



# Annual Report 2020



**HOLY TRINITY**  
LUTHERAN COLLEGE

**School sector:** Independent  
**School address:** 25 Trinity Drive Horsham, Victoria  
**Total enrolments:** 607  
**Year levels offered:** Foundation to Year 12  
**Co-educational or single sex:** Co-educational

## Introduction

Holy Trinity Lutheran College has proudly served Horsham and the surrounding local communities with quality independent education since 1978. 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. 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. The school community continued to flourish during its early years and expanded to double streams for all classes in Foundation to Year 6, and in 2014 expanded into secondary education with its first cohort of Year 12 students in 2019.

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 being nurtured and guided to develop the necessary skills to thrive in an ever-changing world—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.

### **A college of the Lutheran Church**

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 – leading students on their journey of faith.

## Student enrolments

Student enrolments are 607.

Year level	Enrolments
Foundation	69
Year 1	46
Year 2	63
Year 3	49
Year 4	70
Year 5	53
Year 6	47
Year 7	53
Year 8	40
Year 9	46
Year 10	38
Year 11	19
Year 12	14
Total	607

At this point in time, we have twelve (12) indigenous students and 204 students in receipt of Commonwealth Special Needs funding.

Of a possible 190 student days, the average student attendance rate was 96.99%.

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

### The Junior School

The junior years at Holy Trinity Lutheran College provides education to students from Foundation to Year 6.

The teaching and learning in the Junior School aligns to the Australian Curriculum. Emphasis is placed on teaching core literacy and numeracy skills, to equip students with the competence to succeed across the curriculum. Technology is taught both explicitly and integrated into most areas of learning. Students are encouraged to think critically, use initiative, accept responsibility and grow in self-confidence. Through relevant and relational 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. 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, Technology captain or to represent their sub school 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 with relevant skills that enable each child to reach their full potential in the intellectual, cultural, social and spiritual dimensions of life.

The Middle School provides a progressive and innovative education within the Australian Curriculum framework and is responsive to the developmental needs of young adolescents. Opportunities are student-focused, relevant and rigorous, constantly acknowledging the culture and context of our learners. The college is committed to developing a culture of learning in an environment that is safe and allows students to explore, discuss and seek answers. 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 develops every student to be a leader and will provide opportunities for students to develop their leadership skills and demonstrate service. Leadership positions as Middle School captains, Middle School ambassadors, SRC and Technology captains are available.

### **The Senior School**

The Senior School (Years 10 to 12) prides itself on the growth of the whole child through the development of skills, values and attitudes essential for life as a global citizen; nurturing the individual, emotional, spiritual and intellectual development of each young adult.

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, VET (Vocational Education and Training), VCAL (Victorian Certificate of Applied Learning) and VCE (Victorian Certificate of Education). Working in small 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 opportunities 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 College Ambassadors, Technology Captains, SRC and mentoring.

### **Inquiry approach to teaching and learning – Junior School**

In 2020 the Junior School formally introduced Inquiry Pedagogy to teach HASS, Science and Health. Tania Lattanzio, from Innovative Global Education, has supported the journey, with targeted professional development and regular coaching conversations with year level teams. Staff have been encouraged to draw strategies from the Visible Learning thinking routines, which was our professional development focus in 2017 and 2018, as they help to prepare our students for the constantly changing world we live in. Learning activities are designed around understanding and exploring real life environments, issues and

relationships. It has been wonderful to see students' engagement, creativity, curiosity and collaboration flourish with the adoption of Units of Inquiry.

## **Academic results**

### **2020 NAPLAN 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. When combined with teacher observations, the NAPLAN tests 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.

Due to the COVID-19 pandemic, the NAPLAN test for the 2020 academic school year did not occur for students in Year 3, 5, 7 and 9.

### **Year 12 achievement**

At the end of the 2020 school year, 10% of our Year 12 students received a study score 40 or above with a median VCE study score of 29, ranking the college 222 when compared to other secondary schools in Victoria. 50% of students gained an ATAR 60 or higher.

It was pleasing to note that our graduating students have either entered higher education, a traineeship, apprenticeship, or employment.

## **Learning outcomes – support and enhancement programs**

Holy Trinity Lutheran College has a supportive but 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 aim to engage 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 through our comprehensive diagnostic assessment program. Regardless of age, support is available to all students at the college through various sub-school programs targeted at student need.

## **Extra-curricular activities**

We offer a variety of extra-curricular opportunities across Junior, Middle and Senior Schools to provide students with the opportunity to broaden experience, encourage passion, foster commitment and develop their gifts and talents. Some of these activities include Human Powered Vehicles (HPV), School Aerobics and Ski Trip. Due to the spread of COVID-19 most activities did not take place during the 2020 school year.

## Sport

### School sport

Holy Trinity competitively participates in many school-based sports including cross country, athletics and swimming carnivals—including inter-school sport competitions at district, division, regional and state levels. These competitions are affiliated with the Little Desert (Primary) and Black Rangers (secondary) Victorian Sport divisions. The college also participates in school rowing in selected secondary school events through Rowing Victoria sanctioned events.

### Western Victoria Academy of Sport

In 2020, Holy Trinity Lutheran College commenced a partnership with Federation University to offer an elite sports program to 14 selected students from Years 7-12. Specialised services include musculoskeletal screening, physiotherapy presentations, personalised strength and conditioning programs, a high-performance training day, Victorian Institute of Sport tour, performance support and access to athlete education program lectures; with the intention of supporting students who excel in their field of sport at district, regional, state, or national level and who aspire to improve their level of performance. In partnering with FedUni WestVic Academy, we aim to offer a unique opportunity that will complement existing training programs for those who may not have otherwise been accessible to them.

## Performing arts

- **Musical**

The whole college musical planned for 2020 was cancelled.

- **Instrumental music program**

Holy Trinity provides a range of instruments in the program, including piano, guitar, percussion and drums, violin, bass guitar and vocals. The annual Under the Stars instrumental music concert to showcase the students who currently engage in our instrumental music program was not run this year.

- **Choir**

Students aimed to practice on a weekly basis. Due to restrictions placed on the college during the pandemic, they found it challenging to perform within our college community and local community.

## Clubs

- The following clubs, where possible, continued to be available to students during the year  
- **Garden Club, Chess Club, Junior Red Cross, and STEM and Robotics.**

## Cultural exchange programs

### Hong Kong cultural experience

Each year, Year 6 students 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 a close relationship with since the program began in 2007. 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.

Unfortunately, due to the COVID-19 pandemic this program did not take place.

### **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. A group of Year 9 students travel each year to Pampanga to work with primary school students in their classrooms and run sport 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.

Due to the COVID-19 pandemic this program did not take place during the 2020 school year.

### **Wellbeing program**

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 engaging in specific programs across each of the sub-schools. Our many counselling services and programs assists in supporting the social and emotional needs of our students.

### **Pastoral care and wellbeing program**

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.

Our focus on student wellbeing was even more evident during the academic year. Due to the disruption and anxiety caused by COVID-19 the effectiveness of educational practice to enhance wellbeing and build resilience was vital in supporting students to flourish in a changing and challenging world.

### **Child safety**

Holy Trinity Lutheran College has a zero tolerance for child abuse and is committed to acting in children's best interests and keeping them safe from harm. The college complies with all relevant child protection laws and regulations and has implemented a comprehensive Child Protection Program to maintain a child safe culture. The college promotes the safety, wellbeing and inclusion of all children, including those with a disability, those who are from a culturally or linguistically diverse background or those who are of Aboriginal and Torres Strait Islander heritage. Holy Trinity Lutheran College regards its child protection responsibilities with the utmost importance. The college is proactive in educating staff to recognise and act upon signs of child abuse. As Holy Trinity Lutheran College has a commitment to child safety, teaching staff will be responsible for understanding, applying and promoting the college's child safety commitment, policies and procedures.

## **Anaphylaxis training**

The college has policy and management plans in place to manage students at risk of anaphylaxis – ensuring all staff can respond to an anaphylaxis reaction. Staff are required to complete an anaphylaxis training course every two years and participate in a twice-yearly briefing conducted by the College Nurse.

## **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.

During the year our daily devotions and chapel services looked a little different to what they have been like in the past, with times of worship regularly held remotely each week. While this was not ideal and difficult at times we continued to nurture and encourage our community 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. The College Council consists of 7 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.

The College has a very committed and stable College Council that, under the chairmanship of Mr Bryan Matuschka, has continued to give direction to our 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 2020, several notable developments took place in and around the college.

- Heads of Department (7-12) were established across 8 subject departments.
- The Junior School classroom precinct and refurbishment of the Foundation and Year 1 classrooms was complete for use of the Junior School students at the start of the year.
- The construction of the second stage of the Senior Centre commenced with its anticipated completion in May, 2021.
- The Strategic Intent (2020-2024) document was developed and implemented with a focus on our Christian, learning, connected, caring and sustainable communities.
- The development of the new Master Plan for the college was completed. As a document to support future planning and sustainability it will be essential to further strengthen our Business Plan and Strategic Intent (2020-2024) documents.
- A technology audit was conducted by Reflex Technology Group (RTG) to develop a strategic direction for technology in the areas of network, administration and education.

- In response to COVID-19, the development of the Critical Incident and Management Team (CIMT), the HTLC Pandemic Management Plan, School Operation Guides and associated Covid Safe Plans were developed and used to inform and support the safe delivery of learning programs at the college.
- The development of the college's remote learning platform was established to facilitate student learning prior to the end of Term 1. This platform was used throughout the year and proved vital support in providing valued opportunities for our students during the 2020 academic year.
- Landscaping works continued across all sub schools to improve accessibility (student use) and appearance of the college grounds.
- The inquiry approach to teaching and learning project commenced for the Junior School.
- Curriculum opportunities continue to expand to include an extensive range of VCE subjects, VCAL and VET programs for senior secondary students.

## Staff

In 2020 the following staff were employed:

Full time teachers:	38
Part time teachers:	18
Non-teaching staff (full time):	4
Non-teaching staff (part time):	24

In 2020 we welcome the following faculty and staff to our college: Mrs Vicki Gadsdon, Miss Kylie Rainsford, Miss Georgia Kirby, Mrs Kate Carter, Mr Conor Lawson, Miss Akala Heinzl, Mrs Courtney McDonald, Mr Toby Haynes, Mrs Rhiannon McKinnon. We also welcome back Mrs Claire Harvey from maternity leave.

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. Throughout the year, opportunities where individuals can collaborate and articulate the learning both in and outside of the classroom environment, and in doing so improve the teaching and learning within our college. During 2020, the cost of the whole school professional learning was \$53,306, with the average expenditure per staff member being \$1081.26.

Out of 196 teacher days in 2020, staff attendance was 98.5%.

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 Carmen Dridan, the PTFA has had a quieter year due to restrictions around gatherings. During the year, however, they have raised money through planned events that was spent on supporting community events, resources for learning

programs and around the college grounds. We also give thanks for the PTFA's involvement in our Welcome and Information Evenings, the Junior School sensory garden, and the assistance with graduation services.

## Financial performance

### Income sources—2019

Net tuition fees	\$1,777,922	15.9%
Operating grants	\$8,368,246	75.0%
Capital grants	\$671,285	6.0%
Donations – capital & other	\$6,097	0.1%
Interest & other income	\$328,173	2.9%
Interest from related entities	\$nil	0.0%
<b>Total</b>	<b>\$11, 151,723</b>	<b>100.0%</b>

Holy Trinity continues to establish itself as a valued educational provider in Horsham and the Wimmera region. There is a strong commitment by all involved to keep our Christ-centred focus firmly on the students. 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.

2020 has been extremely challenging in so many ways but it must be recognised that there have been so many things to celebrate. I give praise to the parents, staff and students who have been supportive and flexible, contributing to our success during the year. What is done in this college is done for the students and dedicated to the glory of God.

May God bless our school.



Mr Daniel Weller  
College Principal