



2017 Annual Report

Preface

As Christadelphian Heritage College Melbourne (CHCM) is a registered non-government school it undertakes to fulfill all requirements and responsibilities expected by governing authorities. One of these mandatory requirements is for CHCM to publicly disclose by way of an annual report, the educational and financial performance measures of the school.

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Distribution of Annual Report

- Victorian Registration and Qualifications Authority
- Via email to School Association
- Posted on College website – www.heritage.vic.edu.au
- Copies available from College Office (and advertised through College newsletter)

Area 1: A Message from key school bodies

Principal's Report

Walking through the classrooms and yard at Heritage College is a blessed experience. You witness the life and energy of the College and see the strong sense of belonging shared by our students, as they grow in the grace and knowledge of the Lord Jesus Christ. Our students collaborate in and out of the classroom and care strongly for each other and their teachers. We thank our God for every blessing in 2017.

At the end of the year we once again said farewell to our Year 6 students. We thank them, and their families, for the impact they have made on Heritage College. As the College enters its ninth year in 2018, we reflect with thankfulness upon another wonderful 12 months.

2017 saw the College community work together to renovate our sporting facilities and we now have a wonderful new basketball and tennis court which our students enjoy each day. Our sporting program expanded to include interschool sports in Cross Country, Athletics and Basketball. The College celebrated success winning the Cross Country Champion Handicap Winner in the Bayswater District School Sports Association. The Heritage College 2017 Production was a huge hit. The Snow Queen, performed at The Basin Theatre, was accomplished through the dedication of students, staff, parents and volunteers. In Bible Study our students explored the books of the Old Testament and each week shared their learning with their peers at Assembly.

We thank all our staff for their commitment to the College. We were grateful to Alan West, Renee Payton and Kristina Vanan for their dedicated teaching service. We especially thank Renee and Alan for their immense contribution to Heritage College in recent years and as they finished at the end of 2017 we thank God for them and their work. We offer thanks to Fiona Brewer, Jen Wallace, Kim Morrison, Jacqui Heron, Baruch Gilfillan, Sue Harrington, Matthew Caudery and to all our casual relief staff for their contributions to the College last year.

Our parents and volunteers have continued to offer an abundance of support. The time, talents and resources that so many freely offer to the College are invaluable and greatly appreciated. The ways in which our parents and volunteers support the College is incredibly diverse. We convey our thanks to all our helpers and seek your continued support.

We thank all of the College Board for their dedication and support. We particularly thank Andrew Wallace for his contribution to the College and his service as Board Chairman. 2017 saw the College complete Phase 1 of a Master Plan Project which lays the groundwork for a permanent location for the College, this provides our community with an exciting vision for the years ahead.

I would like to thank the wider Christadelphian Community for their ongoing support of the College. My sixth and final year as Principal, and eighth year at Heritage College, has been filled with many blessings. I would like to thank the school community for all their support during my time at the College. On behalf of all our staff and students, I would like to thank everyone for the prayers that have been offered for Heritage College. To God be the glory and we pray for His continued oversight.

*Jonathan Fry
Principal*

College Board Report

We praise and thank our Heavenly Father for his guidance throughout 2017, the eighth year of operation at Heritage College Melbourne.

The Board would like to express sincere thanks to our Principal Jon Fry, who has continued to work tirelessly in leading the College throughout the year. It is with sadness that we will say goodbye to Jon at the end of term two in 2018 when he returns to the UK. The Fry family will be greatly missed and we wish them God's blessing in their travels. As the College's second and longest serving Principal, Jon has been instrumental in guiding the College through the next level of growth and development. He has continued to strive for excellence in the delivery of educational programs for our students.

We look forward to the commencement of Ross Melles as Principal in term three of 2018. Ross brings a wealth of education experience and a bundle of energy and enthusiasm. We look forward to the support of the College community to welcome him into his new role.

The Principal has acknowledged the contribution of many individuals to the running of the College. The Board also extends sincere gratitude to all teaching staff, support staff and volunteers for their dedicated service. Your time and effort are critical in providing such a fabulous environment for our children's education.

Over the last twelve months the Board has continued the focus on Strategic Planning. The Master Plan Committee has completed Phase One of the Master Plan as we work towards establishment of a permanent site for the College. The Marketing Committee has embarked on a series of ecclesial engagement sessions being held at each ecclesia in Melbourne. The Board is most appreciative of the current support for the College across the Christadelphian Community and is seeking to grow that support further.

Following the Annual General Meeting in May 2017, the members of the Board were Andrew Wallace (Chairman), Dan Yearsley (Deputy Chairman), Leah Wigg (Secretary), Mark Charles (Treasurer), Robyn Pitt, Margaret Tawale and Anthony Johnson. At this year's Annual General Meeting we say farewell to Andrew Wallace and Leah Wigg who were both unavailable for re-nomination. On behalf of the whole school community we sincerely thank them both for their incredible commitment and service to the College. We thank Leah for her considerable contribution to HR and the Secretary role.

I wish especially to express our utmost thanks to Andrew Wallace for dedicating a significant portion of his life to the success of the College. He has worked tirelessly for over ten years, being an integral part in early discussions when the College was but a dream, through to helping make it a reality. He has been school resident, security guard, caretaker, bus driver, involved in buildings and grounds development, HR and governance, the College's longest serving board member and also serving as Chairman for the last few years. Andrew has made a valued contribution across most facets of the College and we sincerely thank him.

While no nominations were forthcoming in the recent nomination period, the Board is making good progress towards filling the vacant positions and will make an announcement regarding the appointment of the new Chairman and Secretary shortly.

Once again, a huge thank you to all of you who work so hard to make our Heritage College what it is today; a beautiful and safe environment where our children learn and are nurtured in the ways of God. We pray for his continued guidance over the future of the College.

*Dan Yearsley
Deputy Chairman
College Board*

Parents & Friends Association Report

The Parents and Friends meetings have seen an improved attendance this year and we had one of our most successful meetings to date in Term 2 with guest speaker Sharon Witt presenting on Raising Resilient Children and Teens. This backs up last year's excellent Term 2 night around Steve Biddulph's presentation on The Secret of Happy Children. I thank Jon for setting up both of those initiatives.

It is intended to continue along these lines at future Term 2 events to encourage attendance from parents, the wider Christadelphian community and the local community.

We thank our parents and friends for their continued support and significant volunteer time committed to the College. The fair in November 2017 was another success generating \$16,700 and an increased attendance from the local community. The fair is beginning to gain traction in the neighbourhood and planning for 2018 has begun.

This year sees a change in season with staff changes and while we look forward to welcoming Ross next term it is sad to see Jon and the girls leaving. I'd like to thank Jon on behalf of the Parents and Friends for the hard work and wonderful spirit he has given our school. His leadership has seen the school mature and has established a solid foundation for the future.

*Cam Crispin
Chairman
Parents & Friends Association*

College Captains' Report

In 2017 the highlights for the students at Heritage College were:

- The Snow Queen production
- Our new basketball court
- The Waterslide!
- Year 5/6 Big Day Out to Funfields
- Book Week
- Interschool Athletics
- Hoop Time Interschool Basketball
- Animal Aid fundraiser
- Outdoor Ed. Sleepover
- A visit from Author/Illustrator Richard Galbraith
- Making Tie Dye T-Shirts
- St. John's Ambulance Incursion

*Ella Morrison & Samuel Kennard
2018 College Captains*

Area 2: Contextual information and characteristics of the student body

An Introduction to Christadelphian Heritage College Melbourne

Christadelphian Heritage College Melbourne is an independent, co-educational, Christian school comprising Prep through Year 6. The college was established in 2010 through the initiative and cooperation of families from the Melbourne Christadelphian Community. This was in response to the success of the Heritage Colleges in Adelaide, Lake Macquarie (NSW), Sydney and Perth. In its first year Christadelphian Heritage College Melbourne started with 20 students total from Prep through Year 6.

In 2017 the College had 47 students enrolled from Prep to Year 6. This total comprised 18 girls and 29 boys. 92% of the students came from families who were members of the Christadelphian community. We acknowledge the significant contribution to the College of those families who are not part of the Melbourne Christadelphian community.

We commenced 2018 with 45 students enrolled across three composite classes.

Area 3: Student outcomes in national assessments

Literacy and Numeracy Assessments in Years 3 and 5

In 2017, three Year 3 and five Year 5 students participated in the National Assessment Program Literacy and Numeracy (NAPLAN).

Due to the small numbers of NAPLAN participants at CHCM each year, caution should be used when drawing conclusions from data. It cannot be concluded with statistical certainty that students performed at a higher or lower level than Australian students on average.

Outlined below is the average CHCM student achievement compared to the average achievement of students in Australia over the last three years.

Year 3	<i>2017</i>	<i>2016</i>	<i>2015</i>
Reading	Below Reporting Threshold*	Similar to	Above
Writing		Similar to	Below
Spelling		Below	Below
Language Conventions		Above	Above
Numeracy		Similar to	Similar to

Year 5	<i>2017</i>	<i>2016</i>	<i>2015</i>
Reading	Above	Above	Above
Writing	Above	Above	Similar to
Spelling	Similar to	Above	Similar to
Language Conventions	Similar to	Above	Substantially above
Numeracy	Below	Similar to	BRP*

**The number of students sitting this assessment was below the number required to report results on the My School webpage.*

For information on NAPLAN results, please visit <http://www.myschool.edu.au>

Area 4: Professional learning and teacher standards

Teacher standards

<i>Category</i>	<i>Number of Teachers</i>
Teachers who have teaching qualifications from a higher education institution within Australia or as recognised within the National Office of Overseas Skills Recognition (AEI-NOOSR) guidelines and who are registered with the Victorian Institute of Teachers (VIT)	4

Professional learning

Throughout 2017, CHCM staff, volunteers and Board Members undertook the following external professional development activities, many through Independent Schools Victoria (ISV). Each participant was available to present relevant information at subsequent meetings and/or through other collegiate conversations:

<i>Description of professional learning activity</i>	<i>Number participating</i>
Provide First Aid (Incl. CPR, Asthma & Anaphylaxis)	6
Mandatory Reporting Training (Department of Education)	5
Understanding Autism Spectrum Disorder	2
Supporting Students with Autism Spectrum Disorder	1
Introducing Pathological Demand Avoidance Disorder	4
Little Learners Love Literacy Program	1
Teachers Working Effectively with Integration Aides	1
Heritage College Teachers Conference (NSW, 4 days)	4
Network for Early Educators in the Boronia Area	2
Ripple Kindness Project	1
Transition: A Positive Start to School (Dept. of Education)	1
How to Learn Math For Teachers	2
Middle Years Language Consultancy Program (ISV)	1
Financial Management and Governance Workshop (VRQA)	2
Reportable Conduct Scheme Information Session (ISV)	1
Funding Briefing for Independent Schools (ISV)	1
Innovative Learning Spaces (University of Melbourne)	1
Heritage Colleges' Principal & Board Chairman Conference	2

Area 5: Workforce composition

<i>Full Time</i>	<i>Male</i>	<i>% of total</i>	<i>Female</i>	<i>% of total</i>	<i>Combined % of total</i>
Primary Teaching	2	40	2	40	80
Administration	0	0	1	20	20

The College also employed a part time Finance Officer, three part time learning support officers, a cleaner and maintenance officer. The College relied on volunteers to operate the student bus service incorporating one bus route starting in Heathmont. We are also extremely thankful to the many volunteers who assisted the school in many different areas. In 2017 there were no indigenous staff working at the College.

Area 6: Student attendance and management of non-attendance

Attendance Rate

Based on data submitted to the Department of Education from Terms 1-3 in 2017, student attendance was 91% on average and this is similar to the attendance rate in previous years. The student attendance average over the past 2 years is 91%.

Attendance Rate by Year Group

Prep	92%
Year 1	94%
Year 2	89%
Year 3	95%
Year 4	94%
Year 5	93%
Year 6	93%

Based on Semester 1, 2017

For information on student attendance, please visit <http://www.myschool.edu.au>

Management of Non-attendance

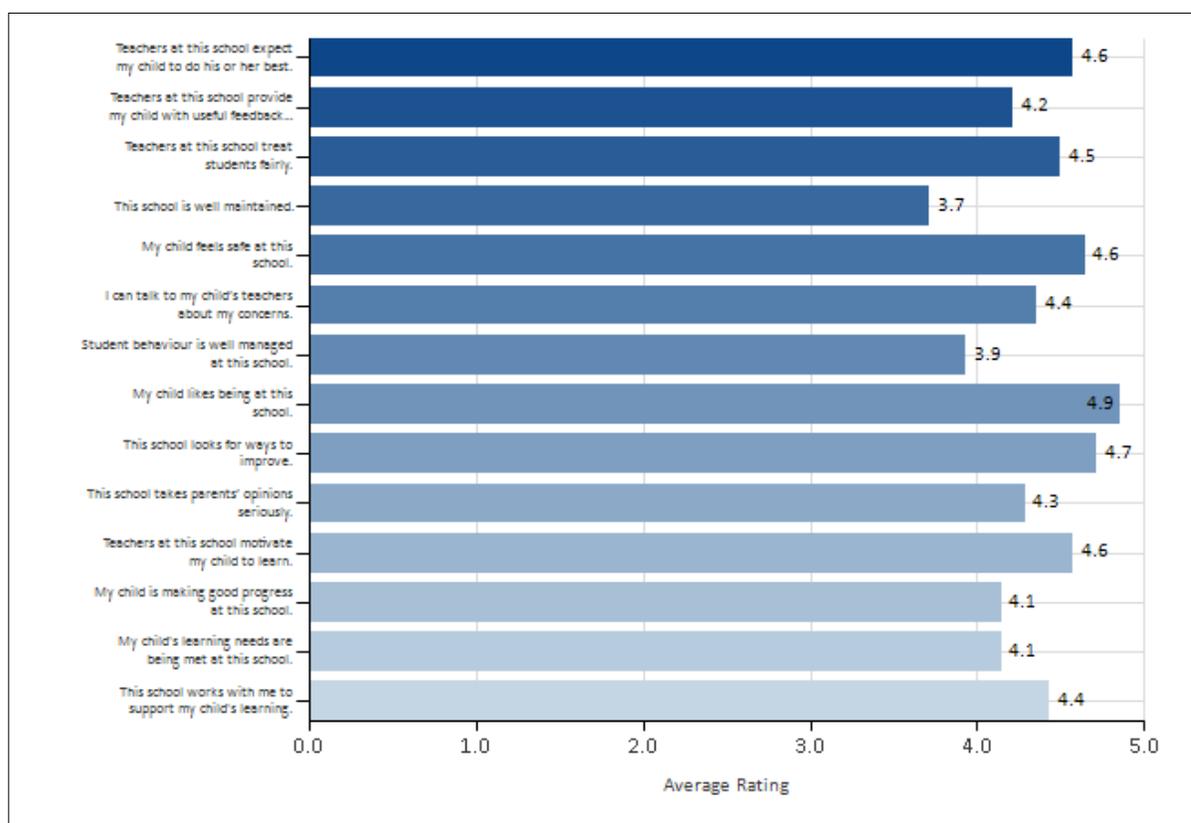
Heritage College traditionally has a relatively low rate of absence, with non-attendance of students mainly due to illness or holidays. For absences of extended periods such as chronic illnesses students are supported and encouraged to continue as far as possible with the academic work covered by their class during their period of absence.

Area 7: Parent, student and teacher satisfaction

Parent satisfaction

So as to ascertain an accurate and current grasp of levels of community satisfaction the Principal and Board of Governors co-ordinated a survey of our parents in 2017.

The survey was completed by 14 respondents online (representing 54% of the College community) and covered the following areas:



Rating	Score
Strongly agree	5
Agree	4
Neither agree nor disagree	3
Disagree	2
Strongly disagree	1
N/A	Null

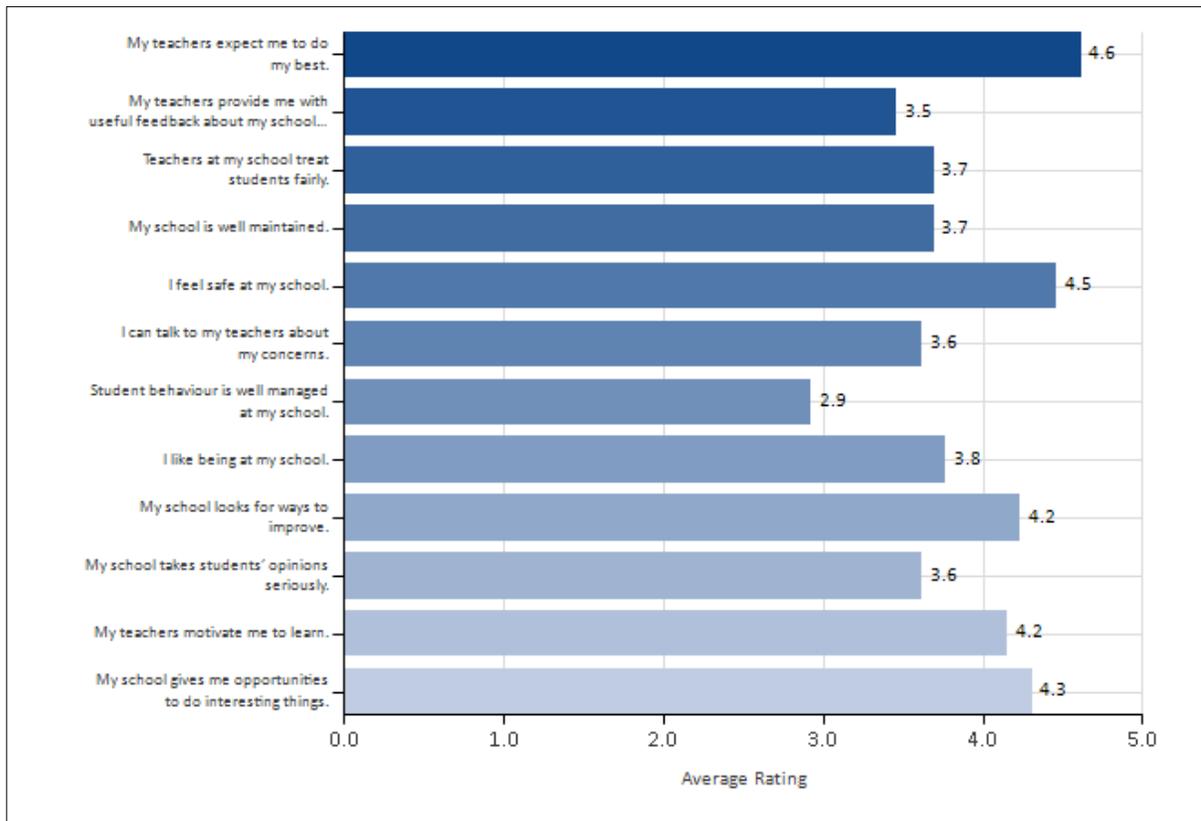
Overall, those who responded indicated satisfaction in most areas. Areas for improvement were noted from this survey and will be implemented during 2018, including:

- Introduction of an Individual Needs Assessment & Support Framework
- Positive Behaviour Management Policy & Procedure reviewed by teaching staff
- Increased no. of Working Bees and volunteer engagement in maintenance and grounds keeping

Student satisfaction

To ascertain an accurate and current grasp of levels of student satisfaction the College co-ordinated a survey of our Year 5 – 6 students in 2017.

The survey was completed by 13 respondents online (representing 28% of the College student community) and covered the following areas:



Rating	Score
Strongly agree	5
Agree	4
Neither agree nor disagree	3
Disagree	2
Strongly disagree	1
N/A	Null

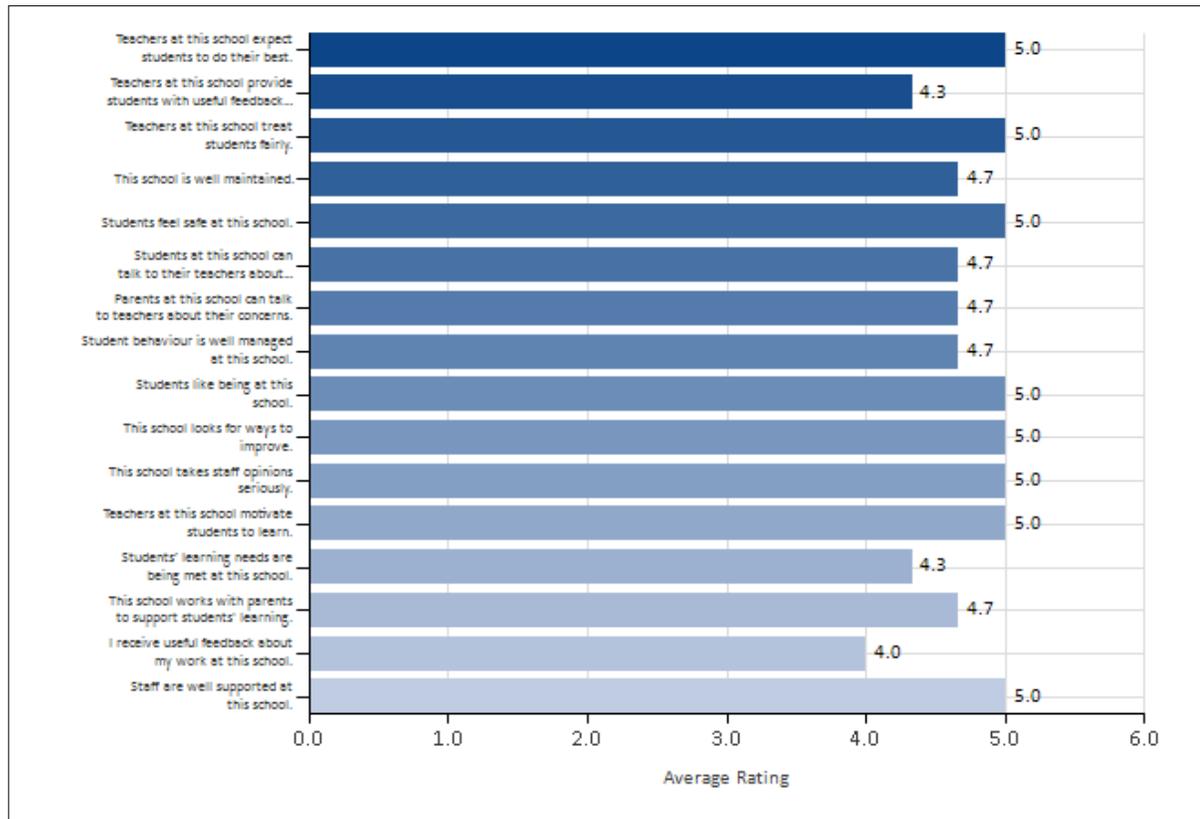
Areas for improvement were noted from this survey and will be implemented during 2018, including:

- Positive Behaviour Management Policy and Procedure reviewed by teaching staff
- Providing professional development opportunities to assist staff in providing feedback to students
- Student Council engagement relating to student survey and key areas for improvement

Teacher satisfaction

So as to ascertain an accurate and current grasp of levels of teacher satisfaction the Principal and Board of Governors co-ordinated a survey of our teachers in 2017.

The survey was completed by 3 respondents online and covered the following areas:

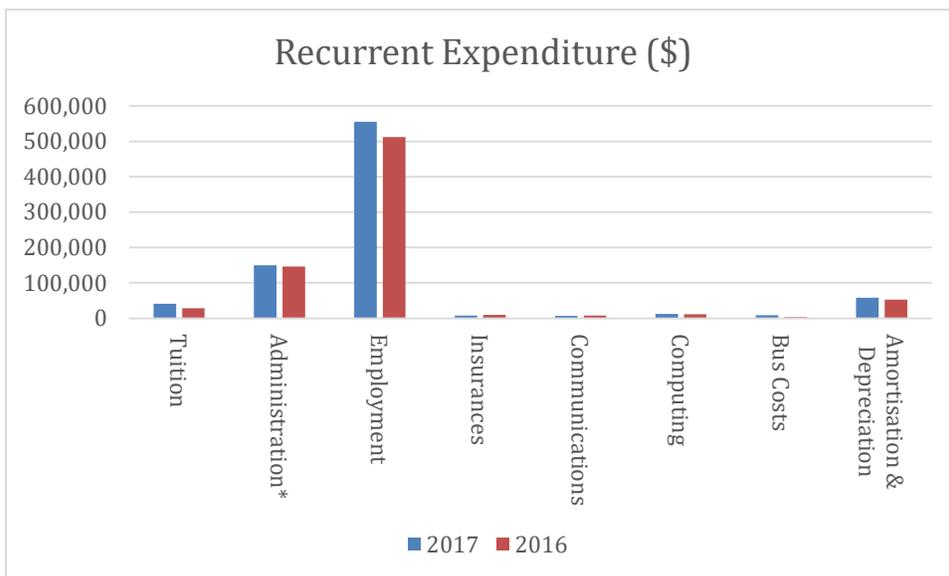
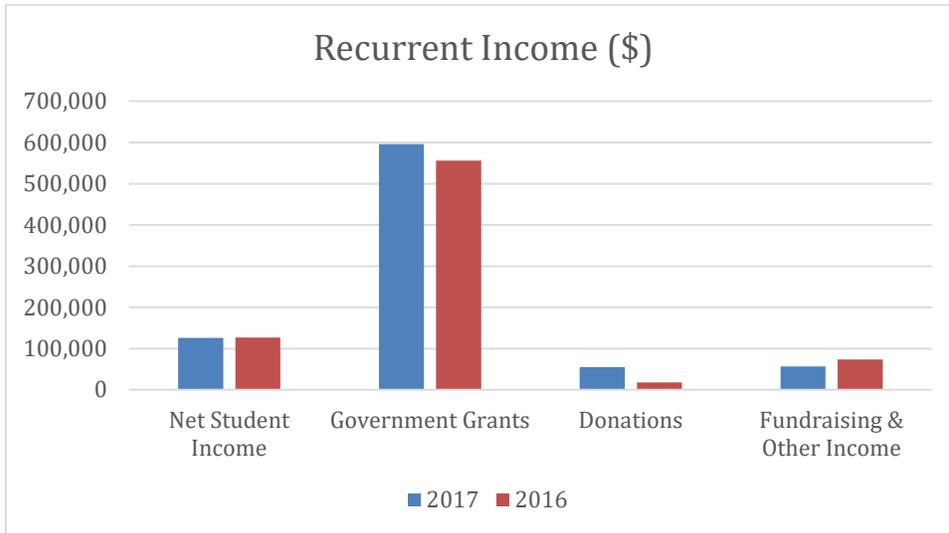


Rating	Score
Strongly agree	5
Agree	4
Neither agree nor disagree	3
Disagree	2
Strongly disagree	1
N/A	Null

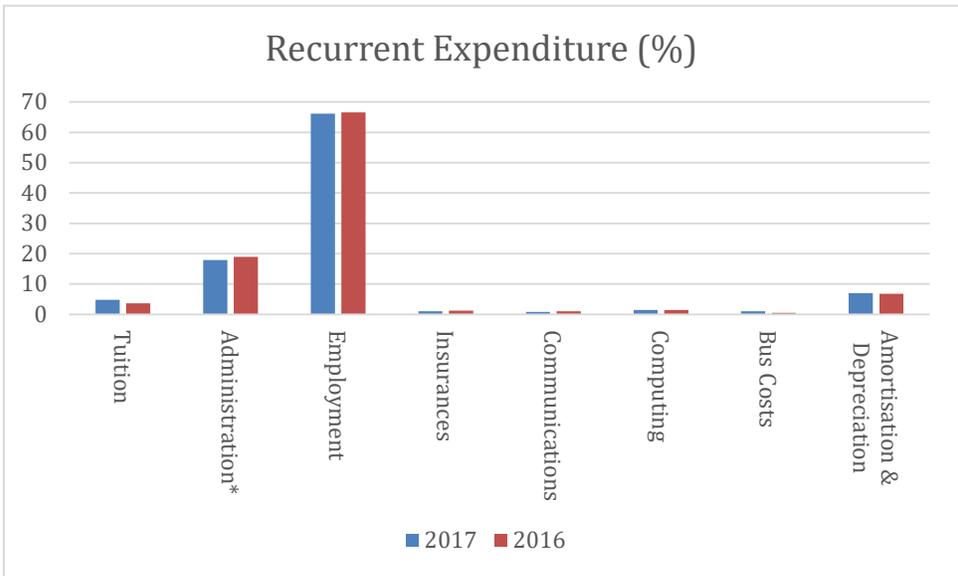
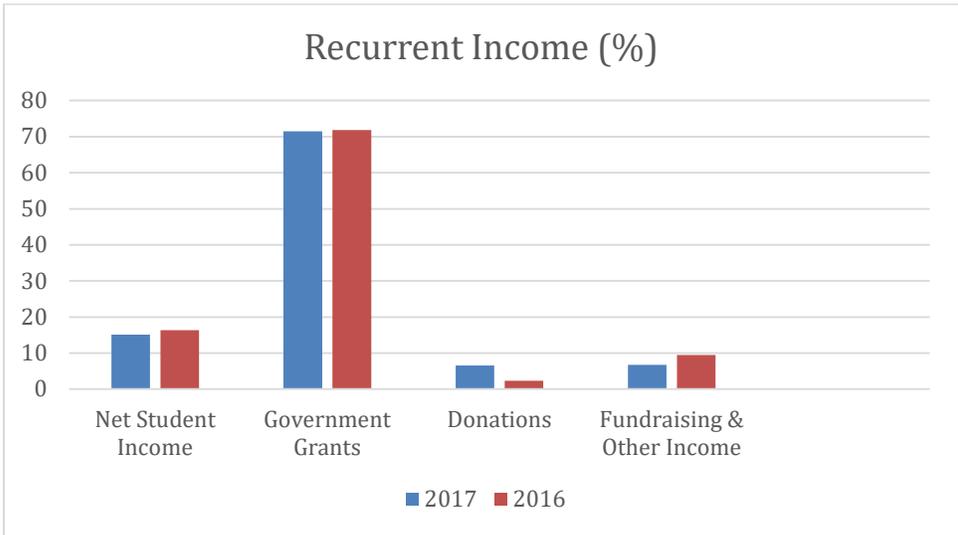
Overall, the responses indicated a high level of satisfaction in most areas. Areas for improvement were noted from this survey and will be implemented during 2018, including:

- Collegiate coaching and consultation session in Terms 2 and 3.
- Support in completing and implementing the College's new Individual Needs Assessment Framework
- Professional development materials to assist in providing effective feedback to students

Area 8: Summary financial information



*Administration includes property, maintenance and utility costs



*Administration includes property, maintenance and utility costs