



OLIVET CHRISTIAN COLLEGE

2020 ANNUAL REPORT



ENCOURAGING...EQUIPPING... EMPOWERING

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College Background

Olivet Christian College was established in 1979 and offers a quality Christian-based education in a caring environment to the families of Castlemaine and surrounding regions.

Our students are provided with opportunity to learn in structured classrooms where learning is encouraged through respect and care for one another.

As a Christian College, the school places emphasis on Bible-based values and the outworking, on a daily basis, of genuine faith. Our purpose is to help students discover all God made them to be, regardless of the future pathway that He may lead them on.

Individual learning styles and levels of ability and interests are catered for through a variety of teaching methods including the use of various thinking tools, individual and group work, explicit teaching, iPads and computer labs. Handwriting, Phonics, Grammar and times tables remain key foundational life skills and their value is reinforced throughout the school.

Learning takes place through a wide variety of activities, for example, discovery learning, lectures and mastery learning. The key issue is not the teaching (the method of delivery); but the overall effectiveness and efficiency of learning. Teaching can take place without learning and learning can take place without teaching. Research into pedagogy has revealed that the best learning takes place when the interest level of the child is maintained at a high level and the delivery is such that it meets the cognitive and experience levels of the child. Children are all at different cognitive and experience levels of learning and so they cannot learn effectively in a lock-step approach.

Olivet Christian College has proven itself over many years to be a school where young people are given the opportunity to develop in all areas of their lives. This includes their academic, physical, emotional and spiritual wellbeing. Supporting families who want their children educated in a Christian environment is paramount to our thinking but we are open to enrolments from all families who are willing to remain within the ethos of the College.

Principal's Report 2020

This year has been, to understate the absolute obvious, one like no other. We have had nothing like this for generations, if ever at all.

We were first affected with the reality of COVID-19 during Term One when the secondary students were to attend the much anticipated surf camp at Anglesea. On Monday March 16, the students and staff were to leave for camp. On that weekend COVID-19 had begun to escalate. On Monday morning I checked on the Victorian Education Department website to see if there were any recommendations re COVID-19 and school camps. There was nothing, so the students left for camp. It was not until lunchtime that the Department posted the recommendation that students should not go away on camps. I immediately contacted Independent Schools Victoria for advice. Peter Roberts from ISV recommended that we should bring our students home the next day. Southern Exposure, the company contracted to run the activities at camp, were fantastic in that they crammed all the activities into the first day and early the following morning – no free time or down time, it was full on. A great effort from both students and Olivet staff!

By late Term 1, the COVID situation had escalated to the point that, in conjunction with the Executive, we decided to break for the Term One holidays a week early. Our teachers spent much time and energy during these holidays with extra preparation for remote learning to continue.

This proved to be a major undertaking for all involved and I cannot commend our teachers highly enough in terms of the extra work undertaken and the resilience they displayed as they navigated remote learning. As the term progressed timetables and the work expectations for the students were modified, trying to balance our expectations with student/family stress and expectations. The students returned to face to face learning progressively from late May to early June. Unfortunately a second period of remote learning began on August 5 and continued until all students returned to school at the beginning of Term Four. This second period of remote learning, whilst never easy, was perhaps a little less stressful in some ways due to everyone being a little more seasoned and in the case of the secondaries the transition to using Microsoft Teams.

COVID impacted all of us in many ways during the 2020 year, including social distancing, mask wearing, and hand sanitising. Our end of year presentation evening was also affected. To comply with the regulations, the presentation was modified and pre-recorded, for families to view at home. This proved to be successful, however the community spirit generated by gathering as a group was sadly missed. Thankfully both the secondary formal dinner and the Year Six graduation dinner were able to be held as normal.

COVID-19 regulations obviously impacted student learning in many and varied ways during remote learning periods. Lack of face to face contact (in the same room) made it difficult for teachers being able to pick up some problems quickly and help students. I was often impressed by the general resilience shown by our students. I would also like to commend those teachers who found themselves in the position of having to combine remote teaching with supervising their own children's remote learning, while also having, a spouse working from home. A particular highlight was the way our secondary students organised and ran prayer/devotional sessions on line each week. Not everyone necessarily agreed with all the actions that Olivet took in response to remote learning and COVID-19 but we were bound by Government regulations. The support and information made available by Independent Schools Victoria was invaluable.

During remote learning we took the opportunity to begin renovations on the Art Classroom. This building at the end of the ELC wing began life as a portable classroom and some years ago was converted to a permanent building. It was very much in need of an upgrade. This building has now been reclad externally, had the internal

lining replaced with plaster walls, and ceiling and has been lowered and fully insulated in the process. The old evaporative cooling and the gas space heater have been replaced with a reverse cycle split system A/C. The existing large storeroom has been divided to provide a store room more specifically for Art. As with most renovations, it took longer, caused more mess and disruption, and cost a bit more than expected, but I'm sure you will all agree, was very worthwhile.

Other projects undertaken during the year include; renovating some of the grassed area at the front of the main building, and replacing the shade cloth over the central playground. We also commissioned local artist, Jacqui Savin to create a mural on the rebound wall. This mural greets anyone who enters the main gates of the college. The mural was designed to simultaneously depict the local animal life around Campbell's Creek, as well as reflect Christian narrative obviously associated with the College.

In 2020 we were due for our VRQA 5 year cyclical review. The VRQA contacted us with the option of moving the review to 2021. We chose not to postpone. This review was undertaken remotely with us submitting our documentation. Mary-Anne and myself were involved in numerous Zoom meetings with the review team, and many emails were going backwards and forwards. This process was made a little more challenging as Mary Anne was, for a significant part of the process, quarantined in Perth after she had travelled there for her mother's funeral. Even though this remote review was challenging, I have to say that the VRQA initial review team was very professional, bring great experience and insight to the process and complimenting us particularly on our education program and our overall Child Safety Standards and implementation. The VRQA presented us with a rectification plan for some relatively minor items to address.

We have invited Christian Schools Australia to conduct a school review to help us by providing informed and evidenced based direction for us on our continuous improvement journey. Briefly, this process involves an external review by a team including another Principal from a Christian School.

I, once again, wish to thank all those involved in the College. Our great teaching staff, Mary-Anne Revel, our tireless business manager, Lauren Thomas our office assistant, our bus drivers, our families for all combining to make Olivet the school that it is. We must also give thanks and praise to our Father in Heaven who enables us each day and guides us into the future.

Steven Nicholas Principal

School Professional Learning 2020

Number of teachers participating in Professional learning activities: 100%

All teaching staff participated in ongoing learning throughout the year. As a result of COVID lockdowns and cancellation some Professional Development was provided online free of charge. Other planned courses were cancelled. Staff took the opportunity through peer support, research online and reading materials for professional development. COVID19 was a learning curve for the further development and refinement of technical skills to support remote learning.

All teachers of the College are registered with the Victorian Institute of Teaching.

Average expenditure per teacher on professional learning: \$122.00. This does not include 'in house professional learning eg staff meetings, curriculum meetings and the extensive software program and individual training used to support remote learning as a result of COVID19 shutdown in Victoria.

Teaching Staff Attendance

- Average attendance rate for teaching staff: 99.87%
- Average number of days absent for teaching staff: 2.5 days.

Staff Retention

Proportion of teaching staff retained in a program from the previous year: 100%

Proportion of administration staff retained from the previous year 83%

Teacher Qualifications

Masters/Degrees/Diplomas (or equivalent) 100%

Student Attendances

Across the College, very few students have a significant number of absences from the College. Being a small school the figures are heavily affected by a small number of students. Overall, the individual attendance is very high and very satisfactory

Average number of days absent:

- All Primary Students: 7.6 days 3.6%
- All Secondary Students: 5.15 days 10.4%

Students who have difficulty with attendance are supported by their teachers and the Principal. Thank you to all of our parents who support the college by reinforcing to their children the importance of being at school each day and through this the high value of a good education. Student learning is greatly enhanced in those students who have a high personal attendance rate.



Student Retention beyond Year 10.

Olivet is registered to Year 10 therefore is no retention data from Years 10 to Year 12 to be reported.

School Performance Information 2020

NAPLAN The Government did not complete testing was not completed in 2020 due to the COVID-19 disruptions. If less than 5 students complete the assessment results are not uploaded online. Results for Year 9 are not available due to 5 or less students in the table.



Surveys Olivet has completed the LEAD School Effectiveness Surveys in 2020. Thank you to those who participated and filled in the survey as requested. Four surveys were completed. These are extensive documents with an excellent overview of the College. Comparisons are made across similar schools and across the entire Independent School sector in Victoria. We are very pleased with the results and have included an overview page from each survey below.

- Staff Satisfaction Survey - 95 pages
- Governance Survey - 59 pages
- Student Satisfaction Survey - 79 pages
- Parent Satisfaction Survey – 61 pages

7. Staff Survey

Overall teaching staff means versus all schools and statistically similar schools

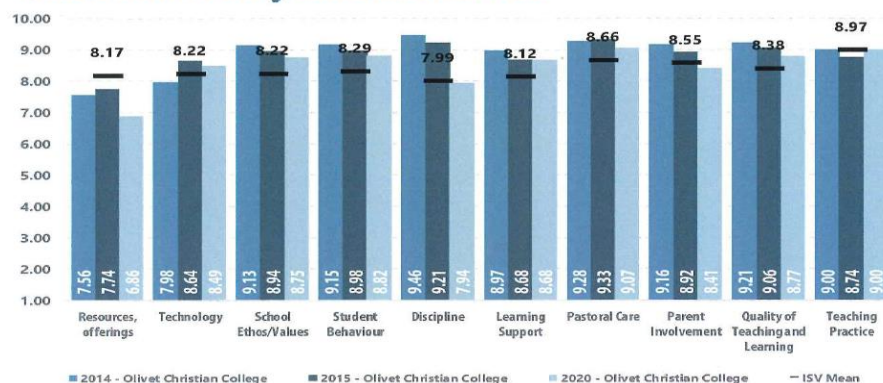


Figure 3: displays overall satisfaction per **school-based domain** for teaching staff at Olivet Christian College compared to the ISV benchmark.

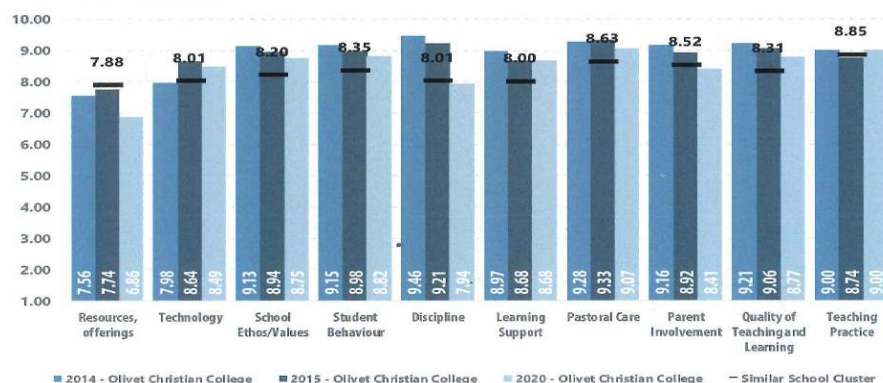


Figure 4: displays overall satisfaction per **school-based domain** for teaching staff at Olivet Christian College compared to statistically similar schools. Please note: your statistically similar school cluster number may change year on year as data on your enrolments changes. See the appendix to determine your statistically similar school group.

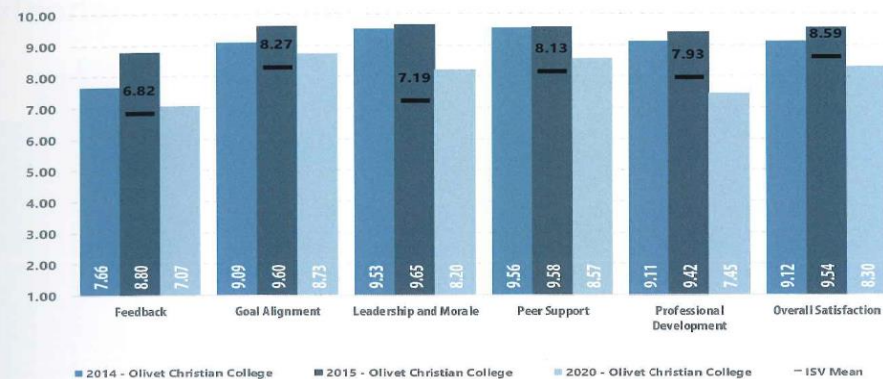


Figure 5: displays overall satisfaction per **workplace domain** for teaching staff at Olivet Christian College compared to the ISV benchmark.

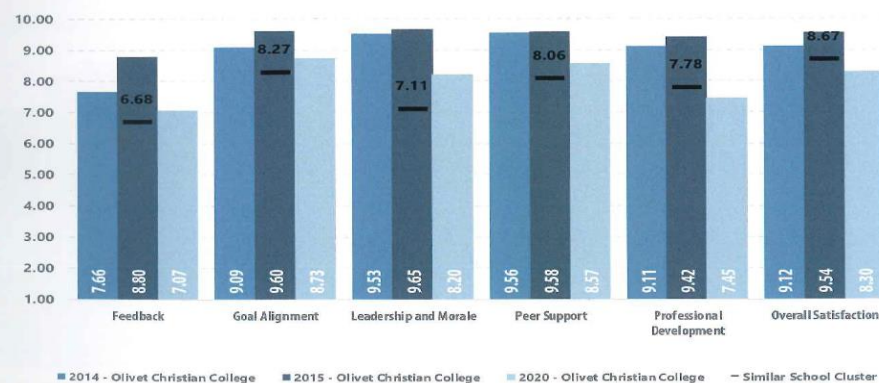


Figure 6: displays overall satisfaction per **workplace domain** for teaching staff at Olivet Christian College compared to statistically similar schools.

Parent Survey

NON-DOMAIN SURVEY QUESTIONS

Within the survey, there are a number of questions that sit outside the domain structure. These **Non-Domain Survey Questions** are grouped together and provided in the analysis below.

School level results

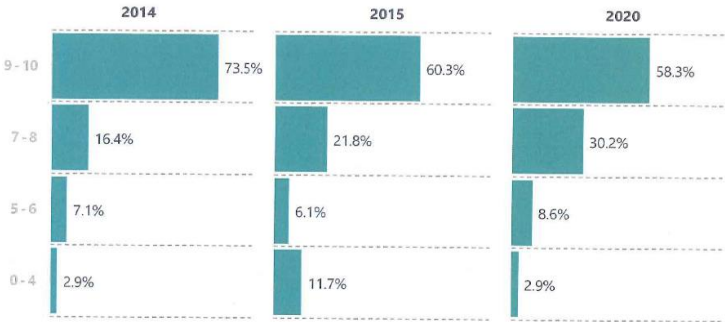


Figure 48: shows answers to the **Non-Domain Parent Survey Questions** at **Olivet Christian College**. The panel graphs in this section show the distribution of scores across the 11-point satisfaction scale, where 0 = complete disagreement and 10 = complete agreement.

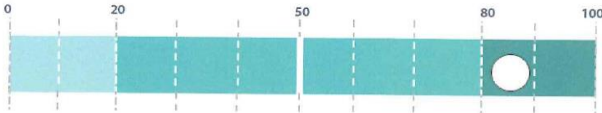


Figure 49: display results of the **Non-Domain Parent Survey Questions** against all schools. The mid coloured teal band represents the middle 60 per cent of all schools, with the light and dark teal on either end corresponding to the top and bottom 20 per cent. The white line represents the middle or the 50th percentile.



Domain headline indicators

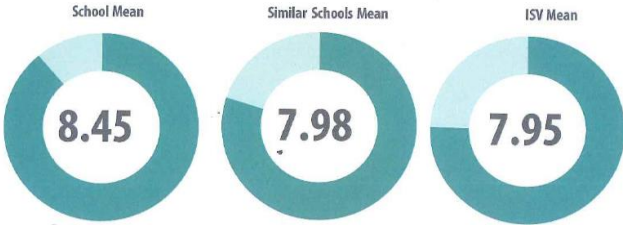


Figure 50: displays the result of the **Non-Domain Parent Survey Questions** at **Olivet Christian College**, the ISV benchmark and statistically similar schools.

Domain breakdown

Extra	2015 Primary	2020 Primary	Primary ISV Mean	2015 Secondary	2020 Secondary	Secondary ISV Mean
I feel involved in the school community	8.60	6.22	7.39	6.00	7.25	6.83
My child is motivated to try out as many opportunities as possible at this school	9.10	7.22	7.89	6.00	7.38	7.48
Teachers expect my child to do his or her best	9.64	9.00	8.65	8.67	9.75	8.57
My child's achievements are appropriately recognised	9.09	8.90	8.14	6.17	9.00	8.00
The school has a clearly articulated cybersecurity policy	8.86	8.33	8.59	7.11	9.29	8.58
The school deals appropriately with incidences of cyberbullying	9.75	8.00	8.34	6.20	9.60	8.16
I regulate the amount of time my child is allowed to use the computer/internet	9.55	7.90	8.77	8.73	8.25	7.57
I am aware of what my child is doing online with respect to school work	9.44	9.11	8.69	7.27	8.75	7.69
This school offers value for money with regards to my child's overall education	9.36	9.10	7.80	7.83	9.25	7.62

Table 12: shows the averages for each of these questions for **Olivet Christian College**. Results are shown by primary and secondary level and against the ISV benchmark. The bolded figure in each column represents the highest score with the italicised figure representing the lowest.

Student Survey

Overall means per domain

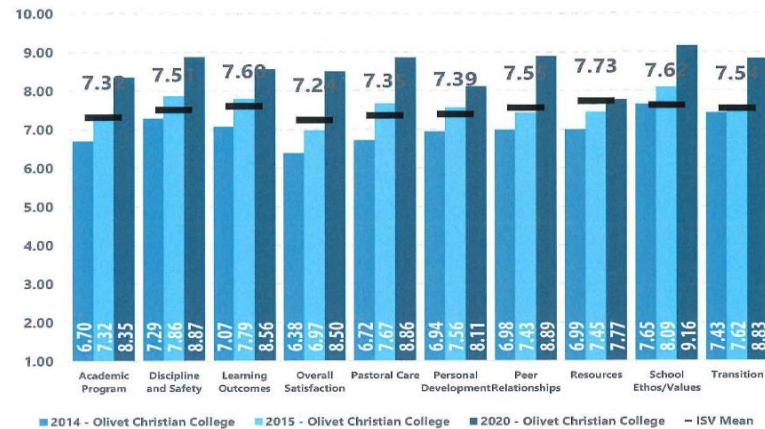


Figure 3: displays General Satisfaction per domain at Olivet Christian College against the ISV benchmark.

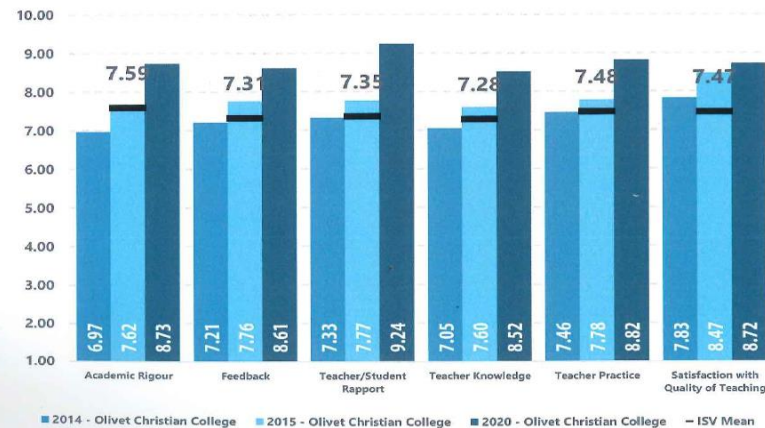


Figure 4: displays student satisfaction with the Quality of Teaching per domain at Olivet Christian College against the ISV benchmark.

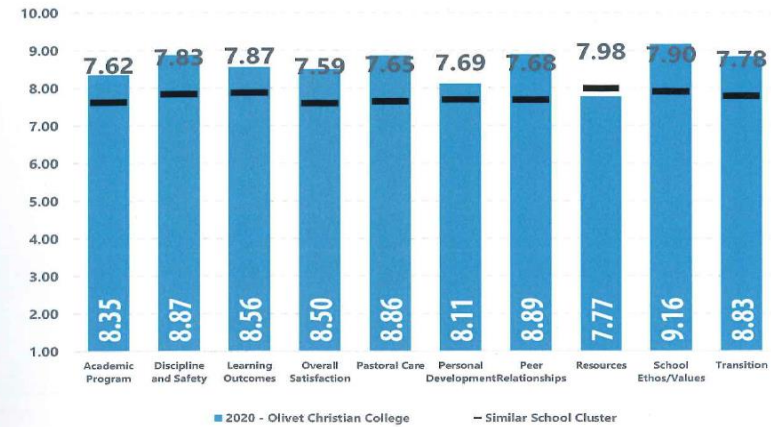


Figure 5: displays General Satisfaction per domain at Olivet Christian College compared to statistically similar schools. Please note: the school group number for your statistically similar school cluster may change year on year as data on your enrolments changes. See the appendix to determine your statistically similar school group.

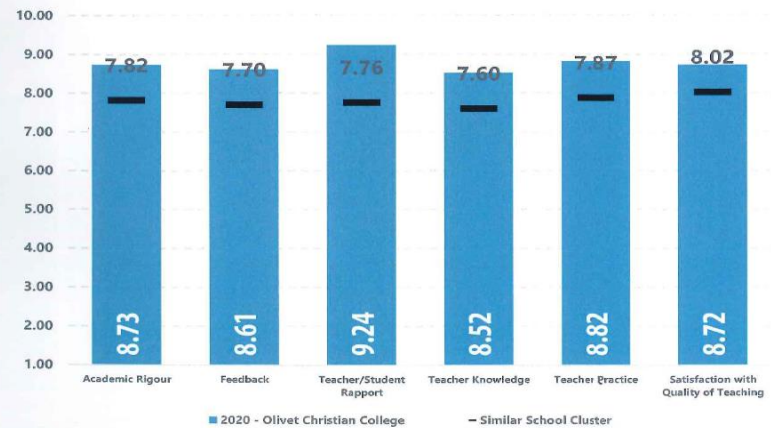
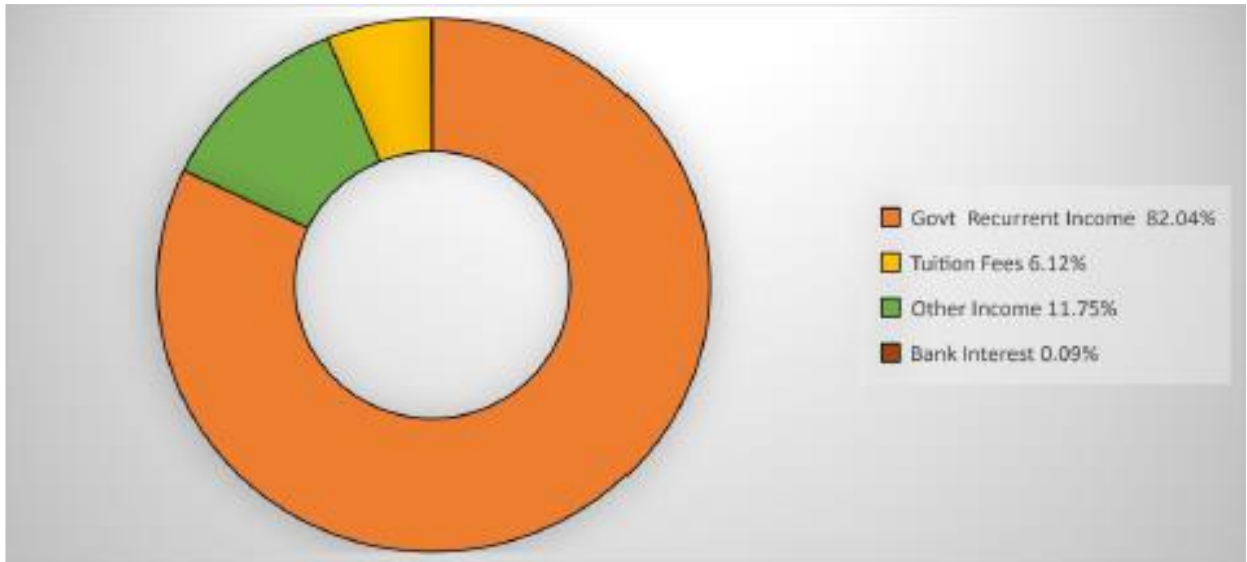


Figure 6: displays student satisfaction with the Quality of Teaching per domain at Olivet Christian College compared to statistically similar schools.

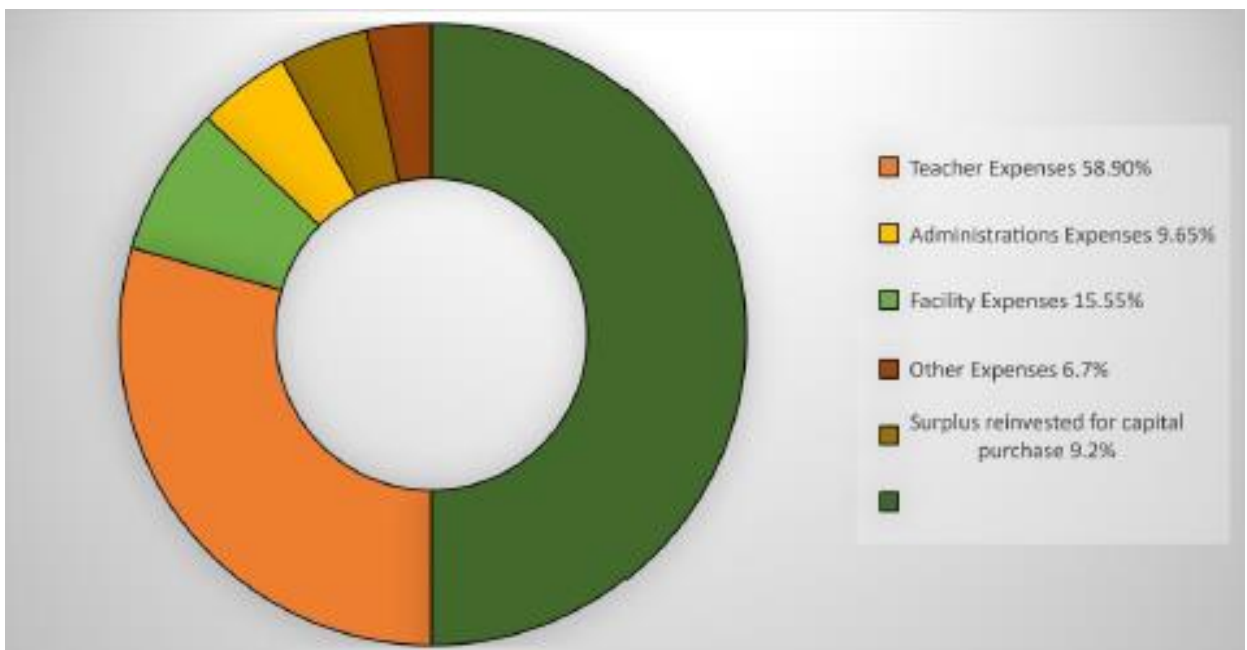
Finance

Total Income and Expenditure with percentage

2020 Income \$1,351,191



2020 Expenditure \$1,226,656





Improvements



It is great to have a nice warm, clean, refurbished classroom for Art and an extra GLA finished this year.



Thank you to Jacqui Savin for creating a very symbolic and colorful scene for us.

