



ANNUAL *Report* 2021

ARMSTRONG CREEK



GEELONG
LUTHERAN
COLLEGE



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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 14th 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, guardians and care givers 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.



OUR *Vision*

Our vision is to be a leading, innovative, Christ-centered 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.

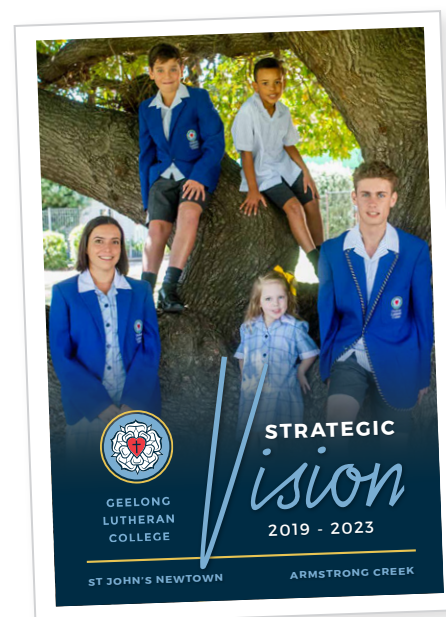
At Geelong Lutheran College Armstrong Creek, our three core values are:

- 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.

We recently developed a Profile of a Geelong Lutheran College Student which illustrates these values. See page 5.

Further details about the College can be found on our website at 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.



GEELONG
LUTHERAN
COLLEGE

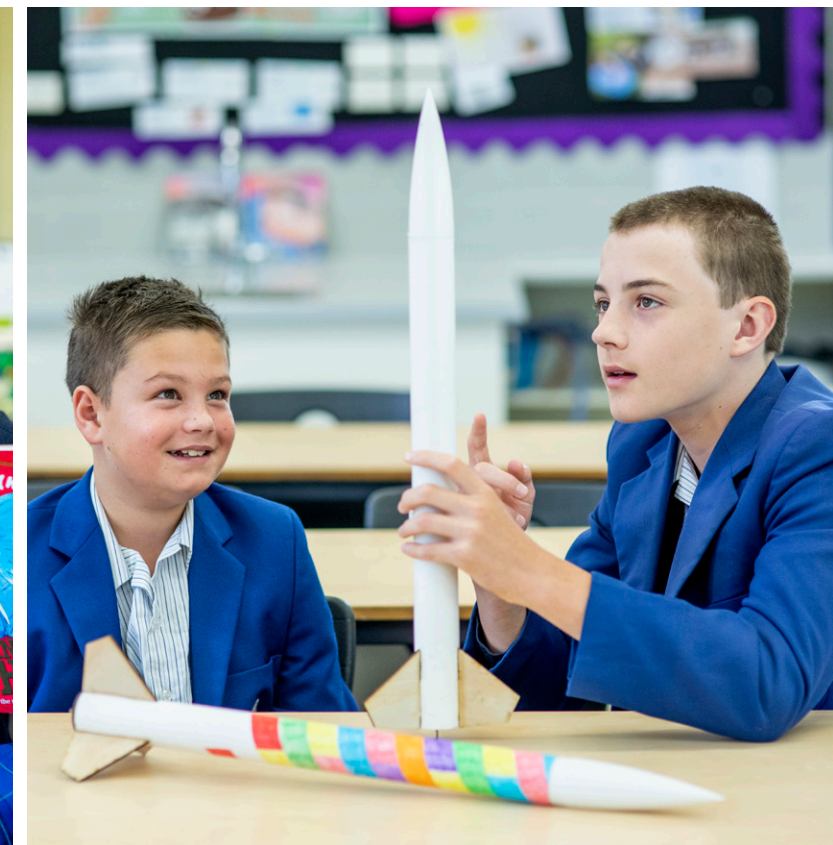
Profile of a Geelong Lutheran College Student

Develop students who extol, **Wisdom, Honour and Purpose**

The **Profile of a Geelong Lutheran College Student** is a framework which hones the opportunities for student growth from a holistic perspective, preparing each student for their post school career and life. Through this, we seek to be 'a **leading, innovative, Christ-centred learning community that inspires students to be caring, confident and creative citizens**'. (GLC Vision Statement)

The College Motto '**Christ is All**' (Colossians 3:11) reflects that, to the believer, life is a living, intimate, everlasting relationship with God Himself. Christ is the only way to that life in which the believer is committed to follow the way of Christ's love in all aspects of living, both on earth and in heaven.





MISSION & 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 Christian faith and religions through weekly Christian Studies lessons. This has been supported by the Lutheran Education Australia Christian Studies Curriculum Framework.

Weekly chapel service continues to be a focal point for our students, staff and parents. Led by various members of our leadership, the AC College Pastor David Spike, 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.

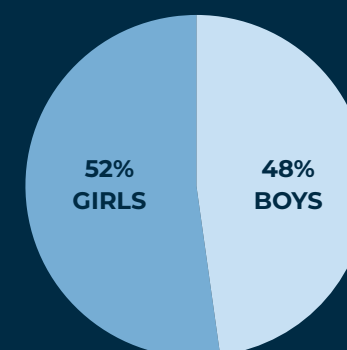
Staff continue to be enriched in their faith journey through the Equip program for Christian Studies teachers. Teachers of Christian Studies are required to complete this important program

which has been developed by Lutheran Education Australia in conjunction with the Church and schools.

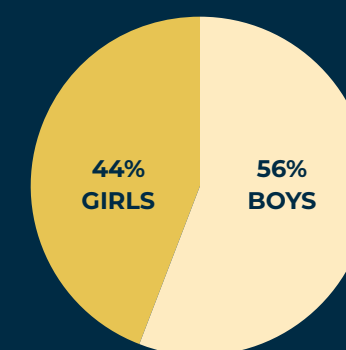
Serving our community continues to be a focal point throughout the College with activities spread across the year levels. We support a number of projects of the Australian Lutheran World Service, which is the overseas aid and development agency of the Lutheran Church of Australia.

OUR Students

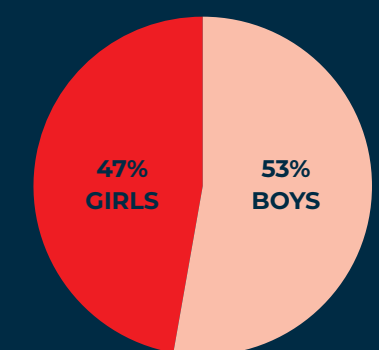
At the DET 2021 August census, our student population comprised **747 students** including **9 indigenous students**.



PRIMARY
Prep - Year 6
301 students



SECONDARY
Year 7 - Year 12
446 students



TOTAL CAMPUS
Prep - Year 12
747 students

SCHOOL Performance

TEACHER STANDARDS & QUALIFICATIONS

Geelong Lutheran College Armstrong Creek values the dedication and experience of its staff.

In 2021, GLC AC had a total of 101 staff with 58 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.

Qualifications	
Diploma	10
Grad Diploma	18
Bachelor	36
Masters	4

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.

Two of our staff accepted positions as VCAA assessors for the 2021 Unit 3 & 4 examinations.



WORKFORCE COMPOSITION

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

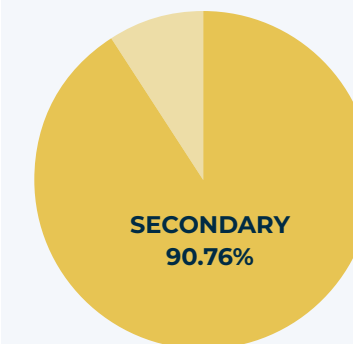
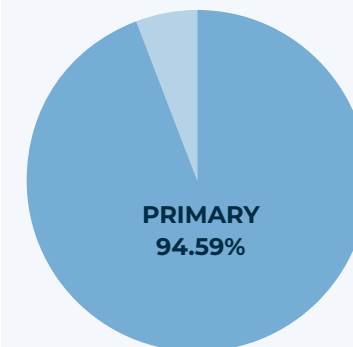
Workforce Composition	
Head of College	1
Principal	1
Head of Primary	1
Head of Secondary	1
Dean of Students	1
Primary Teachers	19
Secondary Teachers	39
Pastor	1
School Service Officers	37
TOTAL	101

STUDENT ATTENDANCE AT SCHOOL 2021

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 students,
- A formal attendance meeting may be organised 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.

GLC Armstrong Creek Students attended school % of time



Average student attendance rate by year level	
Prep	94.28 %
Year 1	94.44 %
Year 2	94.40 %
Year 3	95.95 %
Year 4	93.25 %
Year 5	94.44 %
Year 6	95.44 %
Year 7	93.55 %
Year 8	91.93 %
Year 9	89.90 %
Year 10	87.64 %
Year 11	87.73 %
Year 12	92.13 %
Overall average attendance	92.70 %

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

STUDENT OUTCOMES

Each year, all students in Years 3, 5, 7 & 9 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.

Year level	Number of students participating in NAPLAN
Year 3	34
Year 5	53
Year 7	96
Year 9	69

Percentage of Students Achieving at or Above the National Minimum Standards

Year level	Year 3	Year 5	Year 7	Year 9
Reading	100%	100%	100%	94%
Writing	100%	98%	97%	93%
Spelling	100%	98%	96%	97%
Grammar & Punctuation	100%	100%	99%	100%
Numeracy	100%	100%	99%	100%

SCHOOL Performance

SENIOR SECONDARY OUTCOMES

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.

Of the cohort of 53 Year 12 students, 46 were set to finalise their VCE in 2021; of which there was a 100% VCE pass rate. Of the remaining 7 students, 7 earned their Senior VCAL certificate.

Of the 39 students who applied for a University place through VTAC, 35 were awarded a university placement, with 17 receiving their first preference of university. 3 students applied for TAFE courses, with all 3 taking their places this year.

SENIOR SECONDARY COMPLETION AND ACHIEVEMENT INFORMATION, 2021

VCAA School number: 14930

VCAA School name: GEELONG LUTHERAN COLLEGE

Address locality: ARMSTRONG CREEK

School Programs	
Number of VCE 3-4 Units with enrolments	36
Number of VET certificates with enrolments	18

Student Cohort	
Number of students enrolled in a VCE 3-4 Unit	91
Number of students enrolled in a VET certificate	31
Number of students enrolled VCAL	16
Percentage applying for tertiary places	80

Student Achievement	
Percentage of satisfactory VCE completions	100
Number of students awarded the VCE (Baccalaureate)	1
Percentage of VET units of competency completed	*
Percentage of VCAL units completed	56
Median VCE study score	30
Percentage of study scores of 40 and over	6.2

** For schools with VET enrolments, the VET UoC completion data has been excluded as a consequence of the number of VET UoC results pending or awaiting amendment.*

All Year 12 students complete their VCE

Median ATAR was 66.55

students achieved an ATAR score over 90	12.5%
students achieved an ATAR score over 80	20%
students achieved an ATAR score over 70	40%
students achieved an ATAR score over 60	62.5%

During 2021, 14 Senior Secondary students completed a Vocational Education Training course in the following areas (some of the VCAL students completed II or III certificate courses):

Certificate III	No. of Students
Cert III in Early Childhood Education and Care	2
Cert III in Allied Health	3
Cert III in Educational Support	3
Certificate II	No. of Students
Cert II in Animal Studies	2
Cert II in Civil Construction	1
Cert II in Kitchen Operations	1
Cert II in Printing and Graphic Arts (General)	2
Cert II in Business	7

POST SECONDARY SCHOOL TERTIARY OFFERS

The following represents the post-school tertiary offers of our 2021 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.

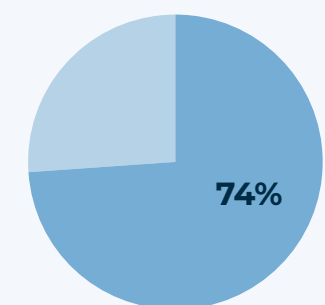
The figures below are as a % of the 38 who were offered Tertiary courses either through VTAC or direct enrolments.

Post Secondary Course Choices	
Commerce/Accounting/Business	28
Early Childhood Education	8
Engineering	6
Information Technology	6
Nursing/Paramedicine	10
Science/Biomedical Science	28
Occupational Therapy	2
International Development	2
Communication Design	2
Project Management	2
Arts	2
Psychology	2
Speech Pathology	2

PROPORTION OF YEAR 9 STUDENT RETAINED TO YEAR 12

In 2018, Geelong Lutheran College Armstrong Creek had 58 students enrolled in Year 9 and of these, 43 graduated from Year 12 in 2021.

Year 9-12 student retention rate



SCHOOL *Performance*

PARENT, STUDENT AND TEACHER SATISFACTION

Our school is committed to an ongoing improvement process.

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.

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

Just a quick note to say thank you to you and your colleagues for the Yr 12 care packages. They were such a lovely thought. Obviously you all spent a lot of time and effort creating the items and putting them together...and I'm not sure how much feedback you'll get from the students ha ha ... but for what it's worth, I thought that was such a nice thing to do for the students. I even photocopied the 'procrastination beaters' and stuck it up in front of my computer - as that's exactly where I was today - putting off starting something I really didn't want to do! Thanks again for your kind gesture to the students.

PARENT FEEDBACK

Please pass on for us how grateful we are to have our son attend GLC. Unfortunately, we couldn't live stream this morning's assembly but just watched it and it was amazing. Loved all the messages and beautiful words and performances by all. Also, the 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 our son and giving such positive feedback. Hope you all have a safe, wonderful Easter and will see you Term 2. Also, fantastic work by all the car park crew making it so easy for drop off and pick up.



FINANCE & Resources

The College continues to operate based on a sound financial position.

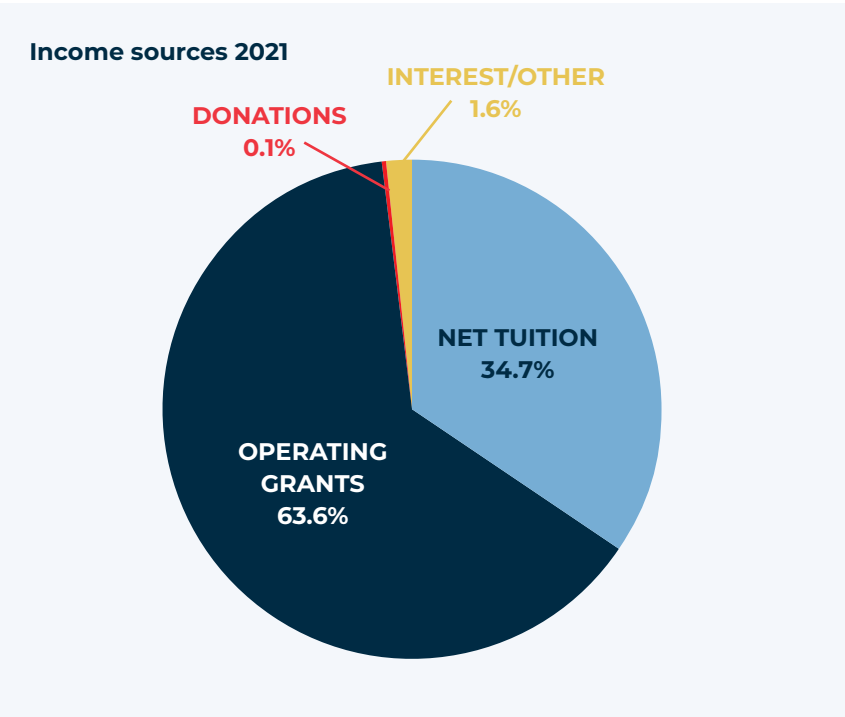
Enrolment growth has been very pleasing in 2021. The College remains focused on providing an affordable Christian education to the local community in the Armstrong Creek urban development area, the Surf Coast and wider Geelong communities.

Below is a summary of the College's income sources for 2021 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, 2021

INCOME SOURCES		2021
	Net Tuition Fees	\$5,311,066
	Operating Grants	\$9,747,531
	Capital Grants	\$0
	Donations - Capital and Other	\$21,200
	Interest and Other Income	\$242,612
TOTAL		\$15,322,409



GOVERNANCE

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.



Craig Tischler
College Council
Chair



Jan Baker
College Council
Deputy Chair



Gavan Cramer
College Council
Member



Mike Dillon
College Council
Member



Mark Gerhardy
College Council
Member



Matt Luttrell
College Council
Member



Christine Schulz
College Council
Member



Mathew Schurmann
College Council
Member



Milton Fritsch
St John's Lutheran
Parish Pastor
Consultant



David Spike
College Pastor
Consultant



Jill Lange-Mohr
Head of College
Consultant



Paul Riddle
Business Manager
Consultant

COLLEGE *Details*

ADDRESS

2-38 Burvilles Road, Armstrong Creek VIC 3217

HEAD OF COLLEGE

Jill Lange-Mohr OAM

PRINCIPAL

Sue Ellis

COLLEGE COUNCIL CHAIR

Craig Tischler

BUSINESS MANAGER

Paul Riddle

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FAX

(03) 5264 1734

WEBSITE

www.glc.vic.edu.au

REGISTERED SCHOOL NUMBER

2056

