



# Bathurst Christian School

*Building men & women of God*

## Annual Report 2008

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### **Principal's Report**

During 2008, Bathurst Christian School maintained its organisational structure – a Pre-Kindy class, a K to 2 class, and a 3 to 6 class. As a school community we are grateful to Miss England, Mrs Lee and Mrs McPhee, ably supported by Mrs Ford and Mrs Webster, for their work on behalf of our children and families.

The school continues to rent premises from Indigenous Business Australia and we are thankful that the Board has received an assurance that the school's lease will continue.

BCS enrolments have been steady during 2008 with a strong level of parental involvement. The students have benefitted from improved playground facilities and shade areas, as well as improved environs as a result of the clearing of unwanted sheds and an old toilet block.

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 school 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 elected to the

Board in 2008 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 met four times during 2008 and considered the long-term needs of the school and the issue of tenure of the property the school leases. These activities allow a high level of community involvement in the school's decision-making processes.

We are thrilled to see the school facilities grow and improve, despite tight financial times. This was possible through access to Commonwealth grants and careful planning. The Association also thanks the teachers, parents and students involved in the many extra-curricular opportunities for the students – from camps to the Bathurst Eisteddfod. We are confident of the school's continuing development as a distinctively Christian school.

### **Parents & Friends Association Report**

The Bathurst Christian School P&F has been active during 2008 organising fund-raising to develop student resources including playground equipment, library resources and computer software. We also enjoyed providing social opportunities attended by many school families. The P&F association welcomes all parents to our meetings and activities that shape the school, and we feel privileged to have an active role in the school's future as well as the lives of our current students.

## Academic Performance

During 2008, BCS students sat, for the first time, the NAPLAN national tests of literacy and numeracy in Years 3 & 5. Our Year 3 and Year 5 literacy and numeracy results compare favourably with our 2007 LANNA results and very well compared to the state results. Most students continue to do well in the areas of literacy and numeracy and most are above benchmarks as indicated below:

Class/Topic	Bathurst CS above benchmark	NSW State above benchmark
Year 3 Literacy	100%	91%
Year 3 Numeracy	100%	90%
Year 5 Literacy	86%	87%
Year 5 Numeracy	100%	80%

## Teaching Staff

Bathurst Christian School employed 3 full or part-time teachers in 2008, which is equivalent to 2.2 full-time teaching staff, in addition to an Early Childhood teacher working 0.6 FTE 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 2008, 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. 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 were no changes to the BCS teaching staff in 2008. Leave taken was 3.5% of the expected full-time attendance, and includes Carer's, Parental and Compassionate leave.

## Student Enrolments

The full-time BCS enrolment as at 1<sup>st</sup> August, 2008 was 37 students from Kindergarten to Year 6, an increase of one from 2007.

The BCS Pre-Kinder program continues to provide an enjoyable early childhood experience and is in strong demand. The Pre-Kinder enrolment in 2008 was 15 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 2008, from Kindergarten to Year 6, was approximately 3.5% 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 2008 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 of Orange Christian. 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 2008. 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 2008.

### **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 2009 relate to the further improvement of playground facilities and the use of technology in classrooms. We are pleased that work done to remediate student difficulties identified through last year's NAPLAN testing has been very successful. Our goals for 2009 include the improvement of music education opportunities for students and increased professional development for teachers.

## School Finances – 2008

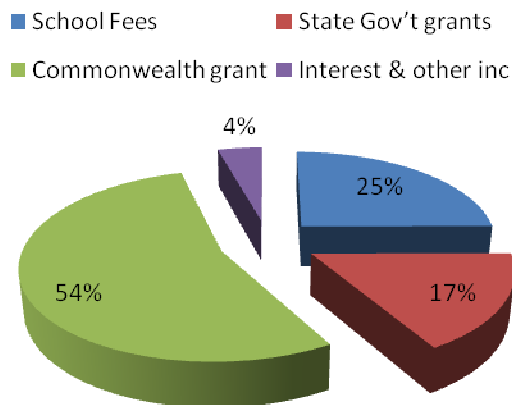
### BCS Income 2008

School Fees	\$ 85,374
State Gov't grants	\$ 57,193
Commonwealth grant	\$185,165
Interest & other inc	\$ 14,781
<b>Total</b>	<b>\$342,513</b>

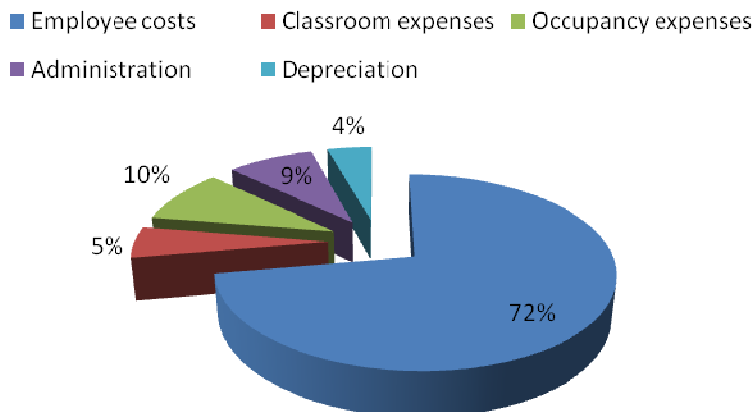
### BCS Expenses 2008

Employee costs	\$226,215
Classroom expenses	\$ 16,872
Occupancy expenses	\$ 29,798
Administration	\$ 26,813
Depreciation	\$ 13,529
<b>Total</b>	<b>\$313,227</b>

### BCS Income 2008



### BCS Expenditure 2008



The Debt per student Ratio in 2008 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