



# Bathurst Christian School

*Building men & women of God*

## Annual Report 2007

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### **Principal's Report**

During 2007, Bathurst Christian School faced a number of challenges, some of which are the result of changing government priorities while some were caused by increased financial pressures on families.

In the former category are levels of reporting and compliance which do not improve the operation of the school but place a great deal of pressure on school staff. If we are to remain affordable to all families we cannot simply increase staffing levels to handle the additional compliance requirements, so internal workloads have increased markedly.

In the latter category are issues related to our buildings. The owners, Indigenous Business Australia, are planning to sell the site but local indigenous groups are concerned that their interests will not be considered by IBA. We are talking with the owners about the implications of this for a registered school and are concerned about the impact of any changes on our neighbours, the TOWRI MAC Pre-school.

The Board believes that these matters will be resolved through good-will and prayer.

Despite the issues mentioned above, BCS enrolments continue to be healthy and the programs and resources of the school continue to be developed. A teacher's aide has been appointed this year to ease

the workload of teaching staff and the Pre-Kinder program continues to grow slowly but steadily.

I would like to thank the BCS parent body for your support and willingness to contribute to the school's well-being and development. Your quality contribution to working bees, special events and the daily life of the school is an investment in the lives and future of our children and is greatly valued.

### **The Association**

Bathurst Christian School is part of Orange Christian Schools Ltd and is administered by the OCS Ltd Board. Like OCS, BCS has been wonderfully blessed by the calibre of people being elected to the Board by the school association. Association membership is open to everyone who is interested in the aims of the school and who is regularly involved in a church community. The association has met four times during 2007 and has considered issues arising from the school's community survey and the question of effective use of school land and its future development. These activities have allowed a high level of community involvement in the school's decision-making processes.

## **Parents and Friends Association**

Bathurst Christian School has an active P&F in which everyone associated with the school is welcome to participate. The P&F has contributed time and fund-raising effort to the development of the school facilities in 2007, providing facilities that will be of direct benefit to students. These include playground equipment, storage facilities and library resources. More information about the P&F is available on the school website.

## **Academic Performance**

During 2007, BCS students sat for the LANNA tests of literacy and numeracy in Years 3 & 5.

Our Year 3 and Year 5 literacy and numeracy results compare favourably with our 2006 results. Most students continue to do well in the areas of literacy and numeracy and most are above benchmarks. Again, in 2007, students achieved results in the band that represents 60% of students nationally. A small number of students did not achieve results above benchmarks and receive literacy and numeracy support consistent with their needs.

## **Teaching Staff**

Bathurst Christian School employed 3 full or part-time teachers in 2007, which is equivalent to 2.2 full-time teaching staff, in addition to an Early Childhood teacher working 0.6FTE in the Pre-Kindergarten class. All teachers have diplomas or degrees in education and BCS employs no teachers who are not eligible for membership of the NSW Institute of Teachers.

## **Professional Development**

During 2007, teaching staff engaged in Professional Development provided both externally and in conjunction with Orange Christian School staff. External PD was provided by the Association of Independent Schools, Christian Parent Controlled Schools, NSW Board of Studies, Department of Education and Training, and the English Teachers' Association. The school also provided in-house PD in areas such as the use of electronic whiteboards and digital media, and child development.

## **Attendance and Retention of Teachers**

There have been no changes to the BCS teaching staff since 2007 and our teachers have required no sick leave..

## **Student Enrolments**

The full-time BCS enrolment at the Commonwealth Census date, 6<sup>th</sup> August, was 36 students from Kindergarten to Year 6, an increase of seven from 2006.

The BCS Pre-Kinder program continues to provide an enjoyable early childhood experience and is in strong demand. The Pre-Kinder enrolment in 2007 was 11 children.

## **Student Attendance**

Attendance at BCS is monitored by personal roll marking and children are followed-up by pastoral care teachers. In this way, personal and group trends are able to be monitored and addressed. The absentee rate in 2007, from Kindergarten to Year 6, was approximately 4% of potential full-time attendance. At BCS we consider that an absentee rate of 10% (5 days per term) for any individual student indicates an attendance problem.

## **Indicators of Community Satisfaction**

During 2007 the school sought the opinions of all parents on questions pertaining to playground, classroom and pastoral care issues. Parents were able to express concerns and suggestions, many of which have since been implemented. As a result of the level of democratic input available to parents, staff and students, satisfaction levels remain high.

## **School Policies**

Bathurst Christian School maintains policies in all areas required by the Board of Studies, especially those dealing with student welfare and protection and policies for the effective administration of the school. All policies are available for parents to peruse through the front office. Simply contact the Principal's PA to organise a time to look at policy documents.

### **Enrolment Policy**

Bathurst Christian School is a co-educational, non-selective day school. Enrolment is open to all families that desire the educational opportunities offered by the school and who express a willingness to support the school's statement of faith and non-denominational Christian ethos. It is expected that families will disclose all relevant information at the time of enrolment that enables the school to ascertain its ability to meet a child's educational, behavioural, emotional and health-related needs. In all matters, the school seeks to maintain a close partnership with parents.

### **Discipline and Student Welfare**

There has been no change to the policy during 2007. Our discipline and welfare policy is based on a Biblical approach that promotes fairness, hearing the student's point of view, counselling and, where necessary, consequences. Those consequences do not include any form of physical punishment and comply fully with child protection guidelines. The purpose of this approach is to develop self-discipline, teach high personal standards, encourage students and promote respect for others. It is always our desire that discipline should be redemptive and provide students and their parents with the right to have any matter reviewed and dealt with appropriately while seeking to protect students from harm or abuse.

### **Grievance Resolution**

All members of the school community – parents, students and teachers – are entitled at all times to be heard and to have matters of concern dealt with fairly and openly. To that end, the school's approach to resolving a grievance is based on Matthew 18, which directs the person who feels aggrieved to seek a meeting with the other person concerned. If the matter is not resolved, members of the school community are free to take the matter to the Principal. If still unresolved, it may be put in writing to the Board. By following this process, people can retain their dignity while seeking to resolve disagreement. This process also allows for the exercise of grace and forgiveness as an issue is discussed and resolved. There were no unresolved matters brought before the Board in 2007.

### **Actions to Promote Respect and Responsibility**

In support of our discipline and welfare policy, BCS seeks to promote respect for others through our Indigenous education program, activities that value the wide range of cultural backgrounds of our students, and our anti-bullying program. In addition, BCS students have attended functions hosted by other local schools and have broken down barriers that might otherwise exist. Primary students also collected money for sponsored children and participated in the 40 hour famine.

### **Improvement Targets**

Improvement targets for 2008 relate to the further improvement of playground facilities and the use of technology in classrooms. The school will continue to roll-out relevant classroom technology including computerised whiteboards and upgraded PCs as funds become available.

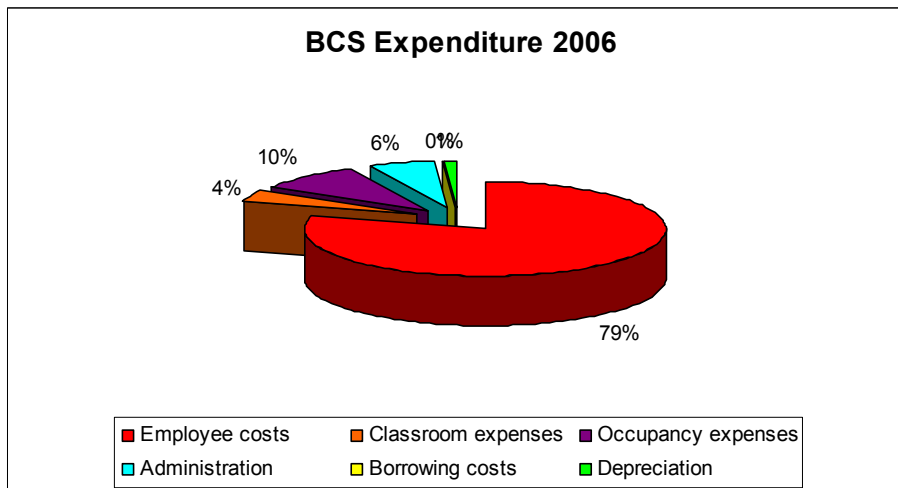
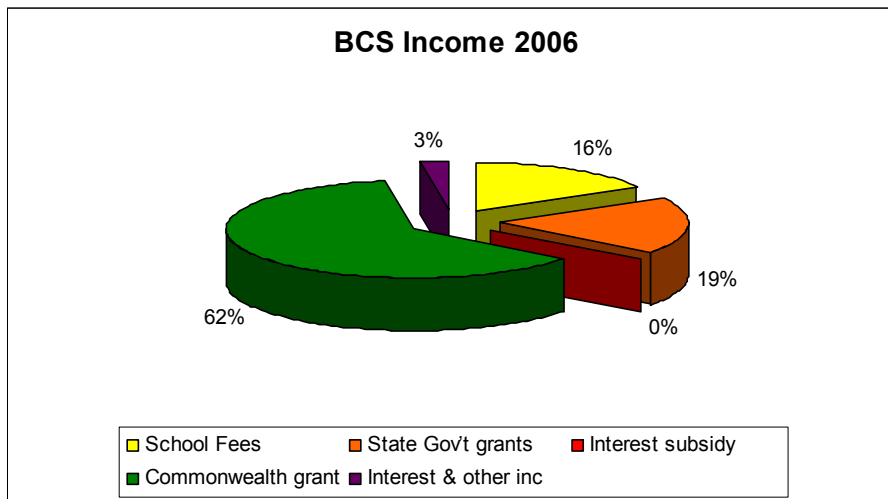
## School Finances – 2007

### BCS Income 2006

School Fees	\$34,979
State Gov't grants	\$40,172
Interest subsidy	\$0
Commonwealth grant	\$132,350
Interest & other inc	\$5,384
<b>TOTAL</b>	<b>\$212,885</b>

### BCS Expenses

Employee costs	\$171,318
Classroom expenses	\$7,962
Occupancy expenses	\$21,201
Administration	\$12,495
Borrowing costs	\$0
Depreciation	\$2,444
<b>TOTAL</b>	<b>\$215,420</b>



The Debt per student Ratio in 2007 is zero as BCS has no outstanding loans. Orange Christian Schools Ltd reserves are held for future development of school facilities, to maintain the value of assets and property, and to ensure that the company is able to pay employees all future entitlements.

Copies of this report will be available at the school office or on-line at [www.bcs.nsw.edu.au](http://www.bcs.nsw.edu.au)

Dr David A Baker  
PRINCIPAL

Mr Tim Chapman-Mortimer  
BOARD PRESIDENT