



St John's
Lutheran
School

CHRIST IS ALL

Annual Report



2018

Contents

CONTEXTUAL INFORMATION.....	3
School Profile.....	3
Vision.....	3
Characteristics of the Student Body.....	4
Mission and Ministry.....	4
SCHOOL PERFORMANCE.....	5
Teacher Standards & Qualifications.....	5
Workforce Composition.....	6
Student Attendance at School.....	6
Student Outcomes.....	6
Parent, Student and Teacher Satisfaction.....	7
Finance, Facilities and Resources.....	9
Governance.....	10
SCHOOL DETAILS.....	10
College Contact information.....	10

CONTEXTUAL INFORMATION

School Profile

St John's Lutheran School is dedicated to improving the quality of education for all students under its care. It is a Child Safe organisation with a zero tolerance for child abuse and is committed to acting in the best interests of children.

As a school of the Lutheran Church of Australia – Victorian District we are dedicated to providing an education for students that is informed by strong Christian principles and underpinned by the values that make all our Lutheran schools across Australia unique. St John's values the individual child. Lifelong Learning is fostered in our school which encourages living in community and reflecting characteristics of God through core values, especially love, justice, compassion, forgiveness, service, humility, courage, hope, quality and appreciation.

St John's Lutheran Parish established St John's Lutheran School in 1962 to provide a Prep to Year 6 quality education for the people of the City of Greater Geelong in a Christian environment. Our School has built an excellent reputation within the Geelong community over many years.

At St John's Lutheran School, we strive to provide a learning environment centred on the Word of Christ, which celebrates the diversity and giftedness of all within our community. Education is a learning journey in which we acknowledge parents as primary educators and feel privileged to join in partnership with them through their child's education.

The ministry and mission of St John's provides the framework for our student wellbeing, learning and teaching programs. These programs enable us to foster a passion for lifelong learning and for the holistic development of each student. Pastoral care is one of the main focuses, integrating personal and social wellbeing and resilience. The students of our School are challenged to think as global citizens, consider the needs of those beyond their local community and to recognise the responsibilities their education provides as they take their places in work, social and family networks of the 21st century.

Vision

St John's Lutheran School shares its vision with all Australian Lutheran Schools, based on the inspired Word of God and endeavours to prepare our students to live a positive and rewarding life. Through sensitivity to and an understanding of faith, students at St John's Lutheran School:

- value themselves so that they are excited by their life journey and inquisitive about their world and its future;
- are open to life's possibilities, to the social and inner needs of others and to injustices in our society; and
- are valued as unique and exceptional individuals who make a unique contribution to the world around them.

Our vision is to be a leading, innovative, Christ-centred learning community that inspires students to be caring, confident and creative citizens.

Characteristics of the Student Body

The student body is at 93.5% of the optimum enrolment for St John's. At the DET Census in August the school of 249 enrolments comprised:

Year	Students	% Boys	% Girls
Prep	40	55%	45%
Yr 1	30	53%	47%
Yr 2	43	46%	54%
Yr 3	39	41%	59%
Yr 4	28	54%	46%
Yr 5	42	60%	40%
Yr 6	27	52%	48%
Total	249	51%	49%



Mission and Ministry

Central to the mission and ministry of St John's is the teaching and learning of Christian Studies. In 2018, students from Prep through to Year 6 continued to develop their understandings of faith and religion through the weekly teaching of Christian Studies. This has been supported by the Christian Studies Curriculum Framework.

Weekly worship continues to be a focal point for our students, staff, parents and wider community. Led by various members of our leadership, the College Pastor, students and staff, our worship services are a highlight which continue to allow each student to develop their faith journey. This is supported by staff devotion, morning devotions in classes and opening and closing services during the year.

Staff continued to be enriched in their faith journey through the Equip program for Christian Studies teachers. Teachers of Christian Studies are required to complete this important program which has been developed by Lutheran Education Australia in conjunction with the Church and schools.

Serving our community continues to be a focal point throughout the School with activities spread across the year levels.



SCHOOL PERFORMANCE

Teacher Standards & Qualifications

St John's Lutheran School and Kindergarten values the dedication and experience of its staff. In 2018, St John's had a total of 29.5 staff with 20 of these actively involved in the work of teaching. Particular staff are training to support student learning as appropriate and the school is committed to ensuring that staff are employed with appropriate qualifications who will actively support the Christian ethos of the school. The school will continually develop the staff both professionally and personally through professional growth opportunities.

All teachers except one hold a tertiary qualification at degree level or higher. All teachers at St John's Lutheran School are appropriately qualified and are registered with the Victorian Institute of Teaching.

Qualifications	
Masters	7
Honours	1
Bachelor	10
Diploma	2
Certificate	1
Total Teachers	21



All staff members are trained in LEA's Valuing Safe Communities to ensure compliance with the Lutheran Church of Australia (LCA) requirements for workers within the Church. An approved Child Protection training program has been implemented for all staff and volunteers in the school which is undertaken at the beginning of each year. New employees to the school are trained as part of staff induction. Relevant staff members are also trained or updated in First Aid, Anaphylaxis management and Asthma Management.

Staff members are briefed on OH&S requirements and this is revisited regularly throughout the year during staff meetings as a standing item on the agenda.



Workforce Composition

The workforce composition at St John's Lutheran School consists of:

Staffing	
1	College Principal
1	Campus Principal
20	Primary Teachers
7	School Officers
0.5	Wellbeing Officer
29.5	Total



Student Attendance at School

St John's student attendance for 2018 was 91.09%.

St John's takes attendance seriously and as such expects that parents notify the school of a child's absence and present a written notification of the reason for absence on return to school. Parents/care givers are contacted by phone if the school is not informed of a child's absence.

Unexplained absences are followed by communication with parents/care-givers to explore ways in which the issues can be resolved. Parents are informed if levels of attendance are alarming or undergo significant change.

St John's 2018 AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL	%
Year 1	90.01%
Year 2	88.03%
Year 3	88.47%
Year 4	89.91%
Year 5	91.07%
Year 6	86.35%

These figures may vary from that on the My School website as that figure is determined over a time limited audit.

Student Outcomes

Percentage of Students Achieving At or Above the National Benchmarks

Each year, all students in Years 3 and 5 are required to sit the NAPLAN (National Assessment Program in Literacy and Numeracy) in Reading, Language Conventions – Writing, Spelling, Grammar & Punctuation and Numeracy to establish the proportion of students achieving the national benchmarks.

The NAPLAN tests are part of a suite of diagnostic tools that are used to inform teacher observations and assessments.

Number of students participating in NAPLAN at Years 3 and 5

Year level	Number of students participating
3	40
5	42

Percentage of Students Achieving at or Above the National Minimum Standards

	Year 3	Year 5
Reading	100	100
Writing	100	100
Spelling	100	100
Grammar & Punctuation	100	100
Numeracy	100	100



Parent, Student and Teacher Satisfaction

At St John's Lutheran School, the level of satisfaction is reported and gained through formal Satisfaction Surveys through an external agency (Insight SRC), the College Newsletter, Parent/Teacher Interviews, Parent Information Sessions, Parent Forums, the College Magazine, Assemblies, Staff Meetings, Annual Reviews and Student forum meetings.

St John's Lutheran School has devoted a great deal of time and resources into the improvement of organisational climate/culture and the subsequent satisfaction of our community members during 2018. This initiative will continue in 2019 as an embedded process. In 2018, staff reported increased involvement of parents at Information Nights and Parent/Teacher Interviews. This is indicative of the wonderful support that

the parents/guardians provide to the school community and the important partnership that exists between home and school. This has been helped by the continuation of an online booking system for Parent/Teacher Interviews, allowing parents/guardians to have greater control over when they would like their interviews and with which staff members.

St John's regularly reports on events, programs and activities that have a positive impact on the wellbeing of all members of our community. At all times we endeavour to inform the community of events to build community spirit, recognise excellence and provide incentives for the future.



Finance, Facilities and Resources

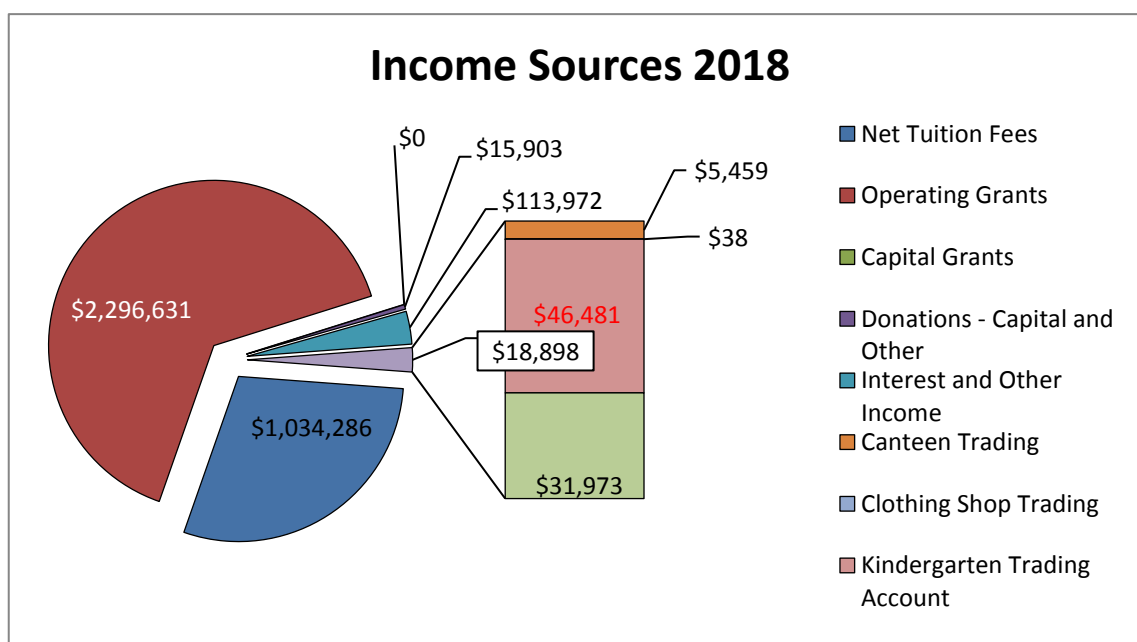
The School achieved a strong 2018 surplus and remains in a robust financial position. It remains focussed on providing an affordable Christian education to the local Geelong community.

Below is a summary of the St John's Lutheran School's income sources for 2018 which are also provided to the appropriate Government bodies and published on our website and by the Victorian Registrations and Qualifications Authority as part of this report.

The School's financial performance information has also been provided to the Australian Charities and Not-for-profits Commission (ACNC) and is available for the community to access from their website at <https://www.acnc.gov.au/charity>

INCOME SOURCES FOR THE YEAR ENDED 31 DECEMBER, 2018

INCOME SOURCES	2018	
Net Tuition Fees	\$1,034,286	29.18%
Operating Grants	\$2,296,631	64.79%
Capital Grants	\$0	0.00%
Donations - Capital and Other	\$15,903	0.45%
Interest and Other Income	\$113,972	3.22%
Canteen Trading	\$5,459	0.15%
Clothing Shop Trading	\$38	0.001%
Kindergarten Trading Account	\$46,481	1.31%
Net Investment Property	\$31,973	0.90%
	\$3,544,743	



Governance

Geelong Lutheran College Council

Chairman	Andrew Eichler
Vice-Chairman	Craig Tischler
Secretary	Heather Briggs (until September 2018)
District Rep	Vacant
Member	Christine Schulz
Member	Mark Gerhardy
Member	Hannah Hedt
St John's Rep	Matthew Luttrell
College Principal	Gary Jewson (January – June) Jill Lange-Mohr (July -)
Business Manager	Andrew Dowd
Pastor	Rev David Spike
Pastor	Rev Milton Fritsch

St John's Lutheran School is a school of the Lutheran Church of Australia (LCA) and, as such, is part of the mission and ministry of the Church to the wider community. St John's Lutheran School is owned by St John's Lutheran Church, Geelong and is governed by GLC College under an agreement with the LCA – Victorian District. The College has an important relationship with the LCA-VD through Lutheran Education Victoria, New South Wales and Tasmania (LEVNT), which is a regional administrative, support and oversight organisation.

SCHOOL DETAILS

College Contact Information

Address:	33 Aberdeen Street, Newtown VIC 3220
College Principal:	Gary Jewson (January – June) Jill Lange-Mohr (July -)
Campus Principal	Sue Ellis
School Council President:	Andrew Eichler
Business Manager	Andrew Dowd
Telephone:	(03) 5221 5221
Email:	admin@stjohns.vic.edu.au
Website:	www.stjohns.vic.edu.au
Registered School Number	1617