupation areas: Aged Care, Agriculture, Automotive, Animal Studies, Christian Ministry, Childcare, Electro-technology, Engineering, Fashion, Fitness, Kitchen Operations, Hospitality, Individual Support (Ageing), Information Technology, Hairdressing, Hospitality, Live Production, Retail Makeup, Rural Operations, Screen and Media.
  3. **SBAT:** School Based Apprenticeships and Traineeships - Students who are completing an SBAT are enrolled in SACE and are involved in part-time work. Essentially students are both full time students, part-time employees and are completing training which will enable them to gain an AQF (Australian Qualifications Framework) Certificate. In 2017, SBATS were undertaken in Agriculture, Media, Electro-technology, Engineering, Tiling and Childcare.
  4. **TGSS:** Training Guarantee for SACE students - The Training Guarantee for SACE Students (TGSS) is for students who know they want to start a planned vocational pathway: they receive vocational education and training (VET) while they're at school and continue it after they leave
- Structured Workplace Learning: arranged to enhance delivery of many VET programs and supported by Future Pathways staff. Students doing VET under TGSS undertake 140 hours of work placement. Most VET students undertake work placement to develop entry-level industry skills which assists them make decisions on further work and training opportunities. Faith Lutheran College acknowledges the significant contribution local employers make to our VET program.

### **Celebratory Assemblies / Worship Services**

- Award Presentations
- Bi-weekly chapel services
- Induction Services
- Opening Services
- Principal's Assemblies
- Reformation Service
- Valedictory Services
- Year 12 Easter Reflection Service
- Year 12 Final Service

### **College Community Events**

- Aquatics Day
- Art Show
- Athletics Day
- College Scene Investigation Days (CSI)
- Concerts
- Design and Technology Showcase
- Family focused evening seminars
- Grandparents and Friends Day
- Musical & Drama Performances
- Old Scholars Reunions
- Open Days
- Opening Services
- Parent/Teacher Interview evenings
- Parents as Careers Partners
- Principal's Wine Auction & Dinner
- Twilight on Magnolia
- Year 8 Village Teas
- Year 9 FLIP Project Expo

## 2. Teacher Standards and Qualifications

Teaching staff at Faith Lutheran College are highly qualified. All staff have the necessary qualifications for teacher registration in South Australia; nine hold a Masters level degree and 24 have three or more tertiary qualifications.

In addition to these formal qualifications, all staff are required to undergo training in Responding to Abuse and Neglect, First Aid and Valuing Safe Communities.

Teaching staff are continually involved in professional development to enhance knowledge and pedagogy. All staff develop, maintain and review a personal professional development plan on an ongoing basis.

### 3. Workforce Composition

The workforce at Faith Lutheran College consists of:

<b>Staff</b>	<b>Number</b>	<b>Full Time Equivalent</b>
Teaching Staff	53 staff	48.1 FTE
Administrative Staff (including admin, canteen, uniform staff)	28 staff	18.1 FTE
General Maintenance (including grounds, maintenance, bus drivers)	7 staff	5.4 FTE

In 2017, no staff employed at Faith College identified as Indigenous.

## 4. Student Attendance at College

The percentage figure for the average student attendance rate shows the proportion of days that each student, on average, attended College over the whole year. In summary, the larger the percentage, the smaller number of days that students were absent from College.

In 2017 the average student attendance rate was 91.58%.

The rates of attendance at each Year Level were:

<b>Year Level</b>	<b>Attendance</b>
Year 8	92.73%
Year 9	90.62%
Year 10	93.12%
Year 11	90.67%
Year 12	90.79%

The College has an attendance database with comprehensive reporting and messaging integration. Parents/Caregivers must explain non-attendance. An automated text (SMS) message is sent to a nominated number and follow up phone contact is made if the College is not contacted.

Tracking of student absences is a continuous process, with weekly analysis of absentee patterns. Where an absence is prolonged or regular patterns of absence occur, meetings with parents / caregivers are arranged to negotiate ways to minimise the impact on learning and to facilitate a return to the College.

The Student Counsellor and Village Care Group teachers provide ongoing support in these circumstances. In rare situations, where a return to the College cannot be negotiated, a report and follow up is made with the area 'Attendance Officer' (DECD). Days of absence are recorded on students' semester reports.

## 5. Senior Secondary Outcomes

### Year 12 results for 2017 indicate that:

The average Faith student ATAR score was 76.25 (compared to 79.10 in 2016);

- 23 students achieved an ATAR of 90+ (representing 19.7% of ATAR eligible students);
- 54 students achieved an ATAR of 80+ (representing 46% of ATAR eligible students);
- 14 merits were achieved
- 39 students achieved a Certificate III or IV as part of their SACE

Of all grades awarded in 2017:

- 32.8 % were A grades
- 82.4 % were A or B grades
- 99.2 % were C or better

Of our cohort of 126 students, 100% gained a SACE certificate and 117 (93%) were eligible for an ATAR.

### Vocational Education and Training (VET) in Schools Delivery 2017

- 249 students (Year 10 – 12) undertook at least 1 VET program (many students 2 – 3 programs)  
Female -122 and Male -127.
- 64 students completed a full VET qualification (Certificates I, II or III)
- Outsourced VET Training came from a variety of occupation areas:  
Aged Care, Agriculture, Aquaculture, Automotive, Animal Studies, Beauty, Creative Industries (Digital Media), Early Childhood Education, Electro-technology, Engineering, Fashion, Hospitality, Information Technology, Kitchen Operations, Live Production, Media, Plumbing, Tiling.
- 6 VET offerings (VISA programs) offered through Faith include:  
Certificate I in Hospitality, Certificate I in Agrifoods, Certificate II in Creative Industries (Theatre Tech), Certificate II in Construction (partial), Certificate III in Fitness and Certificate III in Christian Ministry.  
One non-Faith student (from Nuriootpa High) participated in the Theatre Tech program.
- Several short courses were arranged for students by the Future Pathways Office with external Registered Training Organisations (RTOs) to support students' VET studies or their future pathways including: White card (Safety on a Construction Site), Yellow card (Working at Heights), First Aid, Barista, Bar and Service of Drinks and Wine Industry Operations.

### A snapshot of VET in 2017

- 10 students were engaged in a School Based Apprenticeship or Traineeship (SBAT) as follows:  
5 x Year 12 students, 4 x Year 11 students and 1x Year 10 student. Industry Areas include Agriculture, Electro-technology, Media, Engineering, Tiling and Childcare.
- 31 students attended a VET program with an RTO such as TAFESA one day per week (known as outsourced Industry Training) as follows; 9 x Year 12 students and 22 x Year 11 students.

All Faith students are guided into VET courses that contribute towards their SACE in accordance with the SACE Board VET Recognition Register.

All the students who are studying with an RTO out of school are mentored by the VET Coordinator and met with regularly to ensure they are on task to finish.

### **Outcomes**

- Full industry qualifications achieved by 59 students:  
Certificate II - 20 students  
Certificate III – 39 students
- 6 SBAT students rolled into full time apprenticeships or work.
- 4 SBATS are continuing from 2017 into 2018

## 6. Student Outcomes in Standardised Literacy and Numeracy Testing

Each year, all students in Year 9 are required to sit Australia wide tests (NAPLAN). Data for Year 9 students for 2017 are shown in the table below.

% of Year 9 Students Achieving Benchmarks			
	2015	2016	2017
Reading	99.2	96	96
Writing	92	90	88
Spelling	95.5	92	98
Grammar and Punctuation	96	94	98
Numeracy	100	99	100

## 7. Post-College Destinations

### Destination of Year 12 students from 2017

<b>Number of Year 12 students ~ 129</b>		<b>%</b>
Number of students accepted into tertiary courses NB: Some students may have taken a gap year	109	85%

<b>Educational Institutions</b>		
Adelaide University	36	
University of South Australia	52	
Flinders University	9	
Tabor College	0	
Interstate	2	
Overseas (London University)	1	
TAFESA	9	

<b>Labour Force</b>		
Apprenticeships/work/other	20	15%
<b>TOTAL</b>	<b>129</b>	<b>100%</b>

## 8. College Income

At Faith Lutheran College, an Auditor's Report is generated. Faith Lutheran College receives income through a number of sources represented below in order of value for 2017:

Fees	\$ 5,070,190.00
Commonwealth Grants	\$ 5,099,061.00
Other Income	\$ 1,599,206.00
State Grants	\$ 1,148,973.00
Other Grants	\$ 25,268.00
Building Fund Donations	\$ <u>238.00</u>
<b>Total Income</b>	<b>\$12,942,936.00</b>