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Hervey Bay Christian Academy

Annual School Report

2016 – Based on 2015 data





Principal's report 2015

The 2015 school year at Hervey Bay Christian Academy witnessed significant progress in all four areas of the Strategic Plan 2015-2018.

Teaching and Learning

Under the capable leadership of Deputy Principal, Jane Boss-Walker, and in consultation with Independent Schools of Queensland, HBCA accomplished a complete revision of the whole school curriculum plan for core subject areas. Special thanks to Mrs. Sue Waltisbuhl and Mrs. Jo Wise from ISQ both of whom made significant contributions guiding the process. The teachers themselves also made a great effort in the second semester to develop the big picture planning and frameworks for further curriculum development. At the same time, the model of teaching and learning in the Academy was significantly changed at the classroom level. The ACE model was almost completely replaced during the second semester with a view to a complete revision being in place from the beginning of 2016.

Leading and Managing

Feedback from both the Strategic Planning Process and an earlier Whole School Review (Ray Tiller) informed changes in HBCA. The Board engaged in discussions with potential financial partners to ensure the future viability of the school. The Board also took ownership of the Strategic Plan 2015-2018 and received regular progress reports prepared by the Leadership Team consisting of the Principal, Deputy Principal and Business Manager. Plans were put in place for a complete policy review to be conducted commencing in Semester 1, 2016.

Community Involvement

Perhaps the biggest area of change in the Academy during 2015 was in the realm of community involvement. Students and staff were given many opportunities to engage with the community being involved in several events. These included, Jump Rope for Heart, Under 8s, Spinoff Chaplaincy Fundraiser, and the Mayoral Dinner in support of Scripture Union Chaplaincy. The school profile was greatly enhanced in the community through this involvement and school promotion focused on these activities too. The school leadership also became active in the Hervey Bay Christian Ministers Association as well as the Fraser Coast Educational Alliance.

Student Focus

Students were given increased support during 2015 through a dedicated approach to pastoral care and chaplaincy. This was a team effort involving the chaplain, Tim Eyschen, as well as other key players including youth leaders and support workers from a variety of community organisations. A good number of middle and senior school students became involved in local organisations including sporting associations, service groups and churches. In particular, an emphasis was placed on informing students of mission opportunities



with a view to practical involvement. This focus was made clear in chapel and devotion times. Students of all ages were given the opportunity to participate in the Christmas Shoebox Appeal aimed at sharing Christmas gifts with students in less privileged countries. It is anticipated that the Academy will continue to expand in both personal development of students and in the area of missions during 2016.

Overall, 2015 was a pivotal year in the history of the Academy. The work carried out helped the school turn a corner in terms of the strategic directions for 2016 and following. This work made it very clear which direction the school is heading and this has been a great help in informing the planning for 2016 and beyond. It is anticipated that the development of the Strategic Plan will also assist the school in forming key partnerships in the future.

Steve Sauvageot
Principal

School sector	Independent
School address	Lot 3 Pantlins Lane, Urraween QLD 4655
Postal address	PO BOX 692, Hervey Bay QLD 4655
Total enrolments	79
Year levels offered	K to year 12
	Co-educational



About the College

History

Hervey Bay Christian Academy commenced operation at the beginning of the 1995 school year utilising the facilities of Fraser Coast Baptist Church. Having identified the urgent need for Christian education in Hervey Bay, a group of concerned Christians followed God's leading to see the school commence. The first years of operation served mainly to see the school established with its own buildings and with a team of dedicated staff. As an independent Christian school, the Academy has enjoyed steady growth since commencement. Stages I through V of the building program have been completed and are being fully utilised.

Governing Authority

Hervey Bay Christian Academy is a ministry of South Pacific Education Company Ltd. As an independent Christian school, the Academy is managed by the Principal in conjunction with the School Board. Parents enrolling their children in H.B.C.A. agree to acknowledge the Board's decision as final in all matters pertaining to the Academy.

Mission Statement

Hervey Bay Christian Academy is an evangelical Christian day school committed to the spiritual, social, intellectual, and physical development of young people. The purpose of the school is to provide a Biblically-integrated, individualised instructional program in a disciplined environment that encourages spiritual commitment and academic excellence.

Vision Statement

The vision of Hervey Bay Christian Academy is to see each student evangelised, established, and equipped. The Academy desires each student to know what it means to be a Christian, to have a personal relationship with Jesus Christ. Further to this, the Academy wants each student to be established in the truth which is the Bible. We believe that both of these steps will assist in the overall equipping of each student to hear and respond to the call of God for his/her life.

Philosophy Statement

Hervey Bay Christian Academy exists for the purposes of assisting parents to fulfill their God-given responsibility regarding the training of their children. Hervey Bay Christian Academy holds to an evangelical Christian theological position and is committed to an educational program that is consistent with this position.

Hervey Bay Christian Academy promotes education that is genuinely Christian. We believe that to be Christian the attitudes and actions of Christ must be evident in practical ways. The Academy, as a Christian school, values the individual student and seeks to address each student in terms of their own personal strengths and weaknesses. Hervey Bay Christian Academy believes that to deliver education effectively the school must maintain a disciplined atmosphere. Discipline is seen as a comprehensive system of rewards appropriate to actions. Proverbs 22:6 states that parents should "train up a child in the way that he should go and when he is old he will not depart from it." It is the intention of Hervey Bay Christian Academy to assist parents to do just that.



Characteristics of the Student Body

Hervey Bay Christian Academy is fairly evenly populated with male students occupying 53% and female students occupying 47% of the student body. In 2015, Hervey Bay had a total of 11 Indigenous students. The student body incorporates students from 8 different ethnicities.

Distinctive Curriculum Offerings

- ACE Program for special needs students
- Co-educational, Christian school serving students from P-12
- Affordable Tuition fees
- Family discounts apply
- Choir program
- Kindergarten (4-5 yrs), Little Stars (3-4 yrs)

Social Climate

Hervey Bay Christian Academy's Chaplain position has been made possible through the National School Chaplaincy and Youth Support Program which is funded by the Australian Government Department of Education, Employment and Workplace Relations.

The Chaplain works as a member of the Academy's Support Team that provides pastoral support to families and students.

Example of Activities:

- Providing practical support and assistance during times of bereavement, family breakdown, or other crisis and loss situations.
- Being readily available to provide continuity and ongoing support for families and staff where this is necessary.
- Facilitate access and link families to support agencies in the wider community.
- Assisting the counselors and staff in the provision of welfare services and programs.
- Assisting the Principal with Religious Education.
- Parent tours of the school.
- Assisting the transition of new families into the school community.
- Locating and accessing information and programs of parent interest.



Extra-curricular Activities

- Futsal
- Book Week
- Choir excursions to Shopping Centre and Fairhaven Nursing Home
- Harmony Day visit to Fairhaven Nursing Home
- Children's Week activities
- Under 8's Week activities
- Spin Cycle – Chaplaincy Fundraiser
- Hervey Bay Seafood Festival activity tent
- Pancake Breakfast fundraisers
- Jump Rope for Heart
- Nepalese Colour Day – fundraiser for Nepal earthquakes
- Display at Fraser Coast Show
- Subway Tuckshop

Parental Involvement

- Parent representative on Board
- Parents involved in Strategic Planning
- Volunteer parents for reading, sports, excursions etc
- Library
- Chapel and Assemblies
- Excursions
- Mission Fundraising Events e.g. Operation Christmas Child
- Sporting activities

Parent, Teacher and Student Satisfaction with the School

Comments from Parents

"I like that my kids can go from Kindy all the way to Year 12 without changing schools"

"There is an atmosphere of one big family"

Comments from Teachers

"I like the Christian focus"

"The fellow staff are welcoming"

"Small nurturing environment with a friendly atmosphere"



Staffing Information

Full-Time Staff	Part-Time Staff	Male Staff	Female Staff	Teaching Staff	Non-Teaching Staff
33%	67%	38%	62%	38%	62%

Number of Staff	Number of School Days	Total Days Staff Absences	Average Staff Attendance Rate
24	179	57	98.7%

Number of permanent teaching staff at end of previous year	Number of these staff retained in the following year (the program year)	% retention rate
7	6	86%

Qualification	Number of classroom teachers and school leaders at the College who hold this qualification
Masters or higher	1
Bachelor Degree	6
Diploma	2
Certificate	0

Staff Development

The total funds expended on Teaching Staff professional development in 2015 was \$9504.55. Hervey Bay Christian Academy assisted this development with \$4752.27 invested per teacher in paid professional development (2 teachers), with an overall 100% teacher participation in other professional development (no fee). Some of the professional development initiatives undertaken by staff in 2015 were:

- Curriculum Review – An Action Plan Approach
- ISQ Workshops (non-teaching teachers)
- First aid course



Key Student Outcomes

Attendance

The following table displays the average attendance rate (%) for each year level.

Prep	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6	Yr 7	Yr 8	Yr 9	Yr 10	Yr 11	Yr 12
94.6	91.6	87.3	93.3	97.4	98.3	98.8	95.1	92.6	94.7	97.1	87.1	85.2

The average attendance rate for the whole school as a percentage in 2015 was 94.46%

When there is an issue with student attendance Hervey Bay Christian Academy in the first instance will make contact via a phone call with the Parent/Guardian to discuss the absence. If the absence continues a medical certificate or a letter from the Parent/Guardian stating the reason for absence is required.

NAPLAN Results

The National Assessment Program – Literacy and Numeracy (NAPLAN) is conducted annually for Year 3, 5, 7 and 9 students. The data we receive from students participating in the program enables us to analyse individual progress and how particular groups of students are developing. This informs our teaching of individuals and allows us to evaluate our programs of study.

Please refer to the MySchool website www.myschool.edu.au for NAPLAN results.

Retention Rate

The Year 10 to 12 Apparent Retention Rate is defined as the number of full-time students in Year 12 in any given year expressed as the percentage of those students who were in Year 10, two years previously (this may be greater than 100%).

Year	Year 10	Year 12	Retention Rate %
2015	6	2	33.33



Year 12 Outcomes

Outcomes for our Year 12 Students in 2015	
Number of students awarded a Senior Education Profile	2
Number of students awarded a Queensland Certificate of Individual Achievement	0
Number of students who received an Overall Position (OP)	0
Number of students or are completing or completed a School-based Apprenticeship or Traineeship (SAT)	0
Number of students awarded one or more Vocational Education and Training (VET) qualifications	0
Number of students awarded a Queensland Certificate of Education at the end of Year 12	0
Number of students awarded an International Baccalaureate Diploma (IBD)	0
Percentage of Year 12 students who received an OP1-15 or an IBD	0
Percentage of Year 12 students who are completing or completed a SAT or were awarded one or more of the following: QCE, IBD, VET qualification	0
Percentage of Queensland Tertiary Admissions Centre (QTAC) applicants receiving a tertiary offer	0

Post-school Destination Information

Fewer than five responses to the 2016 Next Step survey were received from students who completed Year 12 at Hervey Bay Christian Academy. Consequently, information on the post-school destinations of Year 12 completers from 2015 are not available for reasons of data confidentiality.

For further information or clarification of any information contained in this document please contact the Campus Services Manager on 07 4124 4417 or email admin@hbca.qld.edu.au.