

Annual Report 2020



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INTRODUCTION

PURPOSE OF THIS REPORT

All schools and system authorities must make publicly available, within six months of the end of each program year, a report that includes information about the school. The legislative instrument by which recurrent funding from the Commonwealth Government is provided to independent schools is the Australian Education Act 2013 and the Australian Education Regulation 2013. One of the conditions for funding is the publication of information by schools. The purpose of the school Annual Report is to inform parents and the wider school community of the school's successes, activities and achievements throughout the year, and to meet Commonwealth and State legislative requirements.

HOW THE REPORT IS DISTRIBUTED

This report is a culmination report of the activities conducted by St John's Lutheran School in the year 2020. It is published on the school website www.stjohnsportland.com.au and on the Victorian Regulation and Qualification Authority (VRQA) state register. There are hard copies available at the school and the office of the Portland-Heywood Lutheran congregation. This report is also a summary of reporting that is provided to the School Council, Board of Congregational Life (BCL), Portland-Heywood Lutheran Congregation, Independent Schools Victoria (ISV), VRQA, LEVNT, Lutheran Education Australia (LEA) and the wider St John's school community. Broader data and reports are available in other forms such as newsletters, school magazines and additional written, electronic and digital content made available to the wider community.

CONTEXTUAL INFORMATION

SCHOOL CONTACT INFORMATION 2020

NAME	St John's Lutheran Primary School
SCHOOL SECTOR	Independent
TOTAL ENROLMENTS	76.4 (August DESE census)
YEAR LEVELS OFFERED	Foundation to Year 6
CO-EDUCATIONAL OR SINGLE SEX	Co Educational
ADDRESS	43-55 Trangmar Street, Portland, Victoria, 3305
PRINCIPAL	Tara Pritchard
SCHOOL COUNCIL CHAIR	Brigita Keiller
BUSINESS MANAGER	Hayley Bristow
TELEPHONE	03 5523 3833
EMAIL	admin@stjohnsportland.vic.edu.au
WEBSITE	www.stjohnsportland.com.au

SCHOOL PROFILE

In the early 1950's Pastor Ben Schwarz, a relieving minister at the Portland Lutheran church, spoke of the importance of 'Feeding God's lambs' through a Christian School. It was 20 years later when Pastor Schwarz again spoke of the idea of establishing a Lutheran School in Portland, this time the dream took hold.

The congregation appointed a committee and in late 1974, the congregation purchased land in Must Street.

In 1975 St John's Church established the 'Feed My Lambs Fund'. In 1977, Mr Bert Porte passed away and donated a substantial contribution that enabled the congregation to proceed establishing a school debt-free.

In 1978, the land in Must Street was deemed unsuitable to develop a school. Through the generosity of Mr Vic Mibus, the congregation was offered 10 acres of prime land in Trangmar Street. The Must Street block was sold as the reality of a school created excitement within the church.

In 1978, a selected congregational committee agreed that a Lutheran School will commence in 1980. This decision ignited a lot of activity and many hours were devoted to fundraising, clearing the land, building plans and preparing the site for the first demountable classroom.

Since that first day of operation in 1980, St John's has continued to be a small community-based school where the needs of each child drive the decisions made by the teachers and Principal.

The school places significant focus on developing the whole child - intellectually, spiritually, socially, physically, emotionally and creatively. This is supported by spacious classrooms, outdoor learning areas and specialist areas for Japanese, STEM (Science Technology Engineering Mathematics) and Physical Education.

The Pastoral Care of students continues to be supported by a Chaplain being funded by the National Schools Chaplaincy Programme.

All staff work together as a team to support the well-being of our students and their families. St John's staff work hard to build positive relationships with our school community and most importantly, developing confident, resilient and positive students in a caring, Christian environment.

In all that we do we aim to Praise, Love and Serve.

STRATEGIC INTENT

The Strategic direction of St John's Lutheran Primary School is endorsed by council after recommendations from the Principal, Business Manager, LEVNT, wider consultation with staff and representatives from the parent body and Portland-Heywood Lutheran congregation. When establishing this direction, the school mission statement and motto of Praise, Love, Serve remain as a focus. A summary of the Strategic Areas and key statements identified throughout 2020 were as follows:

STRATEGIC AREA	KEY STATEMENTS
Aims and Core Values	Continue to build Lutheran identity and community engagement.
Administrative	Further develop consultative and collaboration processes to enhance the operations of the school.
Mission and Ministry	Further develop positive relationships in school community.
Facilities	Put in place a schedule for ongoing alterations, additions, maintenance and refurbishment.
Enrolments and Staffing	Collaborate with staff and students to create an environment for teaching and learning that is student-centred. Enhance skills of staff and nurture students' skills as well.
Finances	Work proactively at achieving financial KPIs such as ongoing operating surplus including depreciation, maintaining working capital position, building reserves and reducing debt level. Develop strategy for increasing amount of fee sensitivity in existing and potential enrolments.

SCHOOL COUNCIL

St John's Lutheran Primary School has a governing council of elected representatives. The School Council consists of 5 members and 4 representatives who act as consultants. The key role of the School Council is governance, ensuring the ongoing viability of the school and maintaining the strategic direction of the school. This year the school transitioned from a Congregational school to a school of the District. Our School Chair, Mrs Brigita Keiller, has continued to lead a very professional and committed Council who have worked tirelessly throughout the year to govern with integrity and expertise.

SCHOOL IMPROVEMENT

Throughout the 2020 year, several notable developments took place including:

- Celebration of the 40th Anniversary of the school.
- Establishment of a bike track, fruit orchard and upgrade of senior playground equipment.
- Implementation of 'Getting Ready For School' transition program to support children and families transitioning from Kindergarten to School.
- Updated prospectus.

CURRICULUM

Our school recognises that a student-centred environment that recognises diverse experiences and background knowledge, best meets the needs of all students. Staff work hard to provide learning opportunities for students so that learning is relevant and purposeful.

We provide a place where, when students don't always get it right, they are encouraged to make positive changes. At the heart of every learning journey is the relationship between a teacher and student. This single factor has an incredible impact on the quality of teaching and learning that occurs at our school.

EARLY LEARNING

The Early Learning Program provides a nurturing environment that makes the transition from home to school safe, exciting and enjoyable. Our carefully structured curriculum builds a solid foundation that is essential for children in their learning journey.

In 2020, our Playgroup was interrupted by COVID-19 regulations. Our Playgroup co-ordinator, Mrs Tanya Harders, continued to provide updates and suggested activities via Facebook to many families.

In Term 4, we were able to proceed with the 'Getting Ready For School' transition program for Kindergarten students who were enrolled in Foundation 2021. This enabled our youngest learners to engage in inquiry-based learning and wondering, alongside the development of key skills in literacy and numeracy. Students also became familiar with the school environment and towards the very end of the term, were able to meet their senior buddy. We were very fortunate to have Mrs Olivia Coates; an Early Childhood trained educator assist in facilitating our program.

PRIMARY YEARS

We provide a Christian education to students from Foundation to Year 6 and strive to nurture each student for a life of faith and service, through their intellectual, spiritual, physical, emotional and social growth. Through relevant and meaningful learning opportunities, collaborative work skills are developed, and the effort of each child is applauded. We strive for excellence in our quest to equip students for life in the 21st century.

The teaching and learning aligns with the Victorian Curriculum. Emphasis is placed on teaching core literacy and numeracy skills, to equip students with the competence to succeed across the curriculum.

This year our school had to adopt remote learning due to COVID-19. Staff and students had to very quickly adapt from face-to-face to online learning. In the process, many routines of school were abruptly interrupted, changed and adapted. We used Seesaw as our online platform but also delivered weekly to each home, a bag of resources so students could complete STEM, Art and other activities in hardcopy form. When staff delivered packs of resources, staff also collected packs of completed work.

Before the impact of COVID-19, students participated in the school's Athletic Carnival and interschool swimming. At the end of year, the senior students were able to participate in the school Swimming Carnival. When students returned from the second round of remote learning, the school raised \$2340.00 by holding a Walkathon to raise money for nurses at the Vanuatu hospital through The Melanie Jewson Foundation.

LEARNING SUPPORT

Learning Support and enrichment programs were provided to assist and extend students in their individual learning journey. During remote learning, staff had to respond with agility and creativity in finding ways of supporting students and communicating regularly.

OUTDOOR FACILITIES

Despite the interruption of COVID-19, we continued to develop our spacious playground by building a bike track for students to use during Physical Education classes and lunchtimes. We were successful in obtaining funding from BankFirst and Wannan Water to establish a fruit orchard near the sport courts.

PASTORAL CARE AND WELLBEING

With the unprecedented disruption and challenge of COVID-19, the wellbeing of everyone in our school community was one of the main priorities for 2020. Everyone was responsible for fostering and developing positive and respectful relationships. Even though learning was a mixture of face-to-face and remote settings, our core values and mission of our school were upheld and strengthened.

We continued to be committed in providing a child safe environment where children are protected and feel safe even in a remote learning setting. Staff and School Council worked hard to ensure that the safety and wellbeing of all students underpinned all decisions and plans. The school wellbeing program was supported by our School Chaplain, Mr Jurgen Wiesner, who made contact with families on a regular basis. All staff assisted in supporting the social and emotional wellbeing of our students and the school used a wide variety of resources to provide specific programs.

This year, our staff started to implement Victoria's Respectful Relationships initiative to promote and model respect and equality and to help teach our children how to build healthy relationships, resilience and confidence.

WORSHIP PROGRAM

Worship is an important component at St John's Lutheran Primary School. Throughout 2020, we continued to provide Chapel services to students at home via Seesaw with remote learning and when on-site learning returned, Chapel was held in each class every Friday.

STUDENT INFORMATION

CONTEXTUAL CHARACTERISTICS OF THE STUDENT BODY

At the DESE Census in August, the school population of 76.4 students was comprised of:

YEAR	STUDENTS	% BOYS	% GIRLS
Foundation	10	20%	80%
Year 1	15	27%	73%
Year 2	11	55%	45%
Year 3	14	71%	29%
Year 4	10	40%	60%
Year 5	9	67%	33%
Year 6	7	14%	86%
Total	76	43%	57%

STUDENT ATTENDANCE

The whole school student attendance figures for 2020:

Foundation	91%
Year 1	92%
Year 2	89%
Year 3	92%
Year 4	85%
Year 5	94%
Year 6	93%

Parents or caregivers are expected to inform the school of absences either by email or phone by 10:00am on day of absence. This also happened during remote learning. This ensures that the school is aware of the whereabouts of children. If a pattern of extended or unexplained periods of absence occur, teachers notify the parents or caregivers to determine an appropriate course of action to ensure learning is not compromised.

STUDENT LEARNING OUTCOMES

Education ministers made the decision to cancel NAPLAN in 2020 due to the ongoing COVID-19 pandemic.

Staff used a variety of assessment tasks to help students improve their literacy and numeracy proficiency. When students returned to onsite learning, a range of assessment tasks helped inform each child's performance and achievement and allowed staff to review teaching and learning.

Staff identified those students who required additional support as a result of the disruption caused by the COVID-19 pandemic.

STAFF INFORMATION

TEACHER STANDARDS AND QUALIFICATIONS

All teaching staff at St John's Lutheran Primary School are appropriately qualified and hold registration with the Victorian Institute of Teaching. Below is a summary of the qualifications held by teachers at the school.

Qualification	Number Held by Staff
Doctorate	0
Masters	1
Bachelor	4
Diploma	2
Certificate	0
TOTAL QUALIFICATIONS	7

PARTICIPATION IN PROFESSIONAL LEARNING

As members of a professional learning community, all staff at St John's Lutheran Primary School are encouraged to access professional learning opportunities throughout the year. This year, many Professional Development opportunities were delivered online including OH&S, First Aid including Anaphylaxis Management, Asthma and Evacuation Procedures through Dynamiq. During 2020, whole school professional learning focused on collaboration in remote learning, IT skills, Child Safety and wellbeing.

All teachers are registered with the Victorian Institute of Teaching.

WORKFORCE COMPOSITION

In 2020, St John's Lutheran Primary School employed 7 teaching staff, of which four were full time. Students at St John's received specialist instruction in STEM, Physical Education and Japanese.

Student learning was also supported by a series of non-teaching staff. Areas provided by non-teaching staff entailed Learning Support, Administration, Business Management, Maintenance and Cleaning.

No Indigenous staff member is employed at the school.

The composition of the work force at St John's Lutheran School is summarised below.

	Number	% of workforce
Full time teaching	4	43
Part time teaching	0.9	9
Part time non-teaching	3.5	37
Principal	1	11
TOTAL STAFF	9.4	100%

Not included in this breakdown are:

1. Temporary replacement teaching and ancillary staff.

PARENT AND FRIENDS ASSOCIATION (PFA)

Due to COVID-19, the P&F have been unable to organise events such as the School Fete and have been in recess.

SCHOOL SATISFACTION

In 2020, a Parent Satisfaction Survey was conducted by Independent Schools Victoria. Our results were outstanding with every domain being above similar schools and Independent Schools Victoria (ISV) scores. Particularly high averages were obtained for the following questions: Students from different backgrounds and cultures are treated equally at this school, My child is happy at this school, Teachers in this school know and care about my child, The school is a safe place in which to learn, School staff are approachable when parents want to talk about their children, Parents are made to feel welcome to visit this school, The school buildings and grounds are attractive and well-maintained, I am happy to recommend the school to other parents.

A Net Promoter Score indicates respondents who are likely to spread positive information and views about the school. Traditionally a Net Promoter Score of +50 or above is considered excellent. Our Net Promoter Score was +84.

The following graph shows the overall satisfaction per domain compared to ISV benchmarks.

Overall means per domain versus all schools and statistically similar schools

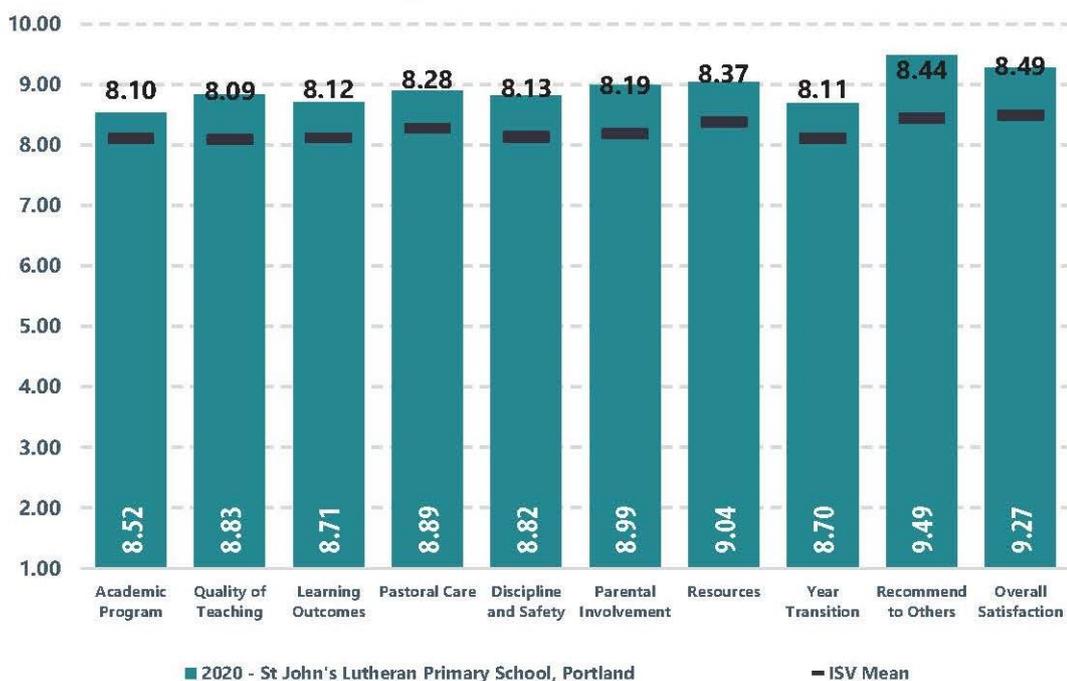


Figure 3: displays overall parent satisfaction per domain for **St John's Lutheran Primary School, Portland** compared to the ISV benchmark.

The following graph displays overall parent satisfaction per domain for our school compared to statistically similar schools. St John's Lutheran Primary School achieved above results compared to similar schools.

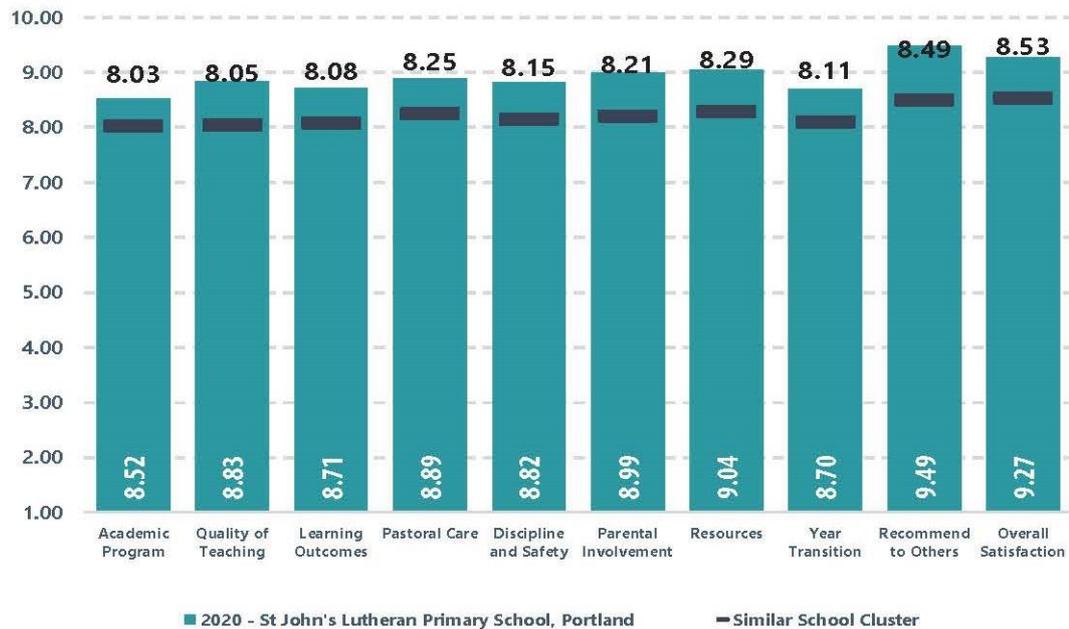


Figure 4: displays overall parent satisfaction per domain for **St John's Lutheran Primary School, Portland** compared to statistically similar schools. **Please note:** your statistically similar school cluster number may change year on year as data on your enrolments changes. See the appendix to determine your statistically similar school group.

Parents were also asked to select their top six reasons for choosing St John's Lutheran Primary School, Portland. The results were:

- The emphasis on the development of sound morals, values, beliefs...
- Size of the school
- Child's needs suited better than other schools
- The atmosphere of the school
- The religious affiliation of the school
- The quality and commitment of the teachers

Our school faced significant challenges throughout 2020 due to the COVID-19 pandemic. This resulted in remote learning throughout long periods of Terms 2 and 3. Parents were able to provide their views on how remote learning unfolded at St John's Lutheran Primary School to combat the spread of the virus. The overall average from parents of whether remote learning had been a positive experience for their child/ren was 8.94%.

The section below provides an immediate overview of the school's current performance across a number of headline indicators. The dial in each figure below shows our school's average score for the question.

St John's Lutheran Primary School, Portland headline indicators





Figure 1: St John's Lutheran Primary School, Portland headline indicators 2020.

OVERALL SATISFACTION

Overall Satisfaction is measured by asking parents to think about the school overall, and to rate their satisfaction level. High levels of

overall performance occurs when parents are very satisfied with their choice of school.

School level results

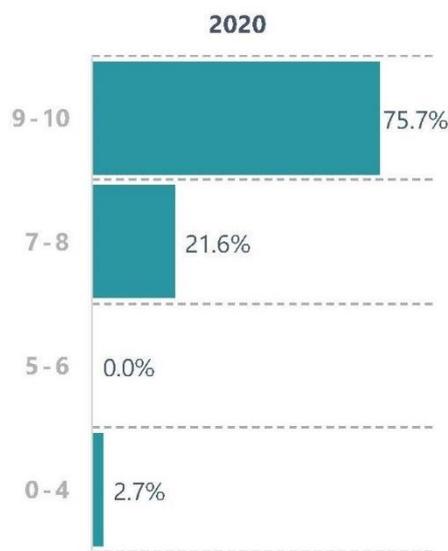


Figure 44: shows **Overall Satisfaction** of parent's at **St John's Lutheran Primary School, Portland**. The panel graphs in this section show the distribution of scores across the 11-point satisfaction scale, where 0 = complete disagreement and 10 = complete agreement.

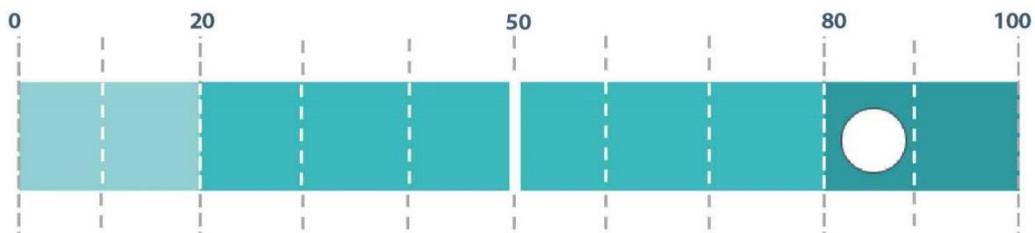


Figure 45: displays **Overall Satisfaction** against all schools. The mid coloured teal band represents the middle 60 per cent of all schools, with the light and dark teal on either end corresponding to the top and bottom 20 per cent. The white line represents the middle or the 50th percentile.

SCHOOL FINANCIAL ACTIVITIES

STATEMENT OF INCOME

For Year Ended 31st December 2020

FINANCIAL PERFORMANCE

Income sources -

Net Tuition Fees	\$ 122,329	8.62%
Operating Grants	\$ 1,285,848	90.63%
Capital Grants	\$ 0	0.00%
Donations - Capital & Other	\$ 27	0.0%
Interest & other Income	\$ 10,660	0.75%
Interest from Related Entities	\$ -	0.00%
	<hr/>	
	\$ 1,418,864	100.00%