

GOOD SHEPHERD  
LUTHERAN COLLEGE



*Identity Service Respect*

PERFORMANCE  
REPORT  
2020



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## FROM THE PRINCIPAL

***Love one another. In the same way I loved you, you love one another. This is how everyone will recognize that you are my disciples—when they see the love you have for each other. (John 13:34-35)***

As we reflect on the year of 2020, I would like to extend my thanks to all our parents, friends, students and, in particular, our staff.

The year of 2020 unfolded in ways we could never have imagined. As I watched and read the stories of extremes across the globe, I was so thankful for all that we have in our community at the College. Throughout the year the bonds of collegiality and community were strengthened in the support we were able to provide to each other. These came in a number of forms – for some it was taking the time to write an email of gratitude, demonstrating understanding that things needed to be ‘just that little bit different’, for others it was learning new skills to support the possibility of online learning, and for our students it was coping with change and uncertainty. This was our Visible Wellbeing approach living through action, evidenced in the emotional resilience of our staff and students.

The year illustrated to all of us that when a community is flourishing from its heart, those in it who feel the positivity and care for others, respond accordingly. Our students led the way in this.

***No challenge was too hard, no change in plans too difficult to understand and accept.***

Throughout the year our students demonstrated that their commitment to each other is what mattered to them. Through the Units of Inquiry and Exhibition in the Junior Schools and the Interdisciplinary Units and Personal Project in the Middle/Senior school, our students were inquirers, balanced learners, resilient and used their strengths to show compassion in many ways.

While I hope wholeheartedly that 2021 is different from 2020, I would not change the year we had. Our resilience as a school was tested and we were able to show that from our heart we are true to our Mission. We are Christ-centred. The message of the Gospel – that we are called to love as we have first been loved, shone through.

We continued to equip our students to be flourishing, knowledgeable and compassionate young people who understand their place in both their immediate community and their global community. We enriched the lives of others through our service. When the first, and then the second group of evacuees from Wuhan and the Diamond Princess left quarantine, I received emails from them thanking our students for their generosity and compassion and thanking the school for welcoming them back onto Australia soil. For us, the small gesture of sending across cards and a message of acceptance was not difficult, the difference it made in the lives of others was significant.

Each year we ask our students to set goals for themselves, outline the habits they are going to need to develop, use their strengths to meet challenges and be risk takers in their aspirations.

In 2020, many of these goals needed to be adapted, in some cases dramatically, in response to changing circumstances. As a community of life-long learners though, these changes were incorporated into the learning program and we were privileged to witness exceptional personal growth in all our students through these changes and challenges.

**Rachel Boyce**  
**Principal**  
MEd, BEd, GradDip Theol.



## About Good Shepherd Lutheran College

Good Shepherd Lutheran College is a leading Northern Territory school with campuses in Leanyer, Palmerston and Howard Springs. The College provides exceptional learning experiences and opportunities for students from Early Learning Centres (ELC) to Year 12.

The College is the only Northern Territory school to offer the International Baccalaureate, with the Primary Years Programme for students in ELC-Year 5 and the International Baccalaureate Middle Years Programme for students in Years 6-10. These pathways establish strong foundations for both academic and personal success in the Northern Territory Certificate of Education Training for students in Years 11-12. The flexibility, internationalism and rigor of these programs provides students with a breadth and depth of learning which equips them for a life of learning and work, whichever pathway they choose.

Alongside the unique curriculum opportunities, the College has also implemented the highly acclaimed Visible Wellbeing program developed by Professor Lea Waters from Melbourne University. This international program combines the science of wellbeing with the science of learning to develop students' and staff ability to more clearly 'see' their own and others' wellbeing. The program uses wellbeing practices to 'build' wellbeing using the SEARCH framework; with staff implementing these through their classroom processes.

## Our Mission

**'With Christ at our centre, we equip our students to become flourishing, knowledgeable and compassionate people who enrich the lives of others with a servant heart'.**

## Our Values      Identity   Service   Respect

Our values are our guide to how we interact, show love and compassion to all within our community, and defines how we learn.



## A Lutheran School Community

Lutheran schools provide caring environments for the students who attend them and embrace high standards of teaching and learning.

As a Lutheran school:

- We believe that all positive knowledge and learning is a great gift of God for the growth and welfare of human beings. We consider it important to develop a spirit of service in our students so that their lives, studies, relationships, ambitions, values and attitudes reflect a commitment to living useful lives for the good of others.
- We believe that knowledge and learning is a gift of God for the wellbeing of human beings.
- We aspire to provide a culture and ethos permeated by the core values of love, justice, compassion, forgiveness, service, humility, courage, hope, quality and appreciation.
- We cater for a wide range of abilities, including gifted and talented students and those with learning difficulties. The teaching program emphasises thinking skills and collaboration. We strive to provide a quality learning experience for all students.
- We have developed a Christian Studies curriculum to provide students with a knowledge of Christian beliefs and teachings. Our College and Early Learning Centres intentionally employs teachers who are able and active in supporting students in a Christian approach to life.
- We believe that God has given parents and caregivers the prime responsibility for the education of their children. Our College assists parents in promoting their child's educational and spiritual growth. We believe it is vital that home and school work together for the wellbeing of students on the basis of shared aims and values.

As central to their mission and ministry, Lutheran schools seek to nurture individuals who are aware of their humanity, open to the influence of the Holy Spirit, and growing in and living according to a cohesive worldview; living in community and reflecting characteristics of God through core Christian values.



## College Leadership

Under the leadership of the Principal, the Senior Leadership Team is responsible for the development and implementation of the educational policies and procedures of the College.



**Rachel Boyce**

College Principal  
MEd, BEd, GradDipTheo



**Elsabe Bott**

Deputy Principal  
MAEdStudies, BEd



**Bernard Ho**

Director Business Operations  
BCommAcc, CPA,  
CertGovPractices



**Darren Boyce**

Head of Positive Education  
MAPP, MEd, BEd,  
GradCertTheol



**Vicki Trathen**

Head of Junior School  
Palmerston Campus  
BEd



**Cheryl Gunn**

Head of Junior School  
Leanyer Campus  
MEdLead, BEd, DipTeach,  
GradDipEdLead



**Dean Cummins**

Head of Senior Years  
Howard Springs Campus

MEd, BEc, GradDipEd(Sec)



**James Faraone**

Head of Middle Years  
Howard Springs Campus

MEd, BA, GradDipEd



**Lynne Pokela**

Head of Junior School  
Palmerston Campus

MEdStud, DipT,  
GradDipEdStud



**Tara Errity**

Director of Development

BEd, GradDipEdAdmin

## **Governance**

Good Shepherd Lutheran College NT Incorporated is an education institution of the Lutheran Church of Australia South Australia District Incorporated (LCA SA/NT District).

The Board is comprised of five voting members endorsed by the Lutheran Education South Australia, Northern Territory, Western Australia (LESNW), and two non-voting executive staff. Board members come from the St Andrew and Good Shepherd Lutheran Church congregations. The College Principal and Director of Business Operations are non-voting members of the Board. The College Board acknowledges the Principal as the College's educational and spiritual leader. The Board's role is to ensure planning is strategic and linked to the College's vision and mission.

The Board met on ten occasions in 2020 focussing primarily on supporting the Principal in navigating the challenges resulting from the COVID-19 pandemic, further refining our strategic risk management framework and actively recruiting additional exceptional quality Board members for 2021.

### **Members**

Maja Van Bruggen (Chair)

Sam Bakara (Vice Chair)

David Alm

Helen Taylor

John Proeve (appointed)

### **Non-Voting Members**

Rachel Boyce (Principal)

Bernard Ho (Director of Business Operations)



## OUR STUDENTS

Students travel from across Darwin and the rural area to attend the three campuses of the College. Students range in age from 3 years at the ELC to 18 years in Year 12. The student population at the College reflects the multicultural diversity of Darwin with close to 20 languages other than English being spoken by students at the College.

Good Shepherd strives to support all students, including those with a variety of specific needs including physical, emotional, behavioural and intellectual. The school has an excellent reputation for supporting students and their families in both the educational and wellbeing programs offered at the College.

### Student Enrolment and Attendance

#### Enrolment

Year Level	Total
Transition	72
Year 1	70
Year 2	86
Year 3	85
Year 4	75
Year 5	77
Year 6	111
Year 7	97
Year 8	110
Year 9	94
Year 10	71
Year 11	56
Year 12	70

Figures as at Census Date 7 August 2020. These numbers include 89 Indigenous students. The male to female ratio is approximately 1:1 for the Junior, Middle and Senior Schools.

#### Attendance

Attendance is taken twice a day in the Junior Schools and each lesson in the Middle and Senior School is electronically recorded. An automated SMS message is sent to parents to notify of an absence and follow up phone contact is made if there is no response.

Meetings are arranged with parents if there is prolonged or a pattern of absences to negotiate a supported return to school, in order to minimise the impact of a student's absence on their learning.

Student Attendance Rate	
All students	92%
Indigenous Students	88%
Non-Indigenous Students	92%

Student attendance rate for students from Year 1 to Year 10 for Semester 1 2020, by Indigenous status. (Data source: My School website)

## The College Curriculum

Through the International Baccalaureate (IB) Primary Years Programme and Middle Years Programme a rigorous academic program with international benchmarks is offered to all students in the ELC through to Year 10. Students in Year 11-12 transition into the Northern Territory Certificate of Education (NTCET) with some students opting to complete the Career Acceleration Pathway program which incorporates both the NTCET and work-based learning, as well as Certificate II and III courses.

The IB Primary and Middle Years Programmes are recognised by the Australian Curriculum Assessment Reporting Authority (ACARA) as approved international curriculums. These are used alongside the Australian Curriculum, to ensure students at the College are receiving an international standard of education in line with the curriculum put in place by the Australian Government.

## Academic Outcomes

### Northern Territory Certificate of Education and Training (NTCET)

Number of Year 12 students completing the NTCET	73
% of eligible students completing the NTCET	100%
% of NTCET grades in the A band	17%
% of NTCET grades in the B band	51%

It is pleasing to note that students at the College achieved higher than average subject grades as compared to other students in the Northern Territory.

In addition, comparative data for the same cohort in Stage 1 demonstrates an increase in the percentage of A and B grades achieved in Stage 2 results.

### Vocational Education and Training (VET)

Students with completed VET Qualifications	31
Students who completed the NTCET and would not have without VET	21
Students with a school-based apprenticeship or traineeship	6
Students who completed the NTCET and studied VET	42

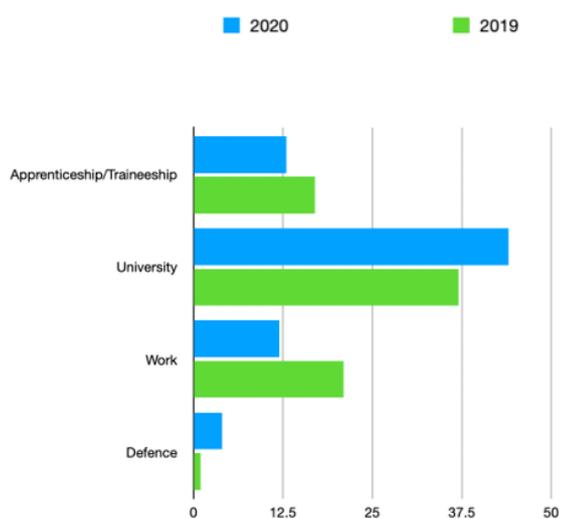
In 2020 students did not complete NAPLAN due to COVID restrictions in place nationally. Students in Year 3 to 10 completed the ACER PAT Reading and Mathematics tests at a school level.

## Post College Destinations

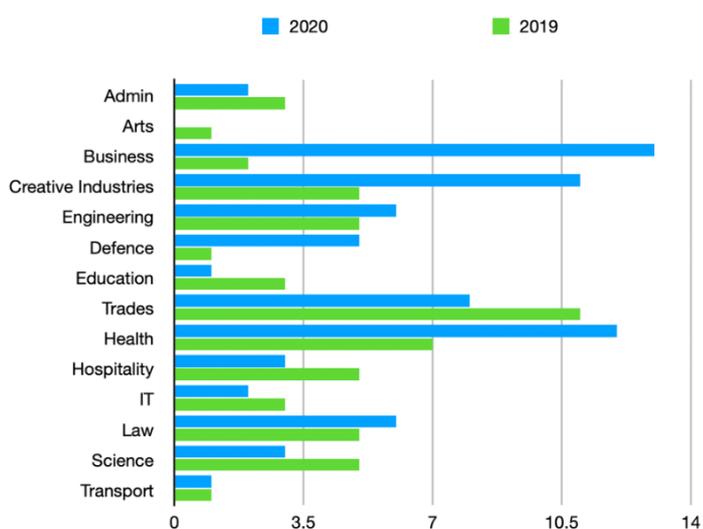
In 2020 there were 73 students in the Year 12 cohort, 72 of whom completed their NTCET. This was achieved through the College’s Pre-Tertiary Pathway, Career Acceleration Pathway, and alternate subjects.

Of this cohort, 44 students chose to pursue a University pathway, which is significantly higher than previous years. This number can be attributed, to some extent, to the alternate entry schemes implemented due to COVID-19 providing an opportunity for students to maximise their opportunity for further study. The majority of students were accepted into their first preferences.

Many of the graduates (18%) are pursuing degrees in the field of business, including trainees who are enrolled in a new Northern Territory Government Traineeship initiative. Health Services including Psychology, Nursing, Midwifery, Occupational Therapy and Medicine where also popular with 16% of students studying in these areas. A further 15% chose Creative Industries, including Acting, Digital Media, Graphic Design and Performing Arts.



*Post School Pathways*



*Post Schooling Industries*

## OUR STAFF

The College Senior Leadership Team includes the College Principal, Deputy Principal, Head of Positive Education, five Heads of School, Director of Business Operations and Director of Development. Curriculum and Wellbeing Coordinators support the delivery of the IB PYP/MYP and NTCET curriculum and Visible Wellbeing program at the College. In total the College has 174 staff: 88.6 full time equivalent teachers and 41.1 full time equivalent administrative and support positions. In 2020 there was one Indigenous staff member employed at the College.

All teaching staff have the necessary qualifications for teacher registration in the Northern Territory with many staff holding additional professional qualifications far above the standard required. In addition to this, all College staff have participated in Lutheran Education Australia Valuing Safe Communities training, hold a Northern Territory Ochre Card and have completed a Criminal History Check. Staff undertake regular professional development within their fields to develop and maintain contemporary skills and knowledge to provide high quality education to the students at the College. All teaching staff have been trained in the Visible Wellbeing program and the IB PYP/ MYP programmes and NTCET subjects in which they teach.

### Professional Learning Summary

At Good Shepherd we see the continuous professional development of all staff as pivotal to the learning and wellbeing of our students.

Professional development in 2020 focused on the strategic priorities of delivering international academic and wellbeing programs. Staff completed training in the PYP, MYP, NCTET and Visible Wellbeing. Alongside this, all teaching staff completed Professional Learning Plans reflecting individual goals and priorities in their teaching development

FTE* Teachers	97.2
FTE Non-Teaching Staff	41.4
Total FTE	138.6
Total No of Staff	189

Full Time Equivalent

### High Quality Teaching Staff

Number of Academic Staff with PhD's	2
Number of Academic Staff with Masters	23
Number of Academic Staff with Post Graduate qualifications (not including Masters)	39
Number of Academic Staff with Degrees	109
Number of Academic Staff with Diploma in Education	2
Number of Highly Accomplished or Lead Teachers	4

(Staff with more than one qualification are listed in the section of the highest qualification)

## **Extra and Co-Curricular Programs**

Co and Extra-curricular activities looked very different in 2020. Despite the restrictions in place, the College endeavoured to offer as many modified activities as possible. We are very thankful for the support and understanding our parents, students, staff and broader community in assisting us in offering these modified programs in 2020 which included sport, music, community service, student leadership, and modified camps and excursions.

We were also very blessed that our athletic and swimming carnivals could go ahead with minor alterations.

## **Community Satisfaction**

In 2020 Good Shepherd had a high retention rate of staff, both teachers and support staff.

Although Friends of Good Shepherd (FoGS) was on hold in 2020, this group of committed parents and friends of the College supported the school wherever they could.

Overwhelming support was received early in 2020 when the Commonwealth Government announced that the adjoining facility, Manigurr-ma Village, was to be used as a quarantine facility for returning Australian citizens from Wuhan and the Diamond Princess. Many parents went out of their way to contact the College with expressions of support and understanding. Strong community relationships between the College, local council, local Members of Parliament, the National Critical Care and Trauma Response Centre, the Northern Territory Government and even the Commonwealth Government were evident during this period.

The College welcomes feedback in a variety of forms, both through direct contact with Heads of School and other leadership positions, and indirectly through FoGS parent forums.

Some of the COVID-modified events which parents and the wider community were involved with at the College in 2020 include:

- Student-led / Three-way and Parent Teacher Conferences
- Curriculum Information sessions
- Careers and Work. University Pathway sessions
- Live-streamed Chapel and Assemblies
- College Graduation and Awards Services
- PYP/MYP Exhibitions and Presentation evenings
- Online Performing and Visual Arts Exhibitions
- Class Carers

## Annual Self-Assessment

The College Board, Principal and staff have worked together to determine the College's strengths (where levels of performance need to be maintained) and areas for development or extra investment. In deciding on these priorities, the College has considered:

- areas identified from the Lutheran Education Australia (LEA) Quality Schools Survey data;
- national and local data such as NAPLAN and Australian Council for Educational Research (ACER) testing; and
- areas of particular interest to College families based on parent surveys.

The College has implemented a cyclic approach to School Improvement which occurs continuously over four years and is underpinned by careful monitoring and rigorous inquiry.

In 2020 the focus areas of strategic development as published in the College Strategic Plan were Strengthening Student Culture and Wellbeing, and Enhancing Professional Practice and Wellbeing.

Much of the staff development which occurred in 2020 was around supporting staff with implementing online learning; should it have been needed, and continuing to implement Visible Wellbeing, the International Baccalaureate program and the NTCET Capabilities into their pedagogy.

## College Facilities

The College continues to invest in the upkeep and upgrades of buildings and grounds to create a rich learning environment inside and outside of the classrooms.

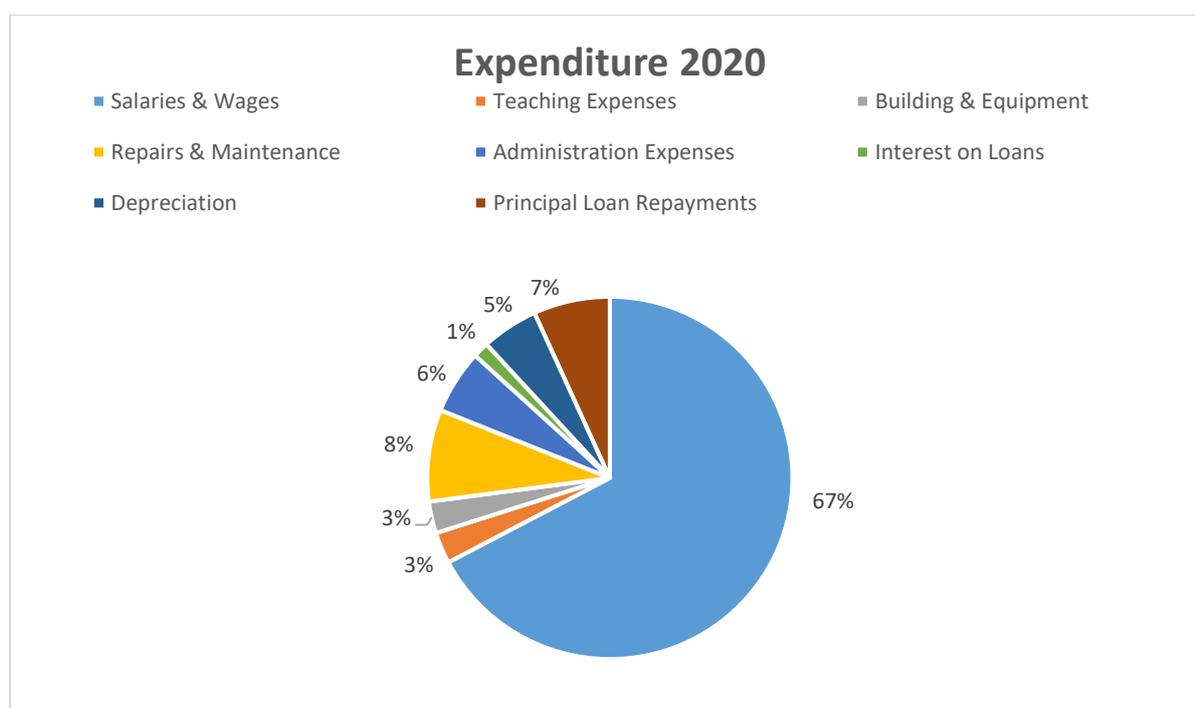
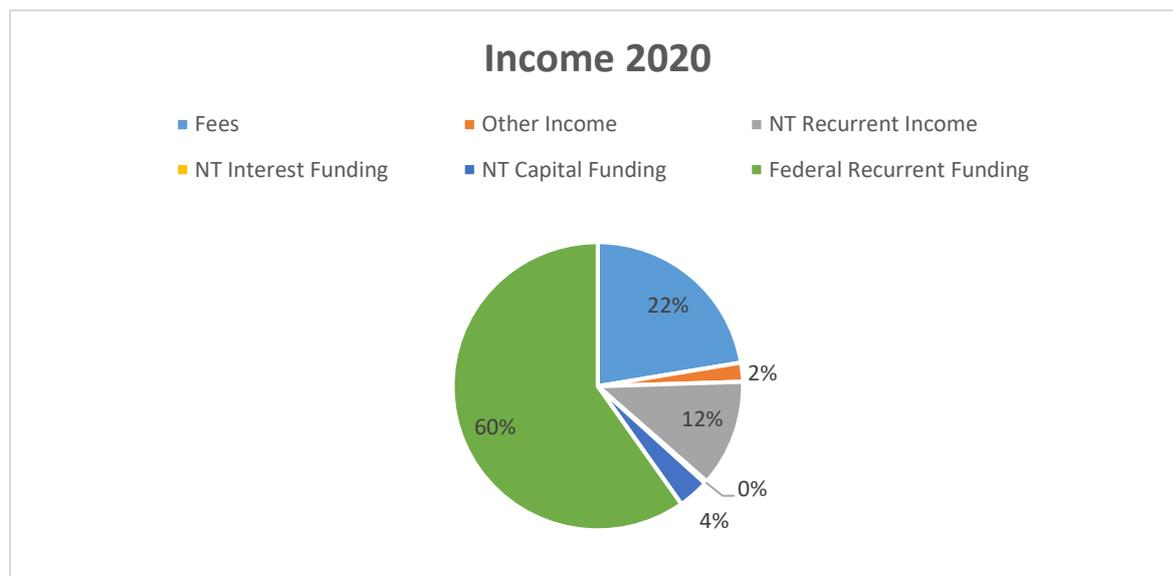
Good Shepherd Lutheran College is conscious of reducing its impact on the environment and continues to invest in partnerships to reduce global carbon emissions. This is assisted by student initiatives in recycling and sustainability practices, including a food garden at the Howard Springs Campus.



## COLLEGE INCOME/EXPENDITURE

The College is incorporated as the Good Shepherd Lutheran College NT Inc, and is managed under the auspices of the Good Shepherd Lutheran Church, (Palmerston) congregation. Good Shepherd Lutheran Church is a member congregation of the parish of the Top End Lutheran Church, which is itself part of the Lutheran Church of Australia.

The College income, broken down by funding source, and College expenditure is presented below:



## APPENDIX 1: 2020 Staff List

Virginia	Abercromby	Megan	Kitely
Paulo	Abrantes	Avgi	Koutzi
Nikkita	Adair	Kristine	Laube
Jana	Adamovska	Jarrad	Lawrence
Olga	Aryan	Suzanne	Livett
Carolyn	Atkinson	Suzanne	Livett
Caroline	Barker	Hannah	Loveday
Kaitlin	Battel	Bernadette	Marcel-Hubert
Nathan	Batten	Jacinta	Martins
Learne	Benson	Sara	Martin
Brooke	Bethune	Laura	Mau
Olivera	Bisevac	Christina	McCarthy
Sophie	Blake	Yvonne	McDonnell
Glenda	Bortoli	Imogen	McLennan
Darren	Boyce	Robyn	McMeikan
Rachel	Boyce	Alexis	Miller
Benjamin	Bradtke	Emma	Murphy
Jade	Briscoe	Susan	Nalder
Monique	Brown	Jessica	Neilsen
Kyle	Cantrill	Andrea	Nichols
Rebecca	Carpenter	Marie	O'Callaghan Robertson
Richard	Carter	Daniel	O'Connor
Matthew	Cavanagh	June	Owili
Tori	Cronin	Kieran	Parsons
Dean	Cummins	Shiann	Paterson
Kathryn	Cummins	Megan	Pearn
Rebecca	Davis	Roslyn	Peters
Sarah	Davis	Lynne	Pokela
Kathrin	Dixon	Balin	Powardy
Trisha	Dowling	Carmel	Pyne
Jane	Edwards	Hailey	Quick
James	Faraone	Cliff	Reeves
Rebecca	Fletcher	Bethany	Rennes
Shona	Ford	Sean	Rimmer
Susannah	Freer	Frederique	Saltmarsh
Sarah	Fuller	Catherine	Sansom
Imelda	George	Edwin	Sayer
Lochlan	Godber	Fleur	Sharp
Carrie	Griffiths	Vivonne	Short
Cheryl	Gunn	Lola	Sleep
Tania	Muggeridge	Holly	Smith
Julie	Hearnden	Gregory	St Vincent
Anna	Hind	Stacey-Jane	Thompson
Bernard	Ho	Chelsey	Tolhurst
Bernard	Holland	Peta	Trahair

Cassandra	Holland	Phoebe	Tran
Megan	Hughes	Peter	Vella
Blessing	Izuchukwu	Donna	Sudana
William	Janssen	Jalal	Volker
Marie-France	Jenkins-Cooney	Elizabeth	Walker
Alexa	Johnson	Lara	Whitehouse
Nancy	Juan	Melinda	Williams
Rowena	Kalikajaros	Rachel	Wood
Lynda	Kennedy	Hailey	Wyatt
Jessica	Keogh		

