



GEELONG  
LUTHERAN  
COLLEGE



ANNUAL  
*Report*  
2023



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# COLLEGE *Profile*

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**At the beginning of 2023, Geelong Lutheran College St John's Newtown (GLC St John's Newtown) and Armstrong Creek (GLC Armstrong Creek) officially became incorporated, creating one College with two campuses.**

Dedicated to providing quality, holistic education for all students, we celebrate our long history and eagerly plan for a rich future.

Geelong Lutheran College 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 provide 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 Lutheran Parish established St John's Lutheran School, now known as Geelong Lutheran College St John's Newtown, in 1962 to provide a



Prep to Year 6 quality education for the people of the greater Geelong region in a Christian environment. St John's Lutheran Kindergarten was established in 1963. Set within the urban precinct of central Geelong, GLC St John's Newtown has an excellent, well-established reputation within the community.

Established in 2009, GLC Armstrong Creek is a Prep to Year 12 school offering a welcoming, lively and nurturing environment with a focus on providing a quality, Christian education. It is situated in the rapidly expanding growth corridor of Armstrong Creek that leads towards Torquay and the Surf Coast area.

The ministry and mission of the College provides the framework for 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 a vital component, 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.

Education is a learning journey in which we acknowledge parents, guardians and caregivers as primary educators and feel privileged to join in partnership with them through their child's education. We celebrate the diversity and giftedness of all within our community.

As a candidate school of the International Baccalaureate Primary Years Program, there is a focus on the development of conceptual learning within a global context. This encourages living in community and reflecting characteristics of God through our core values of wisdom, honour and purpose.

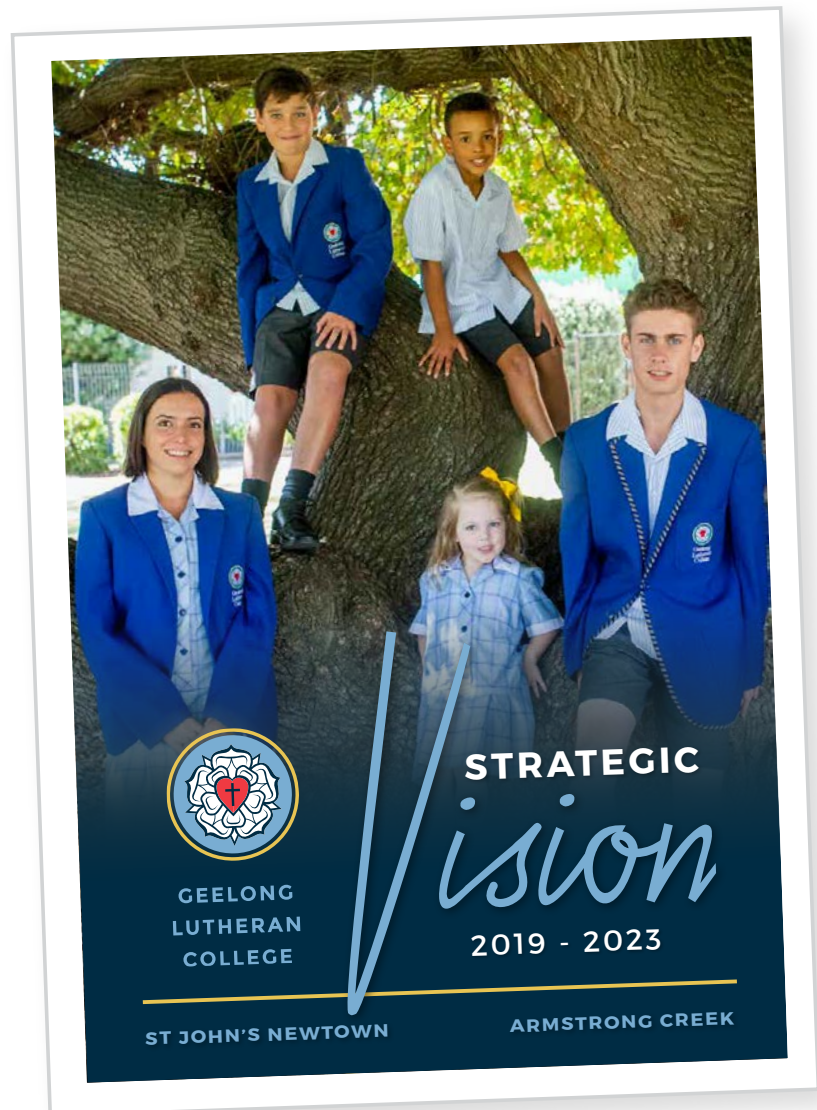
# OUR *Vision*

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

Our three core values and the measurable attributes are:

- **WISDOM – Discernment, Resilience and Curiosity**
- **HONOUR – Courage, Integrity and Respect**
- **PURPOSE – Compassion, Service and Responsibility**

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, students and community. It outlines what we aspire to achieve through 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.



Each of our students are gifted in numerous ways. Along with a focus on academic excellence, we believe that a holistic approach to education is delivered through experiences which enhances students' social and emotional development, physical and mental wellbeing and opportunities to engage in a strong faith based pastoral care program.

**GLC ST John's Newtown Prep - Year 6**  
**St John's Lutheran Kindergarten 3 & 4 Year old**  
**GLC Armstrong Creek Prep - Year 12**



## MISSION & *Ministry*

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### **Christian education is woven into every aspect of life at the College. We are proud of our distinctly Lutheran identity.**

Central to the mission and ministry of Geelong Lutheran College is the teaching and learning of Christian Studies. Students from Prep through to Year 12 develop their understandings of Christian faith through weekly Christian

Studies lessons, devotions and Chapel. The Lutheran Education Australia (LEA) Christian Studies Curriculum Framework provides the framework for Christian Studies and is presented through an inquiry process.

Our weekly chapel services continues to be a focal point for our students, staff and parents. Led by various members of our leadership, classes or Chaplain, chapel provides an opportunity for each member of the community to develop their

faith. This is supported by staff devotion, morning devotions in classes and opening and closing services during the year.

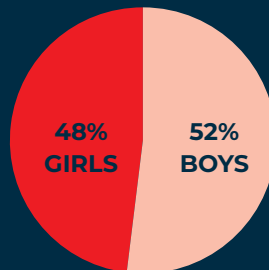
Staff continue to be enriched in their faith journey through the Equip program for Christian Studies teachers. Teachers of Christian Studies are required to complete this important accreditation which has been developed by Lutheran Education Australia in conjunction with the Church and schools.



# OUR Students

## GLC ST JOHN'S NEWTOWN CAMPUS

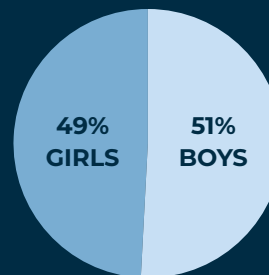
At the DET 2023 August census, our student population at the St John's Newtown campus comprised **295 students**, including **1 indigenous student**.



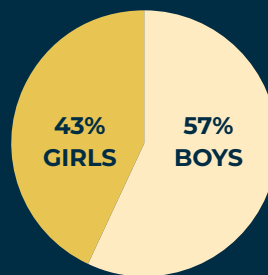
**TOTAL SJ CAMPUS**  
Prep - Year 6  
295 students

## GLC ARMSTRONG CREEK CAMPUS

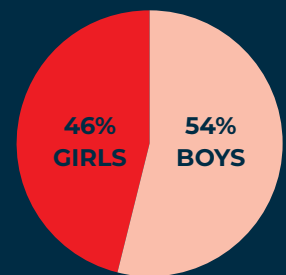
At the DET 2023 August census, our student population at the Armstrong Creek campus comprised **893 students**, including **3 indigenous students**.



**PRIMARY**  
Prep - Year 6  
344 students



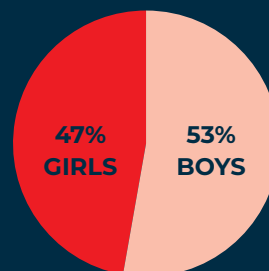
**SECONDARY**  
Year 7 - Year 12  
549 students



**TOTAL AC CAMPUS**  
Prep - Year 12  
893 students

## GLC STUDENT TOTALS

At the DET 2023 August census, our total student population across the College comprised **1,188 students**, including **4 indigenous students**.



**TOTAL GLC STUDENTS**  
Prep - Year 12  
SJ & AC  
1,188 students

# COLLEGE *Performance*

## TEACHER STANDARDS & QUALIFICATIONS

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

In 2023, GLC had a total of 159 staff with 101 of these actively involved in the work of teaching. Staff are trained to support student learning.

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

All teachers 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 2023 Unit 3 & 4 examinations.

GLC Staff Qualifications	
Diploma	4
Grad Diploma	17
Post Grad Diploma	6
Bachelor	65
Masters	11

## WORKFORCE COMPOSITION

The workforce composition at Geelong Lutheran College consists of:

GLC workforce	
Head of College	1
Principal	1
Head of Primary	2
Assistant Head of Primary	2
Director of Teaching & Learning (Primary)	1
Head of Secondary	1
Director of Teaching & Learning (Secondary)	1
Dean of Students	3
Primary Teachers	40
Secondary Teachers	51
Chaplain	1
School Officers	51
Wellbeing Coordinator	2
<b>TOTAL</b>	<b>159</b>

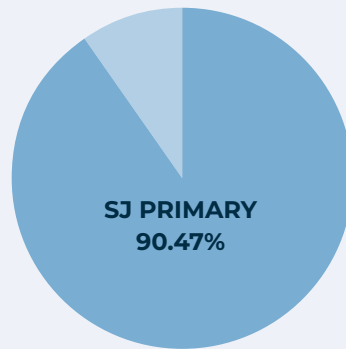


## STUDENT ATTENDANCE AT GLC 2023

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.

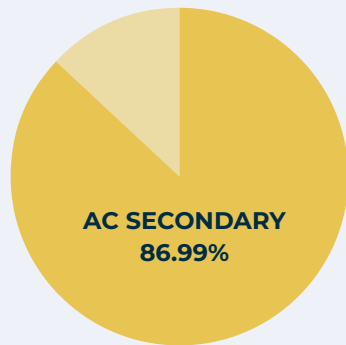
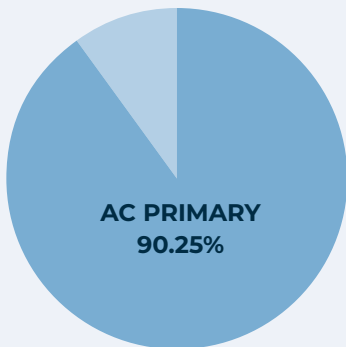
SJ Students attended school % of time



SJ average student attendance rate by year level

Prep	90.85%
Year 1	90.68%
Year 2	91.06%
Year 3	90.32%
Year 4	92.12%
Year 5	88.97%
Year 6	89.28%
<b>Overall average attendance</b>	<b>90.47%</b>

AC Students attended school % of time



AC average student attendance rate by year level

Prep	89.74%
Year 1	89.96%
Year 2	91.64%
Year 3	92.28%
Year 4	88.62%
Year 5	90.28%
Year 6	89.24%
Year 7	89.38%
Year 8	89.36%
Year 9	88.11%
Year 10	85.61%
Year 11	84.26%
Year 12	85.25%
<b>Overall average attendance</b>	<b>88.62 %</b>

# COLLEGE *Performance*

## STUDENT OUTCOMES NAPLAN (National Assessment program)

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.

## Number of students participating in NAPLAN

Campus	Year level	Number of students
SJ	Year 3	45
	Year 5	47
AC	Year 3	40
	Year 5	47
	Year 7	118
	Year 9	96

## Percentage of Students Achieving at or Above the National Minimum Standards for NAPLAN

Campus	SJ		AC			
	Year 3	Year 5	Year 3	Year 5	Year 7	Year 9
Reading	100%	91.5%	94%	100%	95%	96%
Writing	96%	98%	98%	98%	95%	96%
Spelling	98%	96%	92%	96%	94%	94%
Grammar & Punctuation	98%	90%	94%	100%	93%	94%
Numeracy	98%	98%	94%	100%	95%	80%

Above National average

Above both State and National average

### Scale scores for PRIMARY students achieving at or above the National Minimum Standards for NAPLAN

Campus	SJ						AC					
Year level	Year 3			Year 5			Year 3			Year 5		
Average	GLC	State	National	GLC	State	National	GLC	State	National	GLC	State	National
Reading	448	416	405	505	507	496	400	416	405	519	507	496
Writing	427	424	416	503	498	483	418	424	416	523	498	483
Spelling	422	410	404	497	494	489	397	410	404	509	494	489
Grammar & Punctuation	429	419	411	489	503	497	405	419	411	508	503	497
Numeracy	437	418	407	501	494	488	418	418	407	514	494	488

Campus	SJ						AC					
Year level	Year 3			Year 5			Year 3			Year 5		
Year	2023	2022	2021	2023	2022	2021	2023	2022	2021	2023	2022	2021
Reading	448	480	471	505	532	527	400	422	461	519	528	540
Writing	427	438	449	503	510	491	418	431	441	523	503	502
Spelling	422	432	437	497	535	505	397	405	457	509	510	529
Grammar & Punctuation	429	475	446	489	525	515	405	421	457	508	513	527
Numeracy	437	428	437	501	502	496	418	395	417	514	498	509

### Scale scores for SECONDARY students achieving at or above the National Minimum Standards for NAPLAN

Campus	AC						AC					
Year level	Year 7			Year 9			Year 7			Year 9		
Average	GLC	State	National	GLC	State	National	2023	2022	2021	2023	2022	2021
Reading	553	545	536	584	572	564	553	555	560	584	607	581
Writing	559	547	534	581	579	567	559	551	524	581	588	549
Spelling	547	541	539	572	570	568	547	542	557	572	590	592
Grammar & Punctuation	542	543	539	555	564	557	542	543	542	555	602	596
Numeracy	541	544	538	565	574	568	541	547	553	565	588	580

# COLLEGE *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 64 Year 12 students, 56 were set to finalise their VCE in 2023; of which there was a 100% VCE pass rate. Of the remaining 8 students, 8 earned their Senior VCAL certificate.

Of the 39 students who applied for a University place through VTAC, 33 were awarded a university placement, with 17 receiving their first preference of university.

## SENIOR SECONDARY COMPLETION AND ACHIEVEMENT INFORMATION, 2023

**VCAA School number:** 14930

**VCAA School name:** GEELONG LUTHERAN COLLEGE

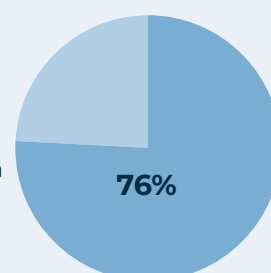
**Address locality:** ARMSTRONG CREEK

School Programs	
Number of VCE 3-4 Units with enrolments	43
Number of VET certificates with enrolments	22
Student Cohort	
Number of students enrolled in a VCE 3-4 Unit	96
Number of students enrolled in VET certificate	32
Percentage applying for tertiary places	56%
Student Achievements	
Percentage of satisfactory VCE completions	100%
Number of students awarded the VCE (Baccalaureate)	-
Percentage of VET units of competency completed	88
Number of students awarded the VCE Vocational Major	6
Number of students awarded the VPC	-
Median VCE study score	28
Percentage of study scores of 40 and over	5.5

## PROPORTION OF YEAR 9 STUDENT RETAINED TO YEAR 12

In 2020, GLC Armstrong Creek had 74 students enrolled in Year 9 and of these, 56 graduated from Year 12 in 2023.

Year 9-12  
student  
retention  
rate



<b>All Year 12 students completed their VCE</b>	
<b>Highest ATAR was 98.25</b>	
<b>Median ATAR was 61.1</b>	
students achieved an ATAR score over 90	3%
students achieved an ATAR score over 80	21.2%
students achieved an ATAR score over 70	51.5%
students achieved an ATAR score over 60	78.7%

During 2023, 15 Senior Secondary students completed a Vocational Education Training course in the following areas. SBAT indicates that the VET certificate was undertaken within a School Based Apprenticeship/Traineeship – generally as part of the VCAL program.

<b>Certificate IV</b>	<b>No. of Students</b>
Cert IV in Fitness	1
<b>Certificate III</b>	<b>No. of Students</b>
Cert III in Allied Health	2
Cert III in Community Services	2
Cert III in Sports Coaching	2
Cert III in Music	1
Cert III in Hospitality	1
Cert III in Early Childhood Education and Care	2
<b>Certificate II</b>	<b>No. of Students</b>
Cert II in Agriculture	1
Cert II in Health Studies	1
Cert II in Dance	1
Cert II in Engineering Studies	1

## POST SECONDARY SCHOOL TERTIARY OFFERS

The following represents the post-school tertiary offers of our 2023 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

<b>Universities &amp; TAFEs students were accepted to:</b>	
Deakin University	12
Victoria University	3
RMIT	4
Monash	1
Federation University	1
Deakin College	4
ACU	4
The University of Melbourne	2
Latrobe University	2
<b>Fields of study</b>	
Nursing	2
Physiology	3
Biomedicine	1
Science	8
Business/Commerce	2
Creative Arts	1
Exercise & Sports Science	2
Law	1
Design	1
Arts	1
Engineering	3
Education	3
Fashion Enterprise	1
Agriculture	1
Speech Pathology	1
Health Science	2

# COLLEGE *Performance*

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## PARENT, STUDENT AND TEACHER SATISFACTION

**Our College is committed to an ongoing improvement process.**

At each campus, the level of satisfaction is reported and gained through various formal and informal processes including: Surveys, Parent/Teacher Interviews, Parent Information Sessions, Parent Forums, the College Year Book, 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.

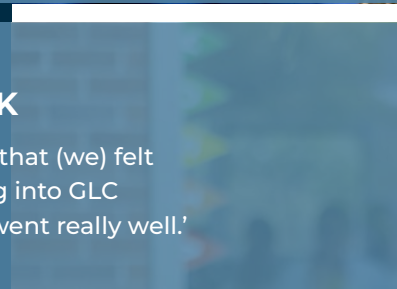
The College regularly reports on events, programs and activities that have a positive impact on the wellbeing of all members of our community. We inform the community of events to build community spirit, recognise excellence and provide incentives for the future.

### PROVIDER FEEDBACK

'Your students are always very polite and well behaved, I wish I knew about GLC when my children were school age.'

### PARENT FEEDBACK

'I wanted to let you know that (we) felt really comfortable coming into GLC yesterday, and (day one) went really well!'







# FINANCE & Resources

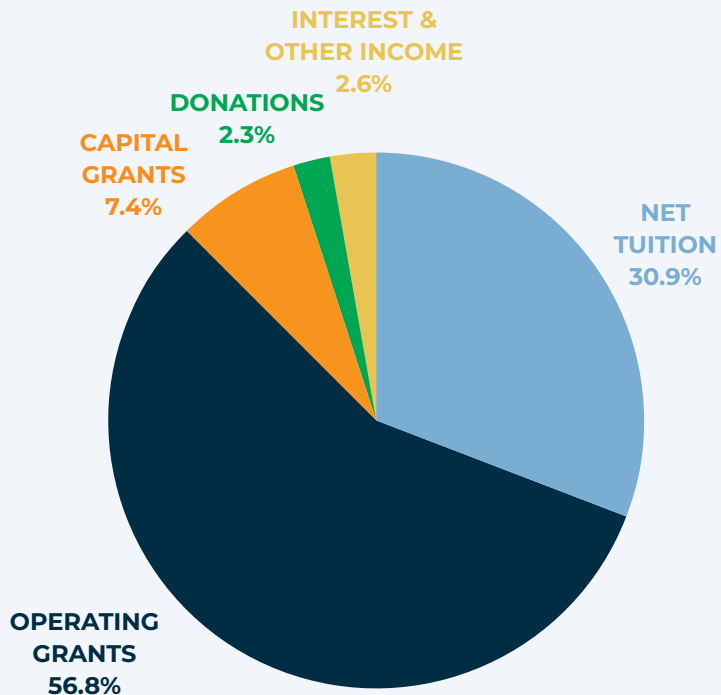
## GLC St John's Newtown and Armstrong Creek continue to operate based on a sound financial position.

Enrolment growth has been very pleasing in 2023. GLC St John's Newtown and Armstrong Creek remain focused on providing an affordable Christian education to the local community in the Geelong, the Surf Coast and wider Geelong communities. Below is a summary of GLC St John's Newtown and Armstrong Creek's income sources for 2023, which is 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. GLC St John's Newtown and Armstrong Creek'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, 2023

INCOME SOURCES		2023
Net Tuition Fees		\$8,508,244
Operating Grants		\$15,630,646
Capital Grants		\$2,017,782
Donations - Capital and Other		\$639,877
Interest and Other Income		\$719,684
<b>TOTAL</b>		<b>\$27,516,233</b>

### INCOME SOURCES 2023



# GOVERNANCE

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**Geelong Lutheran College is part 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 Board of Directors.**

(Top left to right): Mark Gerhardy, Cavan Cramer, Christine Schulz, Mike Dillon, Paul Riddle, Jan Baker, Vicki Gollasch, Dr Craig Tischler (Chairperson), Jill Lange-Mohr OAM. (Absent): Mat Schurmann





# COLLEGE *Details*

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GEELONG  
LUTHERAN  
COLLEGE

## ST JOHN'S NEWTOWN CAMPUS

**Address** 33 Aberdeen Street, Newtown VIC 3220

**Phone** (03) 5221 5221

**Email** [sjreception@glc.vic.edu.au](mailto:sjreception@glc.vic.edu.au)

## ARMSTONG CREEK CAMPUS

**Address** 2-38 Burvilles Road, Armstrong Creek VIC 3217

**Phone** (03) 5264 1038

**Email** [acreception@glc.vic.edu.au](mailto:acreception@glc.vic.edu.au)

## FAX

(03) 5264 1734

## WEBSITE

[www.glc.vic.edu.au](http://www.glc.vic.edu.au)

## COLLEGE BOARD CHAIR

Dr Craig Tischler

## EXECUTIVE PRINCIPAL

Sue Ellis

## BUSINESS MANAGER

Paul Riddle

## REGISTERED SCHOOL NUMBER

2056