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LEAD Reports are available if members wish to have a closer look at the extensive results. We will be completing these Surveys again in 2014
Principal’s Report

PRINCIPAL’S REPORT May 2014

We are forever mindful of God’s provision and care for us both personally as well as corporately at Olivet Christian College. His constant love, forgiveness and enabling power is always present and we do appreciate and certainly could not live without His Spirit being at work in each of our lives. One of our passages for memory this term has been Ephesians 3, which speaks of the power at work within us that is able to do far above all we can ask or think. Praise the Lord for His never-ending and sustaining power!

God’s purposes for Christian Education here at Olivet continue to bring blessing and challenge to us as a staff. We take seriously the challenge to “encourage, equip and to empower” all students in their learning as they grow in confidence and readiness to be leaders in the community in the area in which God calls them. Day by day staff sees the needs of many families as they negotiate the pressures and the temptations relating to young people in a world of technology, focused largely on materialism and sexual gratification. It is a full-time task for families who desire to steer their families away from these idols to grow in the knowledge of God and to live to serve Him.

I firmly believe that what we as a Board and Staff offer to the families and the students here at Olivet is a unique and comprehensive Christian Education which belies our smallness. Each day we have an opportunity to feed truth and wholeness into each student’s life, and so it is an eternal purpose that we have collectively been given.

Regular and earnest intercessory prayer is required for us to continue as a College to bring God’s message of hope and purpose to a world which lacks both.

STAFF

The Annual Report includes the results of school effectiveness surveys completed by parents, staff and students as part of the LEAD Surveys (Listen Evaluate Act Deliver) administered from Independent Schools Victoria and the results confirm that in most areas we are performing well against the standards.

Thank you to our untiring Staff for their commitment and passion for the ministry of teaching young people. We farewelled three valued members of Staff at the end of last year. Kylie and Adrian Steel moved to London, and Hugh Price has been called to other areas of ministry. We welcomed Jemima Box to the Staff this year to begin her teaching career and although it is a steep learning curve, she has settled very well into the role so far.

We have a very strong sense of unity on the staff who work well together and who enjoy being together. It is always challenging to be in ministry but God equips us daily for the task. Where would we all be without His sustaining power?
STUDENTS AND FAMILIES

Olivet is indeed a place of action, where all students have the opportunity to put their whole heart into learning and to learn to love Him and serve Him with their lives. This is the secret of true living, and blessed are those who find it.

We currently have 89 students in the College – having lost 2 children due to a relocation to Melbourne. 91 is the highest student level on record. We currently have 36 Secondary students from Year 7 to 10 – the highest number since Feb 2003 (this is up from 27 in 2013).

We have 45 families enrolled with the College. In the last few years we have seen the end of an era as Christian families who began with us in the 90’s and whose children have grown through the College, completed their schooling here and moved on. This has been sad to see as the stability of these families has been a constant through many years. We now see a new core group of Christian families with their oldest children now reaching middle secondary who will be the stable Christian families for the next generation. We do rely on this stable base as without it the College would not have the Christian culture it earnestly seeks to protect. On the other hand, without the families who genuinely seek a safe haven for their children, irrespective of the Christian faith and character/values, we would not have a registered school due to numbers. So we live with a tension that will always be present.

FACILITIES AND RESOURCES

Facilities are stretched at the moment, particularly for specialist classes such as Art, Music Primary LOTE and Drama. Finances are good in the sense that we have no debt, but we do need to look to ways we can accommodate these areas more effectively, without necessarily going into debt.

We have been challenged as a Staff to improve the levels of student performance in NAPLAN Testing. This is not always our fault as students come from other schools with very low performance and so affect our data. We generally find the longer the students are at Olivet, the better the students perform. However we do recognize the need to improve our performance in the lower years of NAPLAN and to demonstrate that we are improving student performances throughout the primary years.

STRATEGIC PLANNING

The Board is actively looking at the next five years in terms of growth and development. I have recently returned from 4 days of conference with Independent Schools of Victoria looking at the theme “From Strategy to Action” which was very timely for us as a College. As the College grows towards 100 students, we will need to look at delegating Board members to specific work portfolios to manage the specific governance areas of the College.
CAMPS AND EXCURSIONS

2013 saw a variety of school excursions and overnight trips with Secondary Convention in Term 4, the Grade 5/6 trip to Canberra and the Year 9/10 Melbourne Experience. Many other daily excursions are held throughout the year to complement the class learning with on-site field trips.

In 2014 we plan for the Grade 3-4 class to enjoy an overnight excursion to Ballarat, while the Secondary students travelled Round the Bay in February, and will walk the Goldfields Track from Campbells Creek to Kangaroo Flat over 3 days in Term 4. Most of the secondary students will enjoy the Interschool Performing Arts week at Rawson, and a group will participate in the South Pacific Student Convention in South NSW in December.

As I bring my report to Reachout this year, I want to say that we as a College place a high level of importance on being trustworthy, with God’s Truth being the standard. We will fail at times, as we are all human, but we can promote God’s standard as shown clearly to us and encourage students parents and staff to take hold of God’s Holy Spirit, the power that is at work in us to achieve far more abundantly than we can even ask or think, to the glory of God.

Phil Chapman

Executive Report May 2014

Thank you to the strong team of staff here at Olivet. Where would we be without your commitment and expertise? The staff changes have flowed smoothly because of you all.

There is increased scrutiny of the governance of Not for Profit organisations across Australia to ensure compliance and viability of smaller organisations. This means the diligence and commitment from our Directors continues to increase. We received a very positive response from the VRQA with reference to the governance of the College at the recent review.

Some improvements around the grounds had been long overdue and much appreciated by all, particularly the artificial turf. New desks and carpets have also updated the interior of several classrooms.

It has been exciting to move forward and prepare to purchase land adjoining the College to be settled in 2014. This will allow us to park the two Rosa buses off the roadside and place the BCI in a better location. We can also continue to increase our classrooms to accommodate the increase in student numbers. There will now need to be planning to bring this to fruition.

We would ask you to continue to pray for us as an Executive as we meet to discuss all aspects of the College and plan for the necessary redevelopments in all areas. We do appreciate our school families and our Reachout Enterprises members and wish to thank you for helping make Olivet the great place that it is.

May the Lord continue to bless Olivet Christian College as we continue in not just education but in the encouragement of Christian growth in our students.

Mary-Anne Revell On behalf of The Executive
School Performance Information 2013

1. Staff Attendance
   Average attendance rate for teaching staff: 99%
   Average number of days absent for teaching staff: 1

2. Staff Retention
   Proportion of teaching staff retained in a program from the previous year: 80%

3. Teacher Qualifications
   Masters/Degrees/Diplomas (or equivalent) 100%

4. Professional Learning
   Number of teachers participating in Professional learning activities: 100%
   All teaching staff participated in ongoing learning throughout the year. The College provides teachers with access to rich and varied internal and external professional learning opportunities that broaden teacher understanding of innovation in learning, current educational research and thinking and effective learning practices. All teachers of the College are registered with the Victorian Institute of Teaching.
   Average expenditure per teacher on professional learning: $499

5. Student Attendances
   Due to the smaller volume of students, our numbers quickly reflect change when larger families take holidays during term. Across the college there are very few students who have significant absences from the College
   Average number of days absent:
   Primary: 7.6  Secondary: 11.6

6. Student Retention
   Olivet was registered to Year 10 therefore no retention data to Year 12 can be reported. Feedback from students who have transferred to other schools continues to reflect an excellent transition and they are generally coping exceptionally well in their new schools.
7. 2013 and 2012 NAPLAN Results as seen on the ACARA website

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### NAPLAN Results in numbers

The NAPLAN National Assessment Program – Literacy and Numeracy (NAPLAN) assesses all students in Australian schools in Years 3, 5, 7 and 9. For more information visit the [NAPLAN website](#).

The chart below displays average NAPLAN scores for each domain. The selected school’s scores are displayed in blue. Also displayed are average scores for statistically similar schools (SIM) and all Australian schools (ALL). The coloured bars indicate whether the selected school’s scores are above, close to, or below the other scores.

#### Colour Scheme

- **Red & Green**
- **Submit**

#### How to interpret this chart

- **SIM** schools serving students from statistically similar backgrounds
- **ALL** Australian schools average
- **Level** Student population below reporting threshold
- **Year level** not tested

#### Chart

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8. Surveys completed through Independent Schools Victoria

SCHOOL SATISFACTION LEAD SURVEY

Comparing the 2013 results of Olivet Christian College with participating L E A D schools:

- The 'Teacher Quality' indicator was in the upper quartile.
- The 'Governance' indicator was in the upper quartile.
- The 'Financial Well-being' indicator was in the lower quartile.
- The 'Facilities and Resources' indicator was in the lower quartile.
- The 'Morale' indicator was in the upper quartile.
- The 'Goal Alignment' indicator was in the upper quartile.
- The 'Parent and Community Involvement' indicator was in the upper quartile.
- The 'Health and Safety' indicator was in the upper quartile.
Bar Chart 3b: Students’ Perceptions

Bar Chart 3b presents the same data as the previous chart, except that it is now presented as a bar chart. In addition, if your school participated in any of the relevant surveys in previous years, data from previous years have been incorporated into this chart.

Comparing the 2013 results of Olivet Christian College with participating L E A D schools:
- The ‘Academic Achievement’ indicator was in the upper quartile.
- The ‘Teacher Quality’ indicator was in the upper quartile.
Bar Chart 3a presents the same data as the previous chart, except that it is now presented as a bar chart. In addition, if your school participated in any of the relevant surveys in previous years, data from previous years have been incorporated into this chart.

Comparing the 2013 results of Olivet Christian College with participating LEAD schools:

- The ‘Academic Achievement’ indicator was in the upper quartile.
- The ‘Transition’ indicator was in the upper quartile.
- The ‘Teacher Quality’ indicator was in the upper quartile.
- The ‘Morale’ indicator was in the upper quartile.
- The ‘Parent and Community Involvement’ indicator was in the upper quartile.
- The ‘Personal and Social Development’ indicator was in the upper quartile.
- The ‘Health and Safety’ indicator was in the upper quartile.
Bar Chart 3f presents the same data as the previous chart, except that it is now presented as a bar chart. In future, this chart will include longitudinal data if your school continues to participate in the LEAD Report and suite of surveys.

Comparing the 2013 results of Olivet Christian College with participating LEAD schools:
- The ‘Feedback’ indicator was in the upper quartile.
- The ‘Leadership and Morale’ indicator was in the upper quartile.
- The ‘Peer Support’ indicator was in the upper quartile.
- The ‘Professional Development’ indicator was in the upper quartile.
- The ‘Goal Alignment’ indicator was in the upper quartile.
- The ‘Overall Assessment’ indicator was in the upper quartile.
9. Finance

**Total income per student 2013**

("Victorian Independent schools" estimates are based on 161 schools that provided their FQ data in 2013. The school’s per capita values are calculated using student enrolment numbers)

- Victorian Independent schools
- Ollivet Christian College

- Commonwealth Govt grants
  - $6,264
  - $7,534
- State Govt grants
  - $1,634
  - $2,750
- Private donations and income
  - $694
  - $289
- Fees and charges
  - $1,621
  - $10,288
- Total recurrent income per FTE student
  - $11,874
  - $17,760

**Total expenses per student 2013**

("Victorian Independent schools" estimates are based on 161 schools that provided their FQ data in 2013. The school’s per capita values are calculated using data provided from school in 2013)

- Victorian Independent schools
- Ollivet Christian College

- Sinking fund allowance per FTE student
  - $1,877
- Capital expenditure per FTE student
  - $1,034
- Non-salary expenses
  - $2,441
  - $3,444
- Salary related expenses
  - $808
  - $8,336
- Salaries and allowances
  - $6,638
  - $10,778
- Total recurrent spending per FTE student
  - $10,791
  - $18,089
Total Income and Expenditure 2013

**Total Income $1,211,615**
- School Fees 11.5%
- Govt Recurrent Income 74%
- Govt Capital Income 0
- Other Recurrent Income 6.9%
- Building Fund
- Donations
- Other Income 7.6%

**Total Expenditure $1,211,615**
- Salary Related Costs 64.8%
- Depreciation 11.25%
- Teaching and Materials 14.75%
- Other Recurrent Expenses 7.1%
- Capital Expense 2.1%
- Surplus reinvested for capital purchase 7.7%