



Executive Summary Parent Surveys 2024

The following represents a summary of the major findings of the MYP Corporation Staff Culture Survey conducted in Term 1, 2024.

This survey is a public document and will be provided to any parent upon request.

Survey Details and Parameters:

- Survey was conducted between 29 April and 13 May, 2024;
- Survey responses were collected from 223 out of a total of 587 respondents. This equates to a survey response rate of 38.0%;
- Bayside Christian College recorded an overall satisfaction score of 84%:
 - o **Best Practice Areas identified:** Learning Environment; Co-curricular; Teaching Standards; Values and Culture; General; Resources and Facilities; Leadership and Direction; School Communication; Reporting; Curriculum; Parent Engagement; Student Engagement; Pastoral Care/ Wellbeing; Learning and Extension; and Student Transition.

Key Areas in which Feedback was sought:

Values and Culture	Reporting
Curriculum	Student Engagement
Teaching Standards	School Communication
Homework	Learning and Extension
Student Transition	Resources and Facilities
General	Pastoral Care/ Wellbeing
Leadership and Direction	Parent Engagement
Co-Curricula	

Ratings:

Staff were asked to indicate their assessment of numerous matters and areas. These were classified in the analysis as follows:

4 - 5	An excellent outcome that indicates a real commitment on behalf of the organisation to address this issue in a tangible and relevant manner. Maintain vigilance and continue to adapt to the changing nature of the school environment.
3 - 4	A fair to good score that reflects a level of satisfaction on this issue. However, it falls short of an 'employer of choice' outcome. Continual and increased focus on this issue is recommended.
2 - 3	A poor result that suggests a core level of underlying dissatisfaction on this issue. Investigation and corrective action required
1 - 2	There are significant issues for concern. This score reflects an unhealthy disconnect on this issue between the current situation and the needs and/or expectations of staff. Major corrective action required.



Survey Demographics

Analysis of the Survey data indicated reasonable (but statistically valid) participation from all parent demographics and student sub-school enrolment.

Gender

- 68.6% of respondents were identified as female and 30.0 % were identified as male;

Number of Students

- 46.9% of Respondents had only 1 child enrolled at BCC;
- 41.1% of Respondents have 2 children enrolled at BCC;
- 7.1% of Respondents have 3 children enrolled at BCC; and
- 4.9% of Respondents have 4 or more children enrolled at BCC.

Enrolment Period

- 47.1% of Respondents have been associated with BCC for less than 2 years;
- 18.8% of Respondents have been associated with BCC for 2-3 years;
- 26.0% of Respondents have been associated with BCC for less than 4-6 years;
- 5.4% of Respondents have been associated with BCC for less than 7-9 years; and
- 2.7% of Respondents have been associated with BCC for less than 10+ years



Reasons for Selecting Bayside Christian College (in order of importance):

	Parent Opinion in 2022	Parent Opinion in 2024
1	Size of School/ Class Sizes	Size of School/ Class Sizes
2	Values/ Culture	Values/ Culture
3	Individual Learning Focus	Academic Excellence
4	Behaviour Management	School Reputation
5	Quality of Staff	Quality of Staff
6	Location	Individual Learning Focus
7	Academic Excellence	Quality of Facilities
8	Quality of Facilities	Location
9	School Reputation	Behaviour Management
10	Personal development	School Fees
11	School Fees	Sports Program
12	Family/ Friends Connection	Personal Development
13	Curriculum	Scholarship
14	Pastoral Care/ Wellbeing Program Focus	Curriculum
15	Peer Group/ Social Network	Family/ Friends Connection
16	Other	Leadership/ Direction
17	Artistic/ Musical Program	Pastoral Care/ Wellbeing Program Focus
18	Leadership/ Direction	Cultural Diversity
19	Sports program	Other
20	Cultural Diversity	Peer Group/ Social Network
21	Scholarship	Artistic/ Musical Program
22	Co-educational	Co-educational
23	Entry Policy	Entry Policy



Summary of Responses – Analysis

Values and Culture	2022	2024
	Score/5	Score/5
BCC values are reflected in the behaviour of staff and students	3.93	4.24
BCC has a very welcoming and supportive culture	4.14	4.43
At BCC, each child is encouraged to achieve to the best of their ability	4.04	4.35
Staff and parents at BCC work co-operatively to deliver high quality educational outcomes for students	3.83	4.22
Category Average	3.99	4.31
2022 to 2024 Change	Improved	8%

Leadership and Direction	2022	2024
	Score/5	Score/5
I respect the leadership team at BCC	3.97	4.28
BCC consistently strives to improve its educational offer to students	3.80	4.26
I have confidence in the future direction of BCC	3.86	4.21
Category Average	3.88	4.25
2022 to 2024 Change	Improved	8%

School Communication	2022	2024
	Score/5	Score/5
BCC provides relevant communication on issues affecting the School Community	3.80	4.18
The policies and procedures of BCC are clearly documented	3.82	4.29
The school website is relevant and easy to navigate	3.75	4.11
Staff are accessible and responsive to my concerns	3.98	4.33
Category Average	3.84	4.23
2022 to 2024 Change	Improved	10%



Curriculum	2022	2024
	Score/5	Score/5
BCC offers a broad and relevant curriculum	3.89	4.15
BCC provides a curriculum which prepares students for the technological demands of society	3.95	4.27
Category Average	3.92	4.21
2022 to 2024 Change	Improved	10%

Co-curricular	2022	2024
	Score/5	Score/5
BCC offers students opportunities to be involved in an extensive selection of co-curricular activities	4.07	4.32
Category Average	4.07	4.32
2022 to 2024 Change	Improved	6%

Learning and Extension	2022	2024
	Score/5	Score/5
BCC provides relevant and high-quality learning support programs to identified students	3.64	4.07
BCC provides relevant and high-quality extension programs to identified students	3.64	4.09
Category Average	3.64	4.08
2022 to 2024 Change	Improved	12%

Teaching Standards	2022	2024
	Score/5	Score/5
I have confidence in the teaching staff at BCC	4.04	4.31
Category Average	4.04	4.31
2022 to 2024 Change	Improved	7%

Learning Environment	2022	2024
	Score/5	Score/5
The classrooms and physical environment are conducive to learning	4.23	4.38
The buildings and grounds are well presented	4.43	4.53
Category Average	4.33	4.45
2022 to 2024 Change	Improved	3%



Resources and Facilities	2022	2024
	Score/5	Score/5
The resources and facilities provided at BCC are suitable	3.92	4.27
Category Average	3.92	4.27
2022 to 2024 Change	Improved	3%

Homework	2022	2024
	Score/5	Score/5
The content of my child's homework is appropriate for their year level	3.87	4.11
The amount of homework assigned to my child is appropriate for their year level	3.58	3.86
Category Average	3.73	3.98
2022 to 2024 Change	Improved	7%

Reports	2022	2024
	Score/5	Score/5
Reports are timely and provide good information about my child's progress	3.94	4.23
Category Average	3.94	4.23
2022 to 2024 Change	Improved	7%

Pastoral Care/ Wellbeing	2022	2024
	Score/5	Score/5
BCC has a clear and documented Pastoral Care/ Wellbeing policy	3.88	4.17
BCC implements its Pastoral Care/ Wellbeing policy consistently	3.84	4.11
Category Average	3.86	4.14
2022 to 2024 Change	Improved	7%

Student Transition	2022	2024
	Score/5	Score/5
BCC provides appropriate support to students in the various transition phases of their schooling	3.70	4.07
BCC provides high quality life choices/ career programs	3.59	4.03
Category Average	3.65	4.05
2022 to 2024 Change	Improved	11%



Student Engagement	2022	2024
	Score/5	Score/5
My child speaks positively about BCC	4.03	4.22
My child feels valued and respected at BCC	3.96	4.13
I am promptly informed if my children is not engaging at their ability level	3.62	4.10
Category Average	3.87	4.15
2022 to 2024 Change	Improved	7%

Parent Engagement	2022	2024
	Score/5	Score/5
I am comfortable expressing my opinions relating to the educational progress of my child	4.02	4.19
I am provided with clear information on how I can support my child's development	3.54	4.01
I am committed to an ongoing association with BCC	4.04	4.33
I recommend BCC to others as a school of choice	3.92	4.35
Category Average	3.88	4.20
2022 to 2024 Change	Improved	8%

General	2022	2024
	Score/5	Score/5
I believe in the importance of a Christian education for my child	3.85	4.17
BCC communicates a strong Biblical message and inspires Christian character	4.07	4.36
The Principal provides strong leadership for the College community	4.00	4.39
My child enjoys coming to school every day	3.86	4.06
The students at the College take a pride in their school	3.90	4.19
BCC has a positive reputation within the local community	3.69	4.19
I feel welcomed at the College by staff and students	4.13	4.37
I believe it is important for the College to set high standards and expectations of staff and students	4.46	4.57
I am pleased with the standards and expectations placed on both staff and students	3.88	4.34
I enjoy reading the College newsletter	3.84	4.08
Category Average	3.97	4.27
2022 to 2024 Change	Improved	8%



Summary Comments

I would like to thank all of our parents who completed the recent survey and for providing their thoughts to help us to reflect and seek further improvements within our College. The survey results are truly most pleasing, and show a wonderful support for our College, our staff, and our chosen direction. The survey also makes clear there is a very strong alignment in both our culture and values, and a desire to see the College maintain high standards, and a strong, impactful leadership in our community.

The nature and essence of the partnership between the College and Parents is the most important element to successfully raising and educating every child. When this partnership is strong, based on mutual respect and a willingness of all to listen as well as being heard, then educational outcomes are enhanced and children best supported.

I believe that such positive community engagement is critical for enabling purposeful learning outcomes in young people. This requires open and transparent communication, and an environment of mutual respect for all. Our sense of belonging is enhanced most significantly when we feel connected to others, and this commences with a set of shared values.

To this end, our College is first and foremost a Christian school, and on this, we will never compromise. It is in our following of Christ, we find our values and our principles, and long may they be strong. There are some who may see such a focus as a distraction to academic excellence, but nothing could be further from the truth. A child's connection to community, their comfort and security in their learning environment and the relationships they maintain have a significant impact on their educational outcomes. By providing a strong, interconnected, and everlasting Christian focus, we enable our students to strive for academic excellence.

It stands to reason that if we are to deliver on our Mission and stated goals, we need high-quality staff. This extends far beyond their individual proficiencies, and includes their ability to support students holistically, to work in partnership with parents, work collaboratively with other members of staff, demonstrate effective planning, pedagogical practice, Christian Ministry, and an alignment with the Values and direction of the College.

Staff deserve the greatest of support and encouragement, and they require opportunities to reflect on their practice and engagement. The College owes a duty to our staff, our students, and to their parents, who sacrifice so much to send their child to Bayside Christian College. For this reason, we must recognise high performing staff, provide meaningful opportunities for their growth, and if necessary, have the courage to deal with matters of underperformance.

The reality is that our staff are outstanding in their efforts, application, and in their integrity to the calling. Many may wish to be called to work in education, but far fewer are truly called and suitable for the role. We have been most fortunate in the wonderful staff God has provided for us. To maintain such a level of skill, heart, and ability of staff in a regional school is truly a blessing, and this can only be understood as God's abundant provision for this community.

We need a truly aligned, highly engaged and positive culture if we are to achieve the very best outcomes for the many families who trust and rely upon us. This culture must be so much more than mere pleasantries between people, and should be deeply rooted in our common faith and belief in Christ. This is fulfilled



through the manner in which we live out His purpose for our lives, and the way in which we look for the very best in all around us. The manner in which parents and staff engage affects relationships, and this is why such high standards must be maintained. We must also remember that we are important role models to our children, as we model for them how to engage and respect all others in our world, even when in dispute.

There is not a single piece of educational research that conclusively proves the notion that better educational outcomes are enhanced in smaller classes. Rather, it is the nature of the engagement, the pedagogical approaches utilised with the classroom, and whether the child is known by their teachers that make the difference. This was confirmed by Professor John Hattie in his meta-analysis of 1200 educational research studies, when he highlighted the 252 influences that are related to educational outcomes. Professor Hattie's research makes clear that the most predominant influence that improves educational outcomes is teacher efficiency. Professor Hattie's research on these 1200 studies even considers exercise and relaxation to have a bigger impact on a child's educational outcomes than class size. Well-trained, purposeful, and caring educators can cultivate significant learning outcomes in any class, regardless of the number of students. As we continue to grow, a gradual change that is needed to provide the wide variety of opportunities and facilities demanded by families, it is the nature of the teacher who will ensure that every child is known and catered for. This is the relationship that will ensure connectivity, support, and achievement for our young people.

The survey results contained herein will help the Principal/CEO and the Executive Team make the necessary changes to improve our culture and deliver on the many expectations parents rightly have of us.

I again thank all members of our community who provided their thoughts to help us improve what we do at Bayside Christian College. Your opinions matter, and I hope that as a community we can unite to deliver on all we must. Further, as the Principal of our College I hope and pray for the wisdom, courage, and support that we need to do what is needed, and trust that you will join me in this prayer.

God Bless our community.

Brian Grimes
Principal/CEO
Bayside Christian College