



Annual Report 2018



HOLY TRINITY
LUTHERAN COLLEGE

School sector: Independent
School address: 25 Trinity Drive Horsham, Victoria
Total enrolments: 526
Year levels offered: Prep to Year 11
Co-educational or single sex: Co-educational

Introduction—40 years of quality Christian education

This year marks Holy Trinity Lutheran College's 40th year of proudly serving Horsham and the surrounding local communities with quality independent education. Located in the heart of the Wimmera, in western Victoria, the college was established by the Holy Trinity Lutheran Church as a co-educational, independent Christian school since 1978. At the time it was known as Horsham Lutheran Primary School. It began with 58 students and three teachers, and lessons were conducted from the church hall.

Holy Trinity Lutheran Church purchased land and built a primary school facility on the current school site, opening in 1979. The school community continued to flourish during its early years and expanded to double stream for all classes in Foundation to Year 6. In 2008 the school changed its name to Holy Trinity Lutheran School to further strengthen its connection with the local Lutheran church.

Middle schooling was introduced in 2014 and from 2017 educational programs through to the senior years of education were delivered with the aim of providing a leading educational pathway for all students from Foundation to Year 12.

To strengthen its identity as a Foundation to Year 12 educational facility, the school changed its name once again—to Holy Trinity Lutheran College—in 2017. The college's history has been one of rich tradition and it continues to honour the strong foundations that have been established in the past, while creating a contemporary and vibrant school environment for the future.

Holy Trinity Lutheran College is a school that values excellence in spiritual, intellectual, physical, emotional, cultural and social outcomes for its students. Where individuals are provided with opportunities to use their God-given talents to serve others while gaining the necessary skills to thrive in an ever-changing world.

Students are nurtured and guided to develop the necessary skills to thrive in the world we live in. Our teachers provide child-centred learning opportunities where excellence is encouraged, innovation is sought, effort is applauded and relationships are valued—strengthening the educational outcomes for all students.

Each individual is recognised as a valued gift of God, with their very own unique talents and potential, and are provided with rich and dynamic educational experiences that are grounded in the Christian faith. We pride ourselves on having a family, Christ-centred community and cherish the opportunity to shape and influence the lives of the children placed in our care. Holy Trinity Lutheran College is a school for all members of our local and wider community. A place where a child can find their own identity while flourishing in a safe, caring and enriched learning environment.

Student enrolments

With the introduction of Year 11, the continuation of strong demand for Foundation places, and strong growth in other year levels, our student enrolments are 526.

Year level	Enrolments
Foundation	65
Year 1	46
Year 2	65
Year 3	50
Year 4	44
Year 5	50
Year 6	47
Year 7	44
Year 8	46
Year 9	26
Year 10	24
Year 11	19
Total	526

At this point in time we have seven indigenous students and one student in receipt of Commonwealth Special Needs funding.

Of a possible 194 student days, the average student attendance rate was 92.7%.

All non-attendance must be explained by parents. If parents have not contacted the school in person, college app, by phone or email, the College Principal or his delegate contacts the parents to investigate any unexplained absences.

Curriculum

Holy Trinity Lutheran College is a school of the Lutheran Church of Australia and, as such, encourage and support our students to develop a relationship with God. The Christian Studies program is a major component of our curriculum and leads our students on their journey of faith.

The Junior School

The junior years at Holy Trinity Lutheran College provide a quality Christian education to students from Foundation to Year 6; striving to nurture each student for a life of faith and service, through their intellectual, spiritual, physical, emotional and social growth.

The teaching and learning in the Junior School aligns to the Australian Curriculum. Emphasis is placed on teaching core literacy and numeracy skills, equipping students to think critically, creatively and collaboratively. Through relevant and meaningful learning opportunities, we strive for excellence in our quest to equip students for life in the 21st century.

Learning support and enrichment programs are provided to assist and extend students in their individual learning journey.

Students are provided with a range of opportunities to develop leadership skills in the Junior School including the chance to be elected as Junior School captain or to represent their cohort on the School Representative Council (SRC).

The Middle School

The middle years of schooling (Years 7 to 9) are the foundation years of secondary education. At Holy Trinity Lutheran College our programs aim to provide supported learning, promote acceptance and belonging, and encourage personal development among students. We strive to develop deep and rich learning experiences that are relevant and enable each child to reach their full potential in the intellectual, cultural, social and spiritual dimensions of life.

The Middle School provides an innovative education within the Australian Curriculum that is responsive to the developmental needs of young adolescents. Opportunities are student-focused, relevant and rigorous, and constantly acknowledging the culture and context of our learners. As part of our mission we endeavour to nurture a child's God-given potential and develop lifelong learners and effective global citizens.

Students are provided with many different opportunities to practice servant leadership during their time at the college. The Middle School provides opportunity for students to be elected as a Middle School captain and SRC, while also developing the leadership skills of students to be leaders in their own communities.

The Senior School

The Senior School (Years 10 and 11) prides itself on the growth of the whole child through the development of skills, values and attitudes essential for life in a 21st century global society; providing learning opportunities that nurture individual, emotional, spiritual and intellectual development.

As individuals begin the journey into senior schooling, they assume even greater control of their subject selections and academic pathways. They explore potential career options and strengthen the transition toward independent learning within Australian Curriculum, VCE or VET. Working in smaller class sizes, our students are supported in their academic and personal growth through the encouragement of resourcefulness, independence and maturity in all aspects of college life.

Learning experiences are relational, relevant, rigorous and reflective experiences designed to educate the whole person. It is our aim to nurture an intellectual and emotional response from students that will encourage insight and curiosity, and provide the tools to make a valuable contribution to society. The college facilitates this learning by providing timely and purposeful feedback and learning environments which promote a positive atmosphere of trust and safe risk taking.

Students are prepared for leadership throughout their school life, enhancing their sense of responsibility and an increased awareness of their role within our school community. These opportunities occur through College captaincy, the House system, as School Ambassadors, Student Representative Council and mentoring.

Academic results

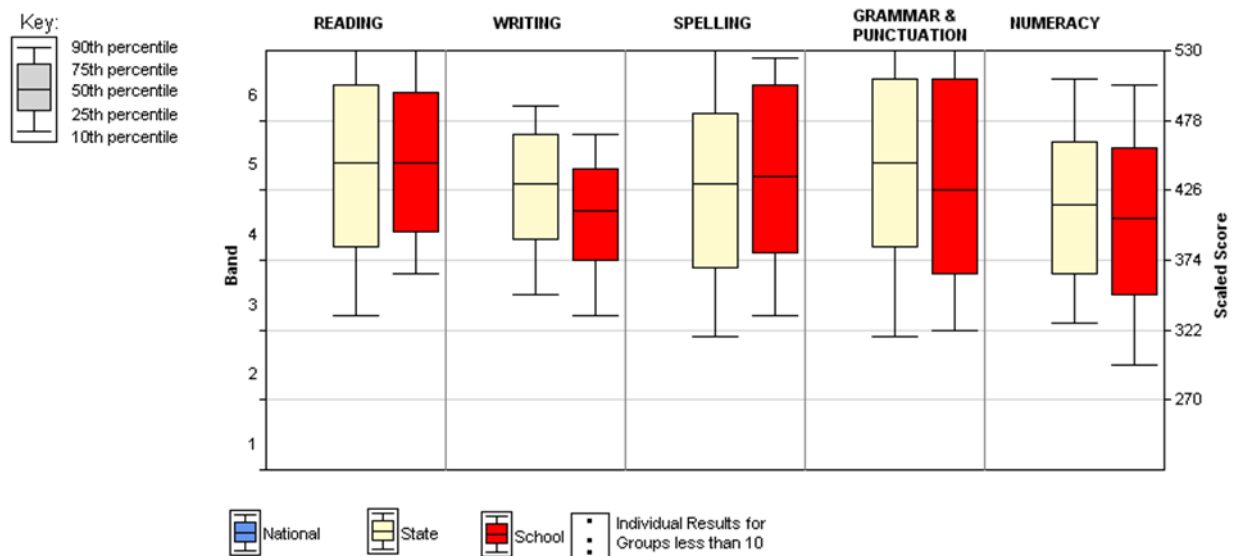
The National Assessment Program—Literacy and Numeracy (NAPLAN) takes place for all students in Years 3, 5, 7 and 9. These tests are a government requirement for all schools across Australia and assesses student achievement in reading, writing, spelling, grammar and punctuation, and numeracy. NAPLAN reports show the result of each child's performance compared to other Australian students in their year level, along with the average score on each NAPLAN test. These tests support a range of assessment tools that, when combined with teacher observations, help inform the college of each child's

performance and achievement. The NAPLAN results also provide important trend data that assists in the review and planning of the college's teaching and learning programs.

2017 NAPLAN results

NAPLAN School Summary Reports indicate the collective achievement of students across all assessment tasks. The graphics below show the achievements for students in Year 3, 5, 7 and 9, relative to the state and national scores.

Year 3 group summary



Results from the Year 3 Student Group Summary show a majority of students performing above or at the minimum standards expected for the level.

Reading: 94% are ABOVE the National Minimum Standard; 4% AT the National Minimum Standard; 2% are BELOW the National Minimum Standard

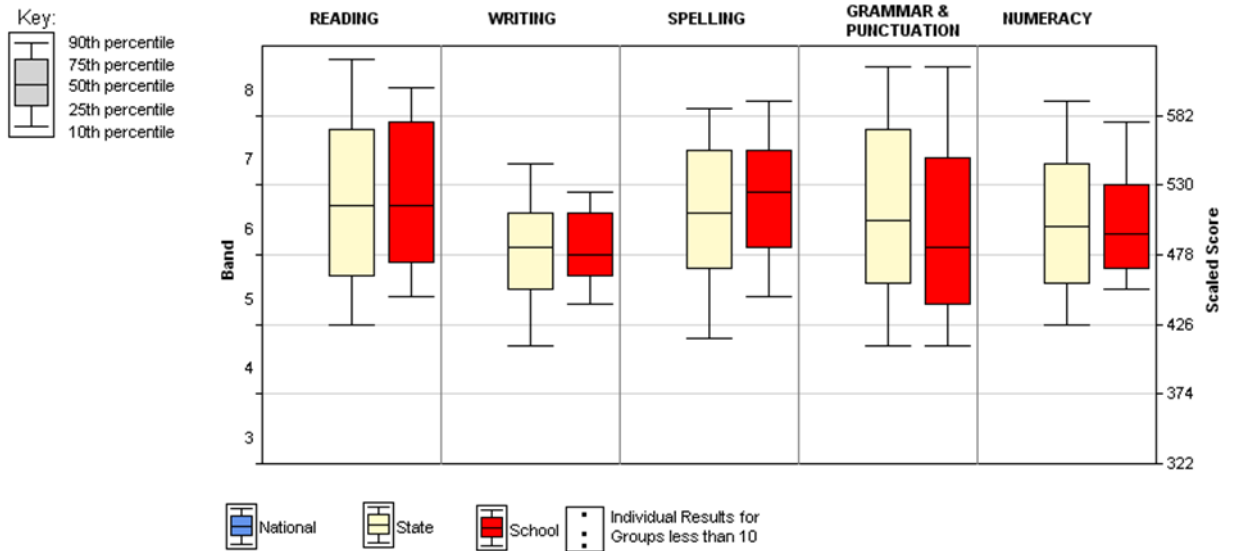
Writing: 94% are ABOVE the National Minimum Standard; 2% AT the National Minimum Standard; 4% are BELOW the National Minimum Standard

Spelling: 90% are ABOVE the National Minimum Standard; 10% AT the National Minimum Standard

Grammar: 90% are ABOVE the National Minimum Standard; 8% AT the National Minimum Standard; 2% BELOW the National Minimum Standard

Numeracy: 82% are ABOVE the National Minimum Standard; 18% AT the National Minimum Standard

Year 5 group summary



Results from the Year 5 Student Group Summary show most students performing above the minimum standards expected for the level.

Reading: 98% are ABOVE National Minimum Standard; 2% AT National Minimum Standard

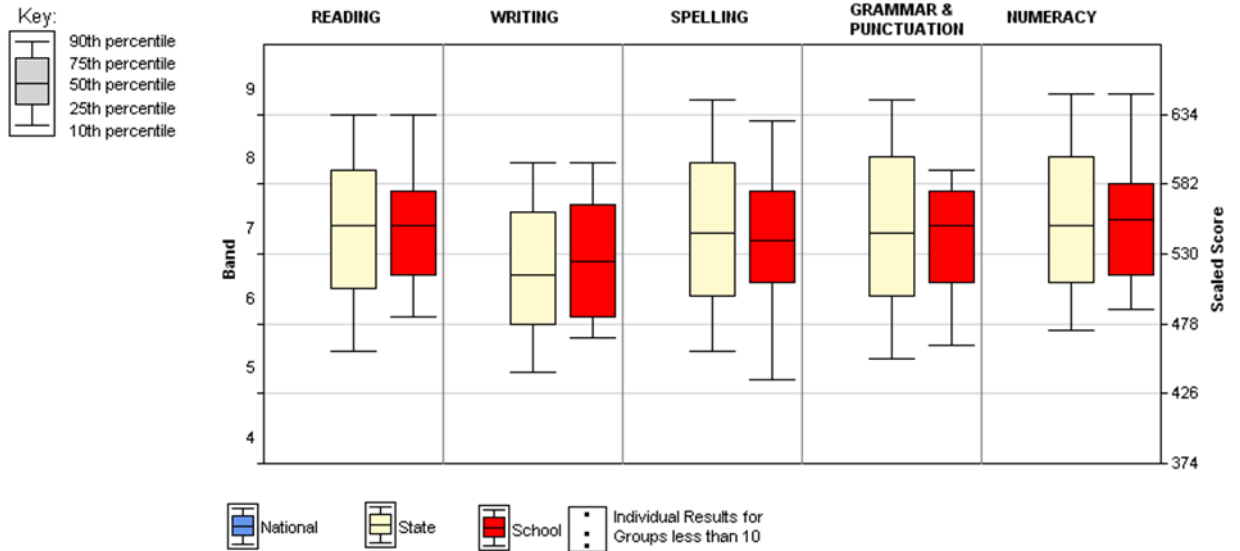
Writing: 96% are ABOVE; 2% AT National Minimum Standard; 2% BELOW National Minimum Standard

Spelling: 94% are ABOVE; 6% are AT National Minimum Standard

Grammar: 88% are ABOVE National Minimum Standard; 10% AT National Minimum Standard; 2% BELOW National Minimum Standard

Numeracy: 96% are ABOVE; 4% AT National Minimum Standard

Year 7 group summary



Results from the Year 7 Student Group Summary show a majority of students performing above the minimum standards expected for the level.

Reading: 92% are ABOVE National Minimum Standard; 5% AT National Minimum Standard; 3% BELOW National Minimum Standard

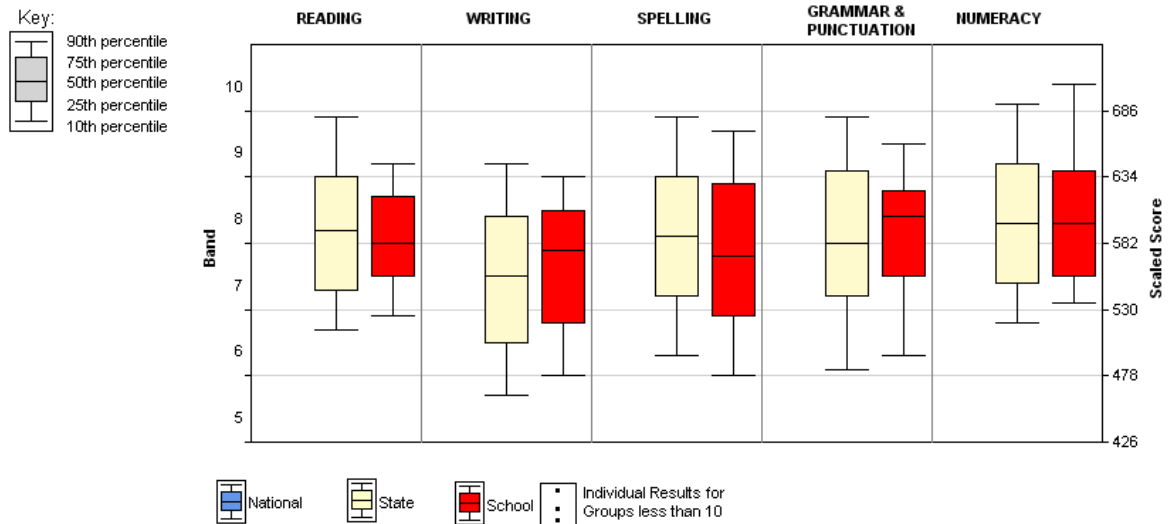
Writing: 76% are ABOVE; 19% AT National Minimum Standard; 5% BELOW National Minimum Standard

Spelling: 84% are ABOVE; 8% are AT National Minimum Standard; 8% BELOW National Minimum Standard

Grammar: 82% are ABOVE National Minimum Standard; 18% AT National Minimum Standard

Numeracy: 100% are ABOVE National Minimum Standard

Year 9 group summary



Results from the Year 9 Student Group Summary show most students performing above or at the minimum standards expected for the level.

Reading: 87% are ABOVE National Minimum Standard; 13% AT National Minimum Standard

Writing: 71% are ABOVE; 19% AT National Minimum Standard; 10% BELOW National Minimum Standard

Spelling: 81% are ABOVE; 5% are AT National Minimum Standard; 14% BELOW National Minimum Standard

Grammar: 81% are ABOVE National Minimum Standard; 19% AT National Minimum Standard

Numeracy: 91% are ABOVE; 9% AT National Minimum Standard

Learning support and enhancement programs

Holy Trinity Lutheran College has a relevant, rigorous and challenging curriculum that allows the school to nurture the social, emotional and academic potential of all individuals. This includes a strong emphasis on the fundamental numeracy and literacy components of the Junior School, along with a comprehensive range of core, elective, VET (Vocational Education and Training), VCAL (Victorian Certificate of Applied Learning) and VCE (Victorian Certificate of Education) subjects in the middle and senior years.

Learning support and enhancement programs at Holy Trinity Lutheran College have continued to support students through modified literacy and numeracy programs delivered either on a one-to-one basis, in small groups or within their classroom setting. Students are identified as needing support through our comprehensive diagnostic assessment program. Regardless of age, learning support is available to all students at the college through various sub-school programs targeted at student need. Students who demonstrate a higher level of academic ability, and a strong commitment to their learning, are supported through specifically-designed learning enhancement programs in the junior years, along with accelerated learning opportunities (the Genesis Program) in the secondary years.

Extra-curricular activities

We offer a variety of extra-curricular opportunities across our Junior, Middle and Senior Schools, providing our students with the opportunity to broaden experience, encourage passion, foster commitment and develop their strengths and talents.

Sport

- **Holy Trinity Racing Club—human powered vehicles (HPV)**
Teams of students from the Junior, Middle and Senior Schools work together to design, construct and maintain pedal-powered vehicles to compete in Australian HPV. This year, all teams had a wonderful season with particular mention of our Year 7 team who successfully secured second place in the Australian HPV Super Series competition for all school in Australia. This year we saw our junior students excel throughout the season with the team finishing second overall in their category.
- **Energetix and Littlegetix**
Competition aerobics teams made up of students from Year 2 to Year 6. Energetic aerobic routines last for about 1.5 minutes and involves teams competing against other Victorian schools at the Schoolaerobics Competition in Geelong. This year our Energetix team won the Victorian State Competition and were eligible to compete at the national school aerobics titles on the Gold Coast. The team performed wonderfully on the day of national competition finishing second overall.
- **School sport**
Holy Trinity competitively participates in a wide range of school based sports including cross country, athletics and swimming carnivals—including inter-school sport competitions across all sub schools at district, division, regional and state levels in AFL, netball, basketball, volleyball, soccer, tennis, cricket and hockey.

Performing arts

- **Wakakirri**
The Senior School participated in Wakakirri, a national story-telling arts festival that reflects students' thoughts, ideas and aspirations through a drama production. Hundreds of schools across Australia compete for 'Story of the Year'. The Holy Trinity Lutheran College

team successfully made it to the state final in Melbourne and were commended on their efforts in performing the real life story of a family who showed a servant heart to those less fortunate, entitled *The Little Things*.

- **Musical and concert**

The college musical is performed each year, alternating between a junior and senior performance. This year, the Junior School musical involved students from Year 3 to the Year 6. The production this year was *The Lion King*. The musical was well received by our college community, with many students from the Junior School involved.

- **Instrumental music program**

Holy Trinity provides a range of instruments in the program, including piano, percussion, voice, woodwind, violin and guitar. Over the year the program has grown tremendously and now includes students from all three sub schools.

- **Choir**

Junior School students practice on a weekly basis and perform within our college community and local community.

Cultural exchange programs

Hong Kong cultural experience (Year 6)

Each year, 14 students from Year 6 are given the opportunity to participate in a cultural exchange with students from two Lutheran Schools in Hong Kong, which Holy Trinity Lutheran College have had a close relationship with since the program began in 2007.

In the beginning of Term 1, our families host students from Hong Kong for a week. Later in the term our students travel to Hong Kong for a similar stay, attending classes and experiencing the culture and sights of Hong Kong.

The aims of this program are to prepare students for positive contribution in a globalised world, provide opportunities to develop and demonstrate respect for diversity and to broaden their experiences beyond the classroom, regional Victoria and our coastal borders.

The experience provides students with an amazing opportunity for personal growth, they develop independence and self-management, gain an appreciation for diversity, and build strong bonds of friendship with the students from Hong Kong.

Philippines international educational and cultural tour

Holy Trinity has developed a longstanding partnership with San Agustin Elementary School and Pampanga State Agricultural University, located 80 kilometres north-west of Manila. Each year, a group of Year 9 students travel to Pampanga to work with primary school students in their classrooms and run sport and learning activities. They visit the neighbouring university where they learn about the Filipino culture and their value of learning for the future. The development of relationships remains a key focus throughout the trip. Group members raise money prior to departure to purchase both classroom materials and sports equipment used during the project.

Through immersion in a different culture, students are often challenged to reflect on their personal journeys through adolescence. Christian service learning enables students to interact with others in the spirit of the Gospel, and to serve others while serving God.

It is imperative that our students develop the skills, knowledge and behaviours that will support them to develop into active and informed global citizens, with a heightened respect and appreciation for social, cultural and religious diversity and a strong sense of global citizenship.

Pastoral care and wellbeing

Holy Trinity Lutheran College is committed to enhancing and strengthening the social, emotional and spiritual development of its students. We recognise that wellbeing is fundamental to learning and is integral in every aspect of school culture. We seek to ensure students are actively engaged with learning and develop positive and respectful relationships and connections within the school and community. A Christ-centred approach underpins the foundational values which the pastoral care program is based on.

Wellbeing program

Holy Trinity Lutheran College seeks to listen to and empower its students. The safety and wellbeing of all students is the primary focus of our care and decision-making. We are committed to providing a child safe environment where children and young people are protected and feel safe. The school wellbeing program aims to achieve this by providing specific programs across each of the sub-schools. Our counselling service, supported by Mrs Anne Penny, assists in supporting the social and emotional needs of our students. This also extends to our wider community with the Share Care program that offers support and a sense of belonging for families.

This year, SchoolTV was introduced to strengthen our wellbeing support for our wider community. SchoolTV is an online wellbeing platform that gives parents clear, fact-based information on the many challenges faced by today's youth. A new edition is released each month with comprehensive videos from leading specialists and organisations.

Worship program

Worship is the high point of our life at Holy Trinity Lutheran College. We regularly celebrate our identity as God's people in Jesus and explore the plans and purposes He has for us individually and collectively as His community. This shapes us for life and service both within our local community and God's worldwide community.

Along with daily devotions held in classrooms and by the staff, worship services are held weekly for each sub-school. While throughout the term sub-schools worship separately, the entire college community gathers together for worship at the beginning and end of each term. Through worship we nurture and encourage everyone to strive with God's help to reach their potential in him.

College Council

Holy Trinity Lutheran College has a governing council of elected representatives from the local Lutheran church, Holy Trinity Lutheran Church. The College Council consists of 11 members and 5 representatives from the college's leadership team who act as consultants. The key role of the College Council is governance, ensuring the ongoing viability of the college and maintaining the strategic direction of the school.

This year, the College has had a very committed and stable College Council that, under the chairmanship of Mr Bryan Matuschka, has continued to give direction to our growing college. We give thanks to all members of the College Council who have given their time to support the governance of the college.

The College Council continues to see the wide skillset of members and the long term stability of Council numbers as extremely important to the success of the Council. Governance training has continued and gives tremendous insight into the expectations of Council members and the Council as a whole.

School improvement

In our 40th year of serving our local and wider communities, several notable developments took place in and around the college.

- VRQA registration for Foundation to Year 12 has been granted. This provides opportunity for students to engage in the Australian Curriculum, Victorian Certificate of Education (VCE) and Vocational Education and Training (VET). Victorian Certificate in Applied Learning (VCAL) in Foundation, Intermediate and Senior levels have also been approved for delivery in 2019.
- In 2018 the second stage of the Specialist precinct within the Middle School was completed. This included a staff room, 2 art rooms and 4 additional learning spaces.
- The commencement of the Senior Centre and Main Reception building continues, with completion in 2019. Application for a Junior School build and refurbishment was also submitted and funding was granted. This Junior School facility is planned to commence construction in 2019 and be complete by the end of the 2019 school year.
- The planning for the second stage for the Senior School precinct is underway with an application being prepared for submission in 2019.
- During the year, the college engaged in professional learning with Independent Schools Victoria (ISV), in conjunction with the Harvard Graduate School of Education, looking at thinking routines and how their use in classroom pedagogy positively impacts student learning and outcomes. This project commenced mid-year and will continue through till the second semester of 2019.
- The college gained approval from VCAA to conduct VCE examinations on college grounds. This has greatly supported the students who will final VCE examinations and the GAT during this year, and the years to come.
- After positive NAPLAN results, along with other diagnostic testing, review of current curricular and co-curricular programs continues to take place to ensure rich learning opportunities align with the college's strategic direction.
- 13 Additional staff were employed for the 2019 year.
- The inclusion of three House Leaders and additional Department Coordinators have been added to the Leadership Team in 2018.

Staff

In 2018 the following staff were employed:

Full time teachers:	31
Part time teachers:	12
Non-teaching staff (full time):	4
Non-teaching staff (part time):	17

This year we welcomed Miss Natalie Jones, Miss Emma Huff, Mr Chris Versteegen, Mr James Headlam, Mrs Meggy Boan, Smitha Sunil, Mr Wayne Bandel, Mrs Leanne Jenion, Mrs Paige Moore, Mr Cameron Pickering, Mrs Alexandra Weller, Mrs Kristy Altmann and Mr Kris Cooper to staff.

As members of a professional learning community, all staff at Holy Trinity Lutheran College are encouraged to access professional learning opportunities throughout the year. Our college is committed to developing its staff to meet the demands of our profession. Each year staff engage in the LEA's Valuing Safe Communities course to ensure compliance with the Lutheran Church of Australia (LCA) requirements for workers within the church. Additionally, staff also complete the Mandatory Reporting modules on child safety provided by the Victorian Department of Education and Training. First Aid, anaphylaxis and asthma management, and evacuation and emergency procedures through Dynamiq are also conducted. During the initial staff meeting at the beginning of the year, staff are briefed on Workplace, Health and Safety requirements and this is revisited regularly throughout the year during staff meetings as required.

During 2018, whole school professional learning focused on Child Safety, First Aid, the use of thinking routines, and our regional Lutheran teachers' conference in Horsham. The total amount spent on Professional Development was \$60,862 with the average expenditure per staff member in 2018 being \$1,415.40.

Out of 202 teacher days in 2018, staff attendance was 97.5%.

All teachers are registered with the Victorian Institute of Teaching. Six of our Junior School teachers are involved in further study in Christian Studies through the EQUIP program as an ongoing commitment of all staff to continue to learn and grow their knowledge and understanding of Christian Studies.

No indigenous staff members are employed at the school.

Parents, Teachers and Friends Association (PTFA)

Under the guidance of Mrs Kerri Nichols, the PTFA has again had another busy year. They have raised a significant amount of money that has been spent on resources for learning programs and in the college grounds. Our major fundraisers this year included catering for the Wimmera Machinery Field Days, pie drive, and College Fair.

May God bless those parents who work tirelessly for the students and for our college.

Financial performance

Income sources—2018

Net tuition fees	\$1,493,659	15.3%
Operating grants	\$6,658,029	68.5%
Capital grants	\$1,265,828	13.0%
Donations – capital & other	\$5,003	0.1%
Interest & other income	\$299,787	3.1%
Interest from related entities	\$nil	0.0%
Total	\$9,722,306	100.0%

Holy Trinity continues to establish itself as a major educational provider in Horsham and the Wimmera region. Our enrolments next year will be close to 570 and as we come to the end of this year we can continue to have faith in the long term success and viability of Holy Trinity Lutheran College.

As we grow, there is still a strong commitment by all involved in this college to keep the focus firmly on the students. As we look toward next year, we are committed to establishing and maintaining strong foundations to become a college that provides the highest quality of academic, co-curricular and service learning opportunities for our students.

What is done in this college is done for the students and dedicated to the glory of God.

May God continue to bless our school.



Mr Daniel Weller
College Principal