



GEELONG LUTHERAN
COLLEGE

Armstrong Creek Campus

Annual Report



2019

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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 10th 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. The students of our College 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 and inner needs of others and to injustices 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.



At the commencement of the year, the College commenced 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 Census in August 2019, the school population of 600 students comprised:

Year	Total Students	% Boys	% Girls
P-6	281	24%	23%
7-12	319	30%	21%
Total	600	54%	46%



At the 2019 DET Census in August, 11 indigenous students were enrolled at the College.

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. In 2019, 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 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 College with activities spread across the year levels. A highlight for us in 2019 was the annual cultural experience tour to Vanuatu in July. Attended by 11 students, the outcomes and experience of this trip was transformational for those who participated.



SCHOOL PERFORMANCE

Teacher Standards & Qualifications

Geelong Lutheran College Armstrong Creek values the dedication and experience of its staff. In 2019, GLC AC had a total of 81 staff with 52 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.

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

Qualifications	
Masters	6
Honours	3
Bachelor	31
Diploma	2
Graduate Diploma	10
Total Teachers	52



Workforce Composition

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

Staffing

1	Head of College
1	Campus Principal
19	Primary Teachers
33	Secondary Teachers
1	Pastor
1	Pastoral Care
25	School Service Officers
81	Total



Student Attendance at School

Primary: GLC Armstrong Creek Primary students attend school 91.86% of the time.

Secondary: GLC Armstrong Creek Secondary students attend school 89.57% of the time.

AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL	%
Prep	92.78
Year 1	92.13
Year 2	89.72
Year 3	92.49
Year 4	92.08
Year 5	91.38
Year 6	92.51
Year 7	92.20
Year 8	90.13
Year 9	83.93
Year 10	91.60
Year 11	90.19
Year 12	88.48
Overall average attendance	90.74

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 36 Year 12 students, 33 attempted VCE and all gained their VCE certificate, securing a 100% VCE pass rate. The remaining three students earned their Senior VCAL certificate. Of the 32 students who applied for University places, 30 were awarded a university placement, with 63% receiving their first preference of university.

All Year 12 students completed their VCE.

- 12.9% of students achieved an ATAR score over 80
- 29% of students achieved an ATAR score over 70
- 77% of students achieved an ATAR score over 50

VCE

VCE Median Study Score	28
VCE Completion Rate	100%
VCE median ATAR	59.7
Satisfactory Unit Completions Unit 3	100%
Satisfactory Unit Completions Unit 4	100%

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 2019

During 2019, 15 Senior Secondary students completed a Vocational Education Training course in the following areas:

VET certificates	
Certificate III in:	
Allied Health	1
Information, Digital Media & Technology	1
Make Up	1
Music Industry (Performance)	1
Photography	6
Sport and Recreation	1
Certificate II in:	
Animal Studies	2
Equine Studies	1
Salon Assistance	1

Post-Secondary School Tertiary Offers

The following represents the post-school tertiary offers of our 2019 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 30 who applied for a Tertiary course either through VTAC or direct enrolment
Arts	20%
Business	3.4%
Commerce/Accounting	6.6%
Criminal Justice	3.4%
Legal Practice (TAFE)	3.4%
Media	10%
Nursing	6.6%
Physical Education, Sport & Exercise Science	20%
Psychology	13.3%
Science/Biomedical Science	13.3%

Proportion of Year 9 Students Retained to Year 12

In 2016, Geelong Lutheran College Armstrong Creek had 49 students enrolled in Year 9, and of these, 28 graduated from Year 12 in 2019.

YEAR 9 – 12 STUDENT RETENTION RATE	%
Years 9 to 12 student retention rate	57.14%

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. It is important to note the following number of students at each year level that took part over the last five years and the potential

impact this has on results:

Number of students participating in NAPLAN at Years 3, 5, 7, & 9

Year level	Number of students participating
3	37
5	40
7	65
9	49

Percentage of Students Achieving at or Above the National Minimum Standards

	Year 3	Year 5	Year 7	Year 9
Reading	100	100	100	100
Writing	100	100	100	98
Spelling	100	97	100	98
Grammar & Punctuation	100	97	100	98
Numeracy	97	100	100	100

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.



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

'My daughter started at Geelong Lutheran College in Year 7 and we have been absolutely blown away by the positive experiences we have had. The attentive and caring communication with all her teachers throughout the years has been incredible. The nurturing environment provided for students

has completely transformed my daughter's self-confidence and attitude towards school. She's thrived in this environment in ways we've never seen before. I have no doubt the life skills she is learning will have positive impacts for the rest of her life. Lastly the friendships she has made at the College are nothing short of beautiful. I am very grateful for Geelong Lutheran College's commitment to cultivating inclusive, supportive and positive relationships with both students and teachers alike.' Parent feedback

Finance, Facilities and Resources

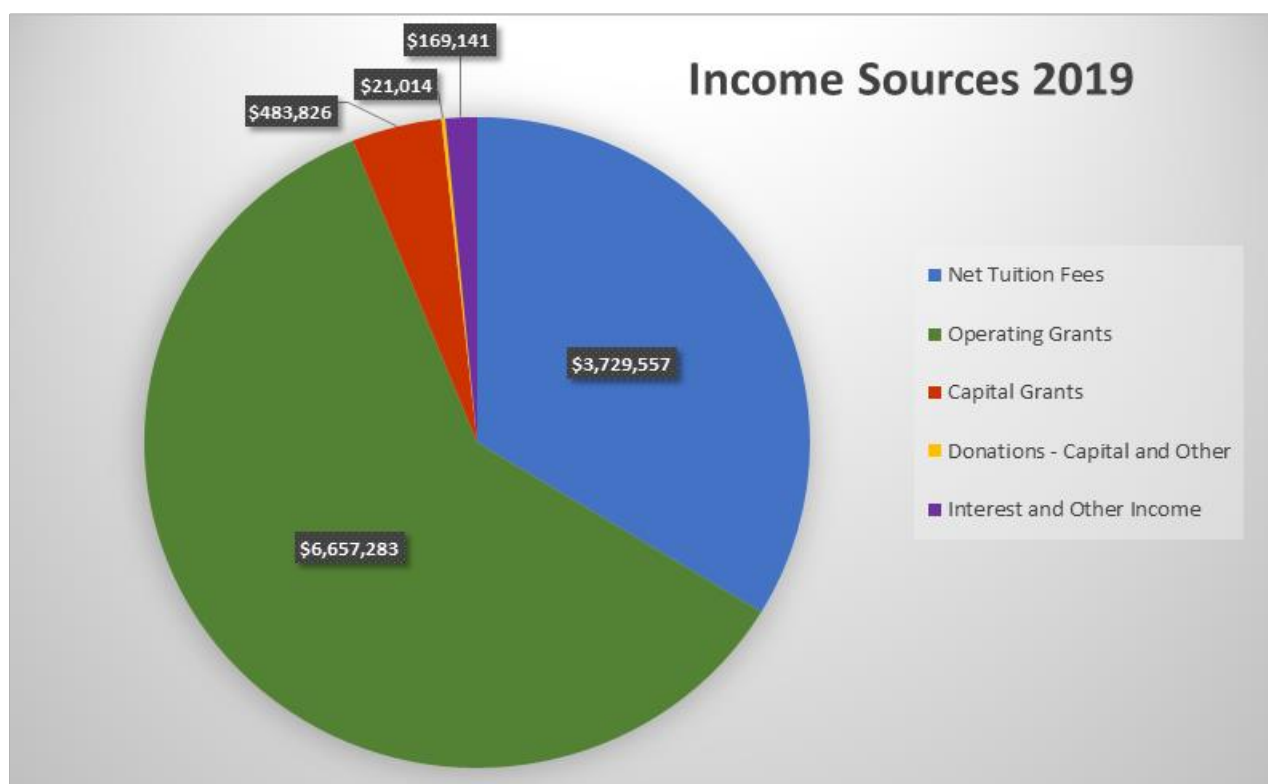
The College continues to operate based on a sound financial position. Enrolment growth has been pleasing in 2019. The College remains focussed on providing an affordable Christian education to the local community in the Armstrong Creek urban development area, the Surf Coast and wider Geelong communities.

Below is a summary of the College's income sources for 2019 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, 2019

INCOME SOURCES	2019	
	\$	%
Net Tuition Fees	3,729,557	33.7%
Operating Grants	6,657,283	60.2%
Capital Grants	483,826	4.4%
Donations - Capital and Other	21,014	0.2%
Interest and Other Income	169,141	1.5%
	\$11,060,821	



Governance

Geelong Lutheran College Council

Chairman	Andrew Eichler
Vice-Chairman	Craig Tischler
Member	Jan Baker
Member	Christine Schulz
Member	Mark Gerhardy
Member	Hannah Hedt
St John's Rep	Matthew Luttrell
Head of College	Jill Lange-Mohr
Business Manager	Andrew Dowd
Pastor (College)	Rev David Spike
Pastor	Rev Milton Fritsch

Geelong Lutheran College Armstrong Creek and Geelong Lutheran College St John's Newtown are schools 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
Acting Campus Principal	Rainer Mayer
College Council Chair	Andrew Eichler
Business Manager	Andrew Dowd
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Web site	www.glc.vic.edu.au
Registered School Number	2056

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