



GEELONG LUTHERAN  
COLLEGE

Armstrong Creek Campus

# Annual Report



2020

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## CONTEXTUAL INFORMATION

### College Profile

Geelong Lutheran College Armstrong Creek is dedicated to improving the quality of education for all students under its care now and into the future. 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, we are dedicated to providing an education for our students that is informed by strong Christian principles and underpinned by the values that make our Lutheran schools across Australia unique. The College endeavours to maintain an established framework of Christian attitudes and relationships which permeate and integrate its entire life and work. This provides a strong basis for the initiative of Lifelong Learning. This encourages living in community and reflecting characteristics of God through our core values of wisdom, honour and purpose.

Established in 2009, Geelong Lutheran College Armstrong Creek is situated in the urban growth area of the City of Greater Geelong, close to the Surf Coast area. The College celebrated its 12<sup>th</sup> anniversary at the start of the year. It is a Prep to Year 12 school offering a welcoming, lively and nurturing environment with a focus on providing a quality, Christian education.

At Geelong Lutheran College Armstrong Creek, we celebrate 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 the College provides the framework for our student wellbeing, teaching and learning programs. These programs enable us to foster a passion for learning and the holistic development of each child. Pastoral care is one of the main focuses, integrating personal and social wellbeing and resilience. Our students 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

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

Through sensitivity to and an understanding of faith, students at Geelong Lutheran College Armstrong Creek:

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

At Geelong Lutheran College Armstrong Creek, each student's education is dedicated to:

- Develop **WISDOM** through knowledge and learning grounded in Christian values.
- Empower students to **HONOUR** and respect themselves, each other and their community.
- Embrace each student's unique talents and abilities to give them confidence and **PURPOSE** for life.

Further details about the College can be found on our website at [www.glc.vic.edu.au](http://www.glc.vic.edu.au).

The College continues the implementation of the 2019-2023 Strategic Vision. This document was developed by the College Council in consultation with the College Staff and community. It outlines what we aspire to achieve through the five Strategic Priorities and how we will do this. This Vision provides the road map for the future of our College.

## Characteristics of the Student Body

At the DET 2020 August census, our student population comprised 689 students including 9 indigenous students:

Year	Students	Boys	Girls
P-6	297	52%	48%
7-12	392	57%	43%
<b>Total</b>	<b>689</b>	<b>55%</b>	<b>45%</b>





## Mission and Ministry

Christian education is woven into every aspect of life at the College and we are proud of our distinctly Lutheran identity. Central to the mission and ministry of the College is the teaching and learning of Christian Studies. Students from Prep through to Year 12 continued to develop their understandings of faith and religion through the weekly teaching of Christian Studies. This has been supported by the Lutheran Education Australia 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, student homegroups and opening and closing services during the year.

Staff continue 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 College with activities spread across the year levels. We support a number of projects of the Australian Lutheran World Service, which is the overseas aid and development agency of the Lutheran Church of Australia.



## SCHOOL PERFORMANCE

### Teacher Standards & Qualifications

Geelong Lutheran College Armstrong Creek values the dedication and experience of its staff. In 2020, GLC AC had a total of 83 staff with 49 of these actively involved in the work of teaching. Staff are trained to support student learning.

The school is committed to ensuring that staff are employed with appropriate qualifications and who will actively support the Christian ethos of the school. The school will continually develop the staff both professionally and personally through relevant professional growth opportunities.

All teachers at Geelong Lutheran College Armstrong Creek are appropriately qualified and hold registration with the Victorian Institute of Teaching.

All staff members are trained in LEA's Valuing Safe Communities to ensure compliance with the Lutheran Church of Australia requirements. 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.

During the initial staff meeting at the beginning of the year, staff members were briefed on OH&S requirements. This is revisited regularly throughout the year during staff meetings as a standing item on each staff meeting agenda.

Three of our staff accepted positions as VCAA assessors for the 2019 Unit 3 & 4 examinations.

Qualifications	
Masters	4
Honours	2
Bachelor	32
Diploma	2
Graduate Diploma	9
<b>Total Teachers</b>	<b>49</b>



## Workforce Composition

The workforce composition at Geelong Lutheran College Armstrong Creek consists of:

### Staffing

1	Head of College
1	Principal
1	Head of Primary
1	Head of Secondary
19	Primary Teachers
30	Secondary Teachers
1	Pastor
1	Pastoral Care
28	School Service Officers
<b>83</b>	<b>Total</b>



## Student Attendance at School 2020

**Primary:** GLC Armstrong Creek Primary students attended school 94.38% of the time.

**Secondary:** GLC Armstrong Creek Secondary students attended school 90.98% of the time.

AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL	%
Prep	93.41
Year 1	93.81
Year 2	94.07
Year 3	92.84
Year 4	95.79
Year 5	95.37
Year 6	94.38
Year 7	93.04
Year 8	91.23
Year 9	88.65
Year 10	86.55
Year 11	92.90
Year 12	94.70
<b>Overall average attendance</b>	<b>92.86</b>

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

To support student attendance, the College has an Attendance Policy that outlines the roles and responsibilities of the school staff, parents and students.

- Absences are shown 'live' each day via roll marking in SIMON,
- Parents of absent students are notified if communication has not been forthcoming,
- Unexplained or inadequately explained absences will result in communication with parents and student,
- A formal attendance meeting may be organized to resolve ongoing attendance trends and discuss

- how best to support future attendance and engagement,
- Student attendance and absence figures may appear on student academic reports,
- Aggregated student attendance data is reported to the Department of Education & Training.

## Senior Secondary Outcomes

Of the cohort of 32 Year 12 students, 27 were set to finalise their VCE in 2020; of which there was a 100% VCE pass rate. The remaining four students earned their Senior VCAL Certificate and one student was completing VCE over three years.

Of the 22 students who applied for University places through VTAC, 21 were awarded a university placement, with 11 receiving their first preference of university.

## Senior Secondary Completion and Achievement Information 2020

### School Programs:

Number of VCE 3-4 Units with enrolments 41

Number of VET certificates with enrolments 21

### Student Cohort:

Number of students:

Enrolled in a VCE 3-4 Unit 80

Enrolled in a VET Certificate 29

Enrolled in VCAL 11

Percentage applying for tertiary places 82

### Student Achievement:

Percentage of satisfactory VCE completions 100

Percentage of VET units of competency completed 79

Percentage of VCAL units completed 41

Median VCE study score 28

Percentage of study scores of 40 and over 4.2

All Year 12 students complete their VCE:

- Median ATAR was 62.5
- 3.8% of students achieved an ATAR score over 90
- 15.3% of student achieved an ATAR score over 80
- 23% of students achieved an ATAR score over 70
- 57% of students achieved an ATAR score over 60

We were very proud of all Year 12 students for their motivation, hard work and leadership provided within the school. The College also acknowledges our teaching staff who professionally guided and supported our students.





**Year 12 Graduating Class of 2020**

During 2020, 14 Senior Secondary students completed a Vocational Education Training course in the following areas:

<b>VET certificates</b>	
<b>Certificate III in:</b>	
Allied Health	1
Information, Digital Media & Technology	1
Make Up	1
Business	1
Early Childhood Education and Care	1
Educational Support	1
Laboratory Skills	1
<b>Certificate II in:</b>	
Electrotechnology	2
Engineering Studies	1
Furniture Making Pathways	1
Hospitality (Food & Beverage)	1
Dance	1
Equine Studies	1
Business	4

### **Post-Secondary School Tertiary Offers**

The following represents the post-school tertiary offers of our 2020 Year 12 student cohort. Our College is proud of the achievements of our students and wish them every blessing as they move into the next phase of their educational and vocational journey.

Post Secondary Course Choices	As a % of the 24 who applied for Tertiary courses either through VTAC or direct enrolments
Arts	9
Commerce/Accounting	5
Early Childhood Education	5
Engineering	9
Information Technology	5
Media	13
Nursing	5
Occupational Therapy	5
Physical Education Sport and Exercise Science	9
Psychology	13
Science/Biomedical Science	17
Veterinary Science	5



### Proportion of Year 9 Students Retained to Year 12

In 2017, Geelong Lutheran College Armstrong Creek had 40 students enrolled in Year 9, and of these, 26 graduated from Year 12 in 2020.

YEAR 9 – 12 STUDENT RETENTION RATE	Percentage
Years 9 to 12 student retention rate	65%

### Parent, Student and Teacher Satisfaction

At Geelong Lutheran College Armstrong Creek, the level of satisfaction is reported and gained through formal Satisfaction Surveys through the College Newsletter, Parent/Teacher Interviews, Parent Information Sessions, Parent Forums, the College Magazine, Assemblies, Staff Meetings, Annual Reviews and Student Leadership meetings.

Our school is committed to an ongoing improvement process.

The College community enjoys the wonderful support of our parents, guardians and caregivers which is reflected in the important partnership that exists between home and school.

The College regularly reports on events, programs and activities that have a positive impact on the wellbeing of all members of our community. We inform the community of events to build community spirit, recognise excellence and provide incentives for the future.

## Parent feedback



*'The GLC AC staff have done an exceptional job looking after their students. I am very grateful and appreciative for their wonderful work.'*

Parent feedback

*'Please pass onto all the teachers how grateful we are to have our son attend GLC. The parent teacher interviews went well. It was great to meet and talk to all of our son's teachers. Thank you to you all for all the wonderful organization and being there for Ben and giving such positive feedback.'*

## Finance, Facilities and Resources

The College continues to operate based on a sound financial position. Enrolment growth has been very pleasing in 2020. The College remains focussed on providing an affordable Christian education to the local community in the Armstrong Creek urban development area, the Surf Coast and wider Geelong communities.

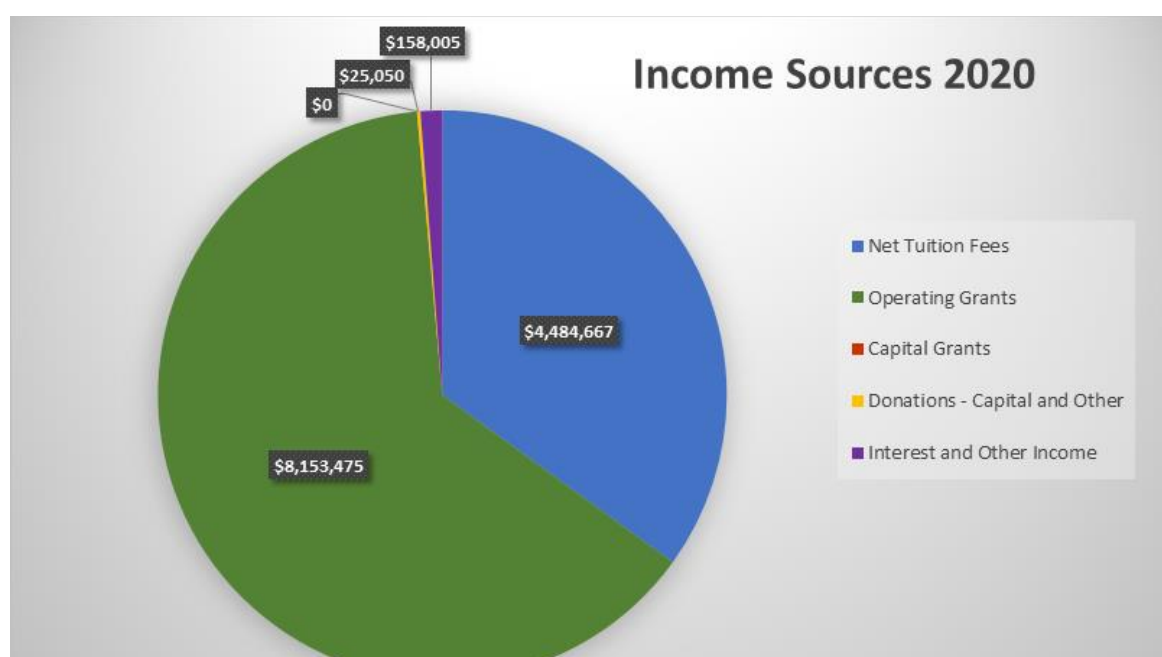
Below is a summary of the College's income sources for 2020 which are also provided to the appropriate Government bodies and published on our website and by the Victorian Registrations and Qualifications Authority as part of this report.

The College'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, 2020**

INCOME SOURCES	2020	
Net Tuition Fees	\$4,484,667	35.0%
Operating Grants	\$8,153,475	63.6%
Capital Grants	\$0	0.0%
Donations - Capital and Other	\$25,050	0.2%
Interest and Other Income	\$158,005	1.2%
	<b>\$12,821,197</b>	



## Governance

### Geelong Lutheran College Council

Chairman	Craig Tischler
Vice-Chairman	Jan Baker
Member	Gavan Cramer
Member	Christine Schulz
Member	Mark Gerhardy
Member	Hannah Hedt
Member	Matthew Luttrell
Head of College	Jill Lange-Mohr OAM
Business Manager	Paul Riddle
Pastor (College)	Rev David Spike
Pastor	Rev Milton Fritsch

Geelong Lutheran College Armstrong Creek is a school of the Lutheran Church of Australia Victorian District and, as such, are part of the mission and ministry of the Church to the wider community. The College is governed by the Geelong Lutheran College Council.

## COLLEGE DETAILS

### College Contact Information

Address	2-38 Burvilles Rd Armstrong Creek VIC 3217
Head of College	Jill Lange-Mohr OAM
Principal	Sue Ellis
College Council Chair	Craig Tischler
Business Manager	Paul Riddle
Telephone	(03) 5264 1038
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Web site	www.glc.vic.edu.au
Registered School Number	2056

