



2014 Annual Report

NHILL LUTHERAN SCHOOL

School Number: 1754

Our Mission

To provide a quality education in a Christian environment



Lutheran Schools exist to provide Christian education to their students and pastoral support for all members of each school community.



Contents

	Page
Index	3
School Profile	3
1. Contextual Information about the School	3
2. Student Body – characteristics and enrolment	4
Teacher Standards	4
3. Staff Qualifications	4
4. Work Force Composition – including Indigenous Composition	5
Key Student Outcomes	5
5. Student Attendance	5
6. Management of non attendance	6
7. NAPLAN – Proportion of students meeting National Benchmarks	6
- Year 3 Results	6
- Year 5 Results	6
Opinion Surveys	6
8. Parent and Student Satisfaction	6
Post School Destinations	7
Financial Income Summary	8

INDEX

As part of our funding agreement with the Australian Government, we are required to ensure that specific "School Performance Information" is made publicly available to the school community. This information has been provided to the school community throughout the year in other forms such as newsletters and on the school's website.

What follows is a collated version of this information under the headings specified by the Australian Government. The information relates to the 2014 school year and expands on the information provided on the Commonwealth Government's "My School" website.

School Profile

1. Contextual Information about the School

Nhill Lutheran School is a school of the Lutheran Church of Australia and offers a comprehensive education to children from Foundation to Year 6. The ministry and mission of the school is to provide a quality education in a Christian environment. The school provides a positive and safe learning environment where students develop self-discipline and respect for others, and prepare for responsible living and service in society. Students are encouraged to recognise their God given gifts and develop a feeling of self-worth through a well developed Christian Studies and worship program.

Nhill Lutheran School values the individual child and their particular learning style through a multiage structure. This structure enables our students to move across the age barrier and encourages differentiated learning. A strong focus is on developing a love of learning and the skills needed for lifelong learning. Core values include love, justice compassion, forgiveness, service, humility, courage, hope, quality and appreciation.

Well-resourced, up to date learning facilities support the provision of a curriculum strongly based on Literacy and Numeracy skills. The curriculum areas all align with the requirements of AusVELS and a varied program of learning is offered. A House system provides opportunities for student leadership and sporting activities which is enhanced by the Health and Physical Education program. A camping and excursion program develops relational and independent learning skills. The school offers an Arts program which includes a music program and both visual and performing arts. The school also offers support programs such as Rainbow Reading.

2. Characteristics of the Student Body

The student population was 49 students at the Census in August of 2014.

At Census in 2014 - the composition of the student population was 39 % female and 61% male.

Students with special needs have Individual Learning Plans to help focus learning on their specific needs.

Teacher Standards and Qualifications

3. Staff Qualifications

Qualification	Number
Diploma	0
Bachelor Degree	5
Post graduate certificate or diploma	1
Master's Degree	1

The above table provides a summary of the qualifications of teachers. All teachers hold tertiary qualifications. All Nhill Lutheran School teachers are appropriately qualified and hold registration with the Victorian Institute of Teaching.

In 2014 there were 4 FTE teaching staff .9 FTE office staff employed for a total workforce of 7 people. There were 0 Indigenous employees. There was 1 FTE teacher on long service leave.

At the conclusion of the 2014 school year the workforce composition at Nhill Lutheran School consisted of:

- 1.0 Principal
- 4.0 Primary School Teachers
- 0.9 Administration Staff
- 1.0 Cleaning Staff

All members of staff are annually trained in First Aid (including Anaphylaxis and CPR), Mandatory Reporting, OH&S requirements and the Lutheran Church of Australia's Valuing Safe Communities Policies and Procedures.

Teaching staff retention in 2014 was 63%. 2014 saw a change of principal as Mr Grant Fiedler moved to another school and was replaced by Mrs Tara Pritchard.

4. Workforce Composition, including Indigenous composition

In 2014 there were 7 employees of the school which consisted of:

- 1 Principal
- 5 Teaching staff (including leadership)
- 1 Front Office Secretary
- 1 School Cleaner

There were no Indigenous employees.

Key Student Outcomes

5. Student Attendance

The average number of days absent per student during the 2014 School year was 10.9 days. Absences from school include sickness, medical appointments and holidays taken outside of school holidays. Absences from school are required to be explained in writing. Absences for additional holidays within the school term are discouraged, however, the School does recognize that on special occasions this is unavoidable.

The following graph show average student absences per Year level during 2014:

Year Level	Average Absences per student	% Attendance
Prep	14	92.5%
Year 1	14.8	92.3%
Year 2	8.6	95.5%
Year 3	6.6	94.2%
Year 4	7.25	96.2%
Year 5	16	91.6%
Year 6	8.9	95.3%
School	10.8	93.9%

6. Management of Non Attendance

The school has a School Attendance Policy which outlines how student absenteeism is recorded. Each time a student is absent from school the teacher records that the child is absent using a code which explains the reason for the child's absence. The policy states that the Principal is notified if any child demonstrates a pattern of absenteeism. The Principal is then responsible for following up the concerns of absenteeism with the child's parent/s.

7. NAPLAN Testing Report 2014 - Years 3 & 5

Each year, students in Years 3 and 5 are required to sit 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. Nhill Lutheran School encourages all students in Years 3 and 5 to participate. The table below shows the percentage of students at or above national benchmarks in NAPLAN 2014.

Domain	Year 3	Year 5
Reading	100%	100%
Writing	100%	100%
Spelling	100%	100%
Grammar and Punctuation	100%	100%
Numeracy	100%	100%

Opinion Surveys

8. Parent and Student Satisfaction

Surveys of our school community are important and valued.

Positive and supportive relationships with all students, staff and parents are highly valued and encouraged. Through the use of a variety of tools such as diaries, parent – teacher meetings, IT applications and e-portfolios, communication is given a high priority and developed throughout

the school community. Students are represented by student leaders who provide feedback regularly to school staff.

In 2014 a selection of parents and students participated in a school survey.

Parent Perceptions

Parents indicated that they appreciate the teaching and learning program and high level of student engagement. They also commented on the calm and friendly atmosphere which reflected the excellent student behavior throughout the school.

Student Experience: The survey indicated that students appreciated the student leadership program in the school, the outdoor learning areas, the music and sports programs, the excellent camps and good behavior of students.

Staff:

All staff regularly meet with the principal to formulate professional learning plans and reflect on their practice. This also allows staff to indicate particular learning needs and areas needing growth.

Post School Destinations

At the end of 2014, 10 Year 6 students went to Nhill College for Year 7 and 2 went to Holy Trinity Lutheran School Horsham.

STATEMENT OF INCOME

FINANCIAL PERFORMANCE

Income sources - 2014

Net Tuition Fees	\$ 66,339	8.48%
Operating Grants	\$ 684,184	87.44%
Capital Grants	\$ 0	0.00%
Donations - Capital & Other	\$ 13,080	1.67%
Interest & other Income	\$ 18,832	2.41%
Interest from Related Entities	\$ -	0.00%
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	\$ 782,435	100.00%