

# 2018

## Annual Report



## ANNUAL GENERAL MEETING

*“Through the teaching of God’s Word we will bring people to Christ and help them to grow in him.”*

*Mathew 28: 19-20*

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Kindergarten - Kangaroo	Mrs Laura Cruz	
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Pre-Primary	Mr Graeme Leathard / Mrs Elita Reid	
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Year Two	Miss Rachelle Ashmore	
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Year Three	Mrs Linda Neaves / Miss Jaqueline Quintanilla	
Year Four	Ms Suezanne Vallelonga / Miss Leigh Riddle	
Year Five	Mrs Nataly Vallejos / Mrs Candis Wren	
Year Six	Mr Phillip Gabrielson / Mr Brendon Pirie	
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English	Mrs Megan Taylor	
Maths	Mrs Cecelia Selby	
Science	Mr Stuart Hayward	
HASS	Mrs Carolyn Miller	
STEM (Science, Technology, Engineering & Maths)	Mrs Cecelia Selby	
THE ARTS	Miss Kara Pegrum	
Year 10 Careers	Mrs Leanne Brown	
Physical Education	Mr Paul Jackson / Mr Stuart Hayward	
Cadets	Mr Stuart Hayward	
Chaplain	Mrs Trudy Roberts	
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**Pastor Terry Chester**

**INTERIM BOARD CHAIRPERSON**

Emmanuel Christian Community School is a ministry of the Girrawheen Baptist Church. The School Board has been established by the Church to take care of the general operation and to represent the Church in matters pertaining to the wellbeing of the School.

This past year we have seen the unusual situation of having had 3 Chairpersons.

We would like to thank Mr Tony Stopher, who was the Chairman from 2015, and resigned from his position in October 2018. The Vice Chair, Pastor Paul Price, managed the position through to the end of January 2019, when Pastor Terry Chester took on the position as Interim Chairman.

The School has continued to grow under the guidance of the Principal, Mr Pedro Cruz, who has overseen the growth of the school to year 11 as well as the appointment of the new Principal, Mr Gary Harris, in September. Mr Pedro Cruz has accepted redundancy after 33 years of service to the Church and School community in March 2019.

The school and church owe much to the tireless work of Pedro, who under the guidance of the Holy Spirit served faithfully over the years. He will be very much missed and we wish him well.

Mr Gary Harris, who has years of experience as a Primary and High school Principal has already set to work planning for the present and the future. We also welcomed Mr. Stuart Hayward appointed as the Deputy Principal of the High School.

February 2019 saw the leaving of another faithful servant to the school in Mr Andrew Johnson, who served the school for many years. We wish you well in your retirement Andrew!

The Third stage of the Primary School opened in February 2019 and the Primary staff are enjoying their new facilities.

Plans are underway for the redevelopment of the old Salcott campus as we prepare to cater for rising student numbers in the High School.

A handwritten signature in black ink that reads "Terry Chester".

*Pastor Terry Chester*

Interim Chairman.



**Gary Harris**

**PRINCIPAL (2019)**



**Pedro Cruz**

**PRINCIPAL (2018)**

Please accept this Principal's report written in retrospective by Mr Pedro Cruz the Principal of Emmanuel Christian Community School and faithful servant for the last 33 years. His Godly wisdom and grace will be dearly missed by the community. May he be blessed in his well-deserved retirement.

#### **Our school vision is**

“Through the teaching of God’s Word we will bring people to Christ and help them to grow in Him.”

**... and it is our hope that we always have a future in Christ – deeply rooted in His everlasting love and grace.**

“As part of the ministry of the Girrawheen Baptist Church, the aim of the school, together with home, Church and community activities, is to train the whole person through instruction, example and experience. We believe this to be done in the light of the teaching of God’s Word and with the spiritual maturity and effective membership of the Body of Christ of the ministry team of the school.

As we are serving our Father... let us remind ourselves of Colossians 3:12

“Therefore, as God’s chosen people, holy and dearly loved, clothe yourselves with compassion, kindness, humility, gentleness and patience.”

Let us be in prayer for the ongoing ministry of Emmanuel Christian Community School. As I try to analyse and to reflect on 2018. I continue to pray that Emmanuel Christian Community School will be a prayerful school. A school where our humanity in Christ will be a reflection of God’s love in our lives and the community we serve.

Just to remind ourselves the major features of our Christian school it is the expression of the overall equipping function of the local church. We need to remind ourselves over and over again that Emmanuel is a ministry of the Girrawheen Baptist Church and to make sure we do not depart from it.

We are living now, as always, difficult times for Christian schools with the introduction of the 'Same Sex Marriage' legislation, we may face the challenge to face difficult and hard choices to make in terms of the government imposing on us the introduction of a curriculum that will support this. Please, pray without ceasing and in particular that the government will recognize parental choices and the right to say no.

The main aim is to establish a school that:

- It is based on thoroughly Christian principles of education.
- Meets and surpassed (excellence) the proper minimum education standards established by the State, provided that this does not conflict with Biblical principles.

From these initial convictions and aims, grew the concept of Emmanuel Christian Community School and it has four major features:

1. That it is an extension of the home to help parents give their children the training the Bible says they should have.
2. That it is a part of the ministry of the Church for equipping individuals for ministry and training them to grow up into Jesus Christ in every area of their lives.
3. That it aims to protect children against evil and help prepare them to live an authentic Christian life in the world.
4. That it is based on three principles of growth towards Christian maturity as set out in Ephesians chapter 4.

As I reflect in order to write a Principal's report, once again, it is hard to believe we are winding up the year. We shared a lovely Graduation night with our grade 6 students, families and community. A time of celebration of the completion of the Primary years of schooling, it was exciting to contemplate future possibilities for our graduates. We know they will make a positive impact in whatever field they choose to devote their time and we wish them well.

For High school students, we enjoyed a "Year in Review" evening for current and prospective students for year 7, 8, 9 and 10 in 2018.

We had our end of the year concert and end of year party and we acknowledge all the time and efforts of our helpers. We really could not run many of our programs without them - thank you so much for all you do. We honour the dedicated group of parents who have worked so well together for the School. It is great to have such a positive group working with us - thank you all!

We are also excited with the idea of continuing high school next year with year 11. Prayerfully, the new facilities to accommodate our year 11 classes in 2018 together with the building of Stage 3 – Year 3 to Year 6 classrooms will be ready by then.



Undercover Area – Casserley Campus



Play Area/Garden – Casserley Campus



Year 3 Classrooms



Year 4 Classrooms



Year 5 Classrooms



Year 6 Classrooms

Stage 3 – Year 3 to Year 6 Classrooms & Undercover Area

Our transition to our High School is progressing well. The planning and preparation for the buildings to cater for Early Childhood and Primary school at the new site is progressing well. The present site will eventually become our high school with some modification to cater for Science labs and Home Economic Rooms. The cost to modify the existing site will be around the \$500.000.00.

I want to thank our dedicated staff for their tireless efforts for our students and community over 2018. With the support of both staff and parents we have enjoyed so many wonderful events - Easter and Anzac Services, Church Service, Walk to School Breakfast, BBQ lunches, Multicultural Day, Grandparent Day, Faction Carnival, Swimming Carnival, Dr. Anne Aly FMP being part of our Principal for a Day, Leadership Camp, Day of Prayer and more. We also congratulate our students on what has been a truly amazing and inspiring year!

For board members, for teachers, for families, students, for all who meet each other in this place called Emmanuel Christian Community School, there is this challenge: seeking to remain faithful to Christ, not only in the curriculum, not only in the integration of faith and learning, but also within the school community as an institution. While acting in support of our mission, while capturing every thought for Christ, we need to be constantly surprising each other in our roles as members of one body, reminding each other that our School community should enrich how we see each other and how we treat each other, and not reduce these things. We must, in the middle of striving for excellence, remind ourselves that because we are the Body of Christ, we must show compassion, justice, mercy and humility to all, especially those whose struggle is great.

Jesus is a very inconvenient God. We must react and respond to every situation with the significance of the cross in our minds and hearts for after all we have been called to serve Him. To allow us to pursue this pattern of life of Christian care, and we must insist on providing an alternative to the view that would reduce us to the mere positions assigned to us by a non-Christian world view. Acknowledging our dualist situations and recognizing that even in our school community life we must remain in the world, though not of it, is, finally, how we make our way through our daily challenge to our walk with each other.

We are so blessed that Emmanuel's teachers love and pray for their students that emotions might be healed, their hearts made soft to the Lord, and their wills might be subject to His will. Please, continue to pray for your school that we never depart from His way.

I thank the staff for their support and Christian approach to the ministry of the school. Their hard work and professional approach is very much appreciated.

I just want to say thank to our School Board led by:

- Mr. Tony Stopher our Board chairperson and we have to say that we have been truly blessed by his Godly approach to everything he does. Your school is in good hands, having prayerful people in our Board.
- The staff really appreciates the Board's concern, leadership and prayer in the life of the school. We have a very committed school board with a caring and professional attitude to the ongoing ministry of the school.

Thank you to our dedicated and professional senior staff for their support and hard work during the year:

- Deputy Principal, Mrs. Carol Davis, a truly professional in administrative leadership.
- Deputy Principal (students), Mr. Phillip Gabrielson, an inspiration to students, families and staff.
- Together with Stuart Hayward and Megan Taylor in the high school.
- Supported by Nataly Vallejos in the Primary area.

They are to be praised for the Christian shared leadership the school is blessed with.

Thank you to all the staff because we are indeed very much blessed to have steady and faithful staff members as it makes a big difference to the ministry of the school.

- We are blessed in the school administration with a very able and efficient Bursar, Andrew Johnson, supported by the enthusiastic Dylan Teng and the over enthusiastic school secretary Maria Reyes, who is always looking for more work. Mrs. Kathy Slater has added an extra sense of professionalism in the office with a gentle smile showing the love of Christ together with Jeanette Uri. A blessed ministry in the office.
- And of course, we have been blessed by a very efficient, professional and godly staff. What a gift from above!
- The inclusion of a school chaplain, Mrs. Trudy Roberts is also a blessing to the students and the school community as a whole. She has undertaken her ministry so well and we are very pleased with her approach to students and the school community. Many families have been affected by Trudy's approach to them.

The Annual Church service began the year followed by our Grandparents, our Multicultural Day and of course we finished the year with the school concert. These are some of the activities just to mention a few. The school concert is mentioned as the school staff led by Mrs Carol Davis have done a wonderful ministry in this area as the team always does. Hours of preparation and rehearsals go into making the show special. We commend the staff for the production of the concert and for the gift of music and songs by Miss Emily Schinkel.

It is very encouraging to be involved in the Children's Prayer network. We meet every Wednesday during the lunch time period. Everyone is more than welcome to come including you – the reader of this report.

Students have been involved in an Impact Leadership Conference and have attended the Governor's Breakfast this year as part of their leadership training.

The following is a list of the many ways our school carried out its mission to train the whole child and special events we shared in 2018.

- 1.) Student achievement -  
Emmanuel School staff and students enjoy the respect and support of parents, extended families, the church and local community of Girrawheen.  
Our commitment to love and support individual children and persevere with troubled students has earned us a reputation as a school prepared to adapt to help students reach

their full potential. NAPLAN tests do not test integrity, resilience, character, all the qualities necessary for a student to grow fully to personhood.

I write the following with a sense of both pride and humility. I want to say thank you to the wonderful school staff our Father has blessed this community with. As I reflect on Micah 6:8 “He has showed you, O man (Emmanuel Christian Community School), what is good. And what does the Lord require of you (Emmanuel)? To act justly and to love mercy and to walk humbly with your God.’

Every parent who helps with homework, volunteers at special events, speaks positively into their child’s life and prays for our school, contributes to the ‘success’ of our school. Thank you to faithful and hardworking staff, parents, grandparents and friends who contribute to our community in so many ways.

- 2.) The daily devotion and prayer time attended by the staff provides the school with a strong sense of unity and fellowship.
- 3.) Participation in many professional development programs and further training to equip us to do good work for the Lord and better serve the school community. Please see our ‘School Performance 2018’ attached to this report, or view them in the school website.
- 4.) Parents Nights were very well attended. Parents visited the classrooms as well.
- 5.) The School Annual Sunday morning service was led by students and our guest speaker Mr. Geoff Westlake from OAC. Geoff has become our regular service guest and an ‘old friend.’
- 6.) The school population in 2018 reached the figure of **533**. There was also a waiting list in some grades and more applications are coming. Please, consider this matter in your prayers.
- 7.) The grade assemblies were well attended and supported by the parents.
- 8.) The Multicultural Day was enjoyed by everyone and the Grandparents Day, Fathers and Mother’s Day and Incursions such as Farm Day. The school was also involved with the ministry of the Seniors on a regular basis.

When we work with people, particularly when it is good work that produces a satisfying outcome, relationships are formed. God commits to us the ministry of the message of reconciliation because He wants us to know Him better, working with Him for outcomes of eternal significance.

I look forward to continuing to share this work and ministry with you as we head into 2019 – but in the meantime, I pray you will be struck by a renewed sense of the fullness of God – His grace and truth.

9.) The School staff for 2018



**Emmanuel Christian Community School**  
**Staff - 2018**  
 Principal: Mr Pedro Cruz Deputy Principals: Mrs Carol Davis, Mr Phillip Gabrielson



Mr Pedro Cruz Mrs Carol Davis Mr Phillip Gabrielson Mrs Rebecca Adok Mrs Miyako Akiyama Miss Rachelle Ashmore Mrs Myshelle Bowman Mrs Sharon Bradley Mrs Leanne Brown Mr Barry Brown Mrs Maree Concha



Mrs Laura Cruz Mr William Cruz Mrs Raquel Cruz Miss Rebecca Dobrich Miss Hannah Farleigh Mrs Vicki Funk Mrs Jane Gabrielson Ms Grace Gabrielson Mr Stuart Hayward Mr Paul Jackson Mrs Jeannette Jeffery



Mr Andrew Johnson Mrs Jocelyn Leathard Mr Graeme Leathard Mrs Jannah Mandry Mrs Michelle Manuel Mrs Carolyn Miller Mr Jonathan Morey Mrs Linda Neaves Miss Lauren Pegrum Miss Kara Pegrum Mrs Christa Pegrum



Mrs Jenny Phan Mrs Liz Phillips Mr Brendon Pire Mrs Megan Pire Miss Rebekah Price Mrs Marnie Price Mrs Julie Price Miss Jessica Quintanilla Miss Jacqueline Quintanilla Mrs Elita Reid Mrs Maria Reyes



Mr Edwin Reyes Miss Leigh Riddle Mrs Trudy Roberts Mrs Courtney Rokobuta Mrs Kimberley Rudolph Miss Emily Schinkel Mrs Cecelia Selby Mrs Allison Sharp Mrs Katherine Slater Miss Carol Slater Mrs Nicole Stephenson



Mrs Megan Taylor Mr Dylan Teng Miss Jennifer Thomas Mrs Jeanette Uri Miss Nataly Valjeos Ms Suzzanne Valisonga Mrs Kathryn Williamson Mrs Gandis Wren

Absent: Mr Nathan Miller, Mr Alan Price, Mrs Sheila Randall  
 Copyright: Mrs. Philippa Hill

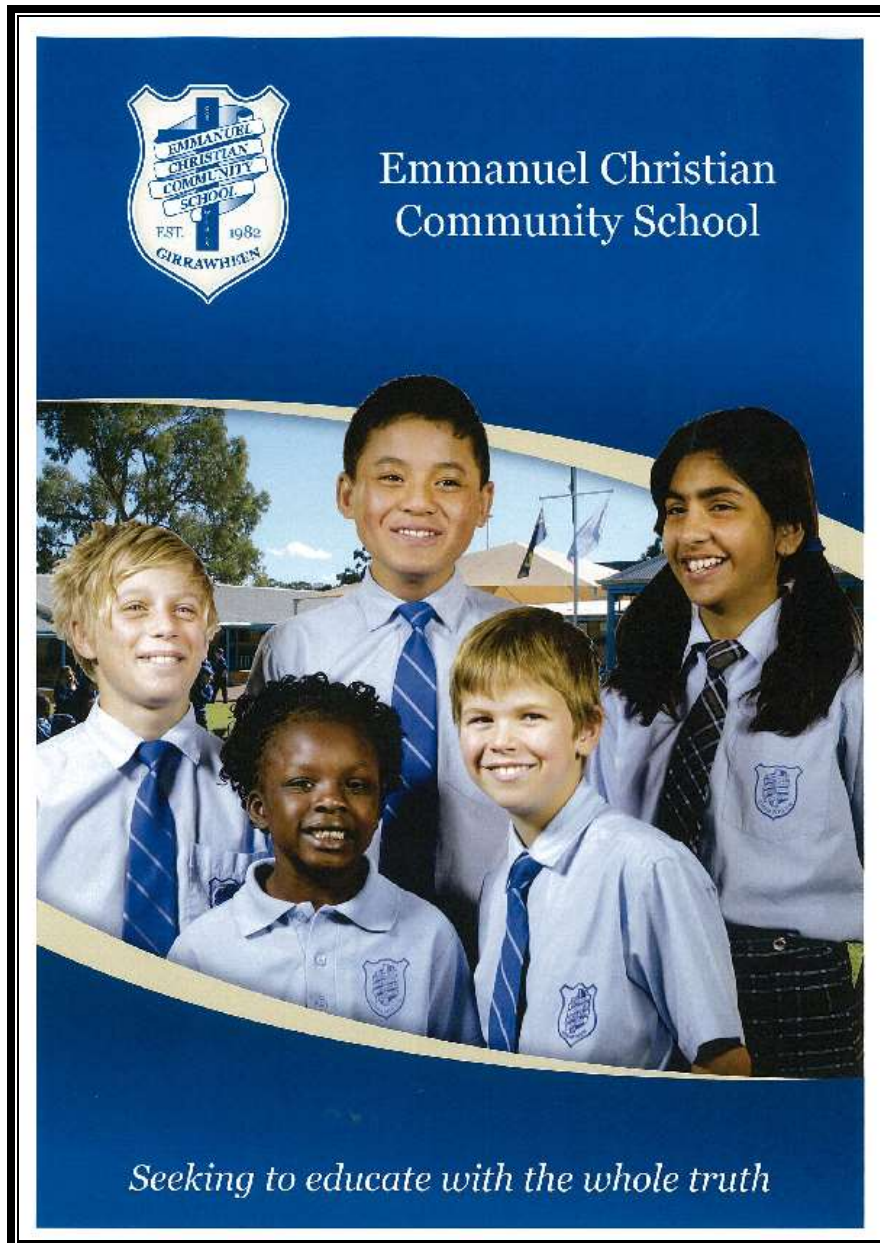
# SCHOOL PERFORMANCE INFORMATION - 2018



*'The School is committed to safeguarding and promoting safety, welfare and wellbeing of children and young people and expects all staff and volunteers to share this commitment.'*

**EMMANUEL CHRISTIAN COMMUNITY SCHOOL**  
**SCHOOL PERFORMANCE INFORMATION**

2018



***“Through the teaching of God’s Word we will bring people to Christ and help them to grow in Him”***

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- a.) STAFF ATTENDANCE
- b.) STAFF RETENTION
- c.) TEACHER QUALIFICATIONS
- d.) EXPENDITURE AND TEACHER PARTICIPATION IN PROFESSIONAL LEARNING.
- e.) SCHOOL FUNDING SOURCE
- f.) STUDENT ATTENDANCE SCHOOL ANNUAL STATISTIC
- g.) STUDENTS POST YEAR 7 DESTINATION
- h.) PROPORTION OF YEAR 3, 5 AND 7 STUDENTS MEETING NATIONAL READING, WRITING AND NUMERACY BENCHMARKS
- i.) CHANGES IN NATIONAL BENCHMARKS FROM PREVIOUS YEAR.
- j.) VALUE ADDED
- k.) PARENT, STUDENT AND TEACHER SATISFACTION

**EMMANUEL CHRISTIAN COMMUNITY SCHOOL**

**2018**

**SCHOOL PERFORMANCE**

**STAFF ATTENDANCE**

Number of days open for instruction in 2018

<b>KINDERGARTEN</b>	17 hours a week based on 8:30AM – 3:15PM timetable. (5 days per fortnight and 40 weeks per year) <b>680 hours of instruction per year. Exceed the standard – it is highly satisfactory</b>
<b>PP-YEAR 6</b>	189 days. An average of 45.5 days per term. 5 hours and 40 minutes a day teaching time. (8:30AM to 3:15PM) 189 days x 5 hours and 40 minutes = <b>1, 017.5 hours of instruction per year. (Exceeds the standard- it is highly satisfactory)</b>
<b>HIGH SCHOOL</b>	189 days. An average of 45.5 days per term. 5 hours and 50 minutes a day teaching time. (8:30AM to 3:15PM) 189 days x 5 hours and 50 minutes = <b>1, 102.5 hours of instruction per year. (Exceeds the standard- it is highly satisfactory)</b>

**The average attendance rate of staff is 98% of 189 days which is an average of 185 days per school year.**

**Please, note that this figure does not take into account Long Service Leave, sick leave, deceased and Maternity/Paternity Leave.**

## SCHOOL PERFORMANCE

### TEACHER RETENTION 2018

	<u>DATE COMMENCED</u>	<u>DATE CONCLUDED</u>
<b>PRINCIPAL</b>		
Pedro Cruz	1986	
<b>TEACHING STAFF</b>		
Carol Davis	1991	
Phillip Gabrielson	1991	
Jennifer Thomas	2001	
Graeme Leathard	2003	
Suezanne Vellelonga	2005	
Kathryn Williamson	2005	
Laura Cruz	2008	
Brendon Pirie	2008	
Linda Neaves	2009	
Nicolie Stephenson	2011	
Rachelle Ashmore	2011	
Nataly Vallejos	2011	
William Cruz	2011	
Rebecca Puscas	2012	2015 (Maternity Leave) /Relief
Megan Taylor	2014	
Hannah Farleigh	2015	
Carolyn Miller	2015	
Elita Reid	2016	
Jannah Mandry	2016	
Stuart Hayward	2016	
Jessica Quintanilla	2016	
Rebecca Dobrich	2017	
Cecelia Selby	2017	
Kara Pegrum	2017	
Leigh Riddle	2017	
Emily Schinkel	2017	
Leanne Brown	2018	
Shelley Craig	2018	
Vicky Funk	2018	
Paul Jackson	2018	
Jonathan Morey	2018	
Liz Phillips	2018	
Aled Price	2018	
Jaqueline Quintanilla	2018	
Helen Williamson	2018	
Sheila Randall	2018	

PROPORTION OF TEACHING STAFF RETAINED IN A SCHOOL YEAR FROM THE PREVIOUS YEAR.

**100%**

## TEACHER QUALIFICATIONS 2018

NAME	QUALIFICATION
<b>Mr. Pedro Cruz</b>	M.Ed.Admin (UNE), B.Science (UWA), Dip.Ed. (UWA), Dip.Chr.Ed. (ITCE) MACEL MACEA
<b>Mrs. Carol Davis</b>	B.A. (UWA), Dip.Teach. (STC), Dip.Chr.Ed. (ITCE)
<b>Mr. Phillip Gabrielson</b>	B.A. Ed. (ECU)
<b>Miss Jennifer Thomas</b>	B. A. (ECU), Grad. Dip.Ed. (ECU).
<b>Mr. Graeme Leathard</b>	B. Ed. (ECU), Dip. App Sci (Photography), Grad Cert Early Childhood (ECU), Master of Education (ECU)
<b>Miss Suezanne Vellelonga</b>	B.Ed. (ECU), Cert. III of Children's Services.
<b>Mrs. Kathryn Williamson</b>	B. Soc.Work (Curtin), Grad.Dip.Ed.(ECU)
<b>Mrs. Laura Cruz</b>	B. Bus. (ECU), B. Sc (ECU), Grad. Dip Ed. (ECU) Early Childhood, Grad. Dip Ed. (ECU) Secondary
<b>Mr. Brendon Pirie</b>	B.Ed (ECU)
<b>Linda Neaves</b>	B.Ed. (Murdoch)
<b>Nicolie Stephenson</b>	B. Hlth.Sc. (HP) (ECU), P.G.Dip.Hlth.Sc. (Curtin), G.D.Ed. (ECS) (ECU)
<b>Rachelle Ashmore</b>	B.Ed (ECU) K-7
<b>Nataly Vallejos</b>	B. Ed. (ECU) K-7
<b>William Cruz</b>	B. Ed (ECU) K-7
<b>Rebecca Puscas</b>	B.Ed (Primary)
<b>Megan Taylor</b>	B. Ed (ECU) K-7, Grad Cert Secondary Education - English (ECU)
<b>Hannah Farleigh</b>	Bachelor of Music (UWA) Graduate Diploma of Education (ECU)
<b>Carolyn Miller</b>	B.A. Diploma Ed. (Sydney University) Graduate Dip. (TESOL)
<b>Elita Reid</b>	B.A. Edu. (ECU)
<b>Jannah Mandry</b>	B.A. Edu., Cert.II Business.
<b>Stuart Hayward</b>	B.Sc, Dip.Ed.Grad.Cert. Educ. Lead.
<b>Cecelia Selby</b>	Master of Science, Master of Education (Uni of Madras-India)
<b>Kara Pegrum</b>	Graduate Diploma of Education, Bachelor in Creative Industries
<b>Leigh Riddle</b>	Graduate Diploma of Education (Primary), Bachelor of Arts

NAME	QUALIFICATION
<b>Emily Schinkel</b>	Advance Diploma of Contemporary Music, Limited Registration – Music K-9, Cert. IV Education Support
<b>Leanne Brown</b>	Diploma in Counselling, Certificate IV in Training & Assessment Certificate IV in Assessment & Workplace Training
<b>Shelly Craig</b>	Bachelors of Arts in Education – Early Childhood (HONS) Post Graduate Teaching Qualification
<b>Vicky Funk</b>	B.Sc Education Early Childhood
<b>Paul Jackson</b>	B.Sc Education in Health & Physical Education
<b>Jonathan Morey</b>	B.A. Anthropology & Sociology (UWA) Master of Teaching (Secondary Education) , HASS (Notre Dame)
<b>Elizabeth Phillips</b>	Graduate Certificate of Education (Early Childhood Studies) ECU
<b>Aled Price</b>	Bachelor of Exercise & Sports Science, Bachelor of Health & Physical Education (Secondary)
<b>Jaqueline Quintanilla</b>	B.Sc. Education (Primary) ECU
<b>Jessica Quintanilla</b>	Bachelor of Communication, Graduate Diploma of Education (ECU)
<b>Hellen Williamson</b>	Bachelor of Applied Science (Biology) – Curtin University Diploma in Teaching & Teacher’s Certificate
<b>Sheila Randall</b>	B. A. Edu (Music, English & Religious Education) ECU Christian Education Studies (Music / Teaching) Lincoln Christian College (University) Masters Preliminary – Music Education Research UWA Certificate IV – BSZ 40198 Workplace and Assessment Training VET

## **EMMANUEL CHRISTIAN COMMUNITY SCHOOL**

**2018**

### **SCHOOL PERFORMANCE**

#### **EXPENDITURE AND TEACHER PARTICIPATION IN PROFESSIONAL LEARNING**

**1. EXPENDITURE IN TEACHERS PROFESSIONAL LEARNING.**

The total expenditure for Teaching and Non-teaching staff for the year 2018 was \$41,035

There were Professional Development seminars and workshops with no cost, especially seminars conducted by AISWA (Association of Independent Schools of Western Australia).

**2. TEACHER PARTICIPATION IN PROFESSIONAL LEARNING.**

All 23 teachers have participated in professional learning activities during the year of 2018

All staff attended one or more from the following list:

1. Christian Schools Conference – Hope for the future. The focus of the conference was on up-skilling teachers and staff members in Christian worldview, Christian philosophy of education, developing Christian curricula, Biblical foundation for education and Biblical approach to education.
2. Creating the most engaging Science/Technology/Engineering/Maths (STEM) Thinking classroom Workshop.
3. Business Manager Seminar by Vose Seminary Professional development workshop on ‘Key Word Sign’. An interactive vocabulary, how to use key words sign and strategy for identifying and teaching appropriate vocabulary.
4. Super reform seminar on how to change superannuation.
5. Insurance and Risk Management Seminar for school held by Baptist Investment Fund.
6. Cyber security
7. Baptist Insurance Services. God’s way of growing and increasing the capacity of leaders.
8. Customer Service Course by Vose leadership.
9. Update on State and Federal regulations, arrangements and funding. AISWA
10. Governor’s prayer breakfast.
11. LabRats. Edith Cowan University
12. Business Manager Seminar by Christian Schools Australia.
13. Breakfast with Kath Murdoch for school leaders in Early Childhood education. Leading for enquiry Learning. AISWA
14. Staff meetings. Whole school planning
15. Anaphylaxis training.
16. Primary School Christian leaders meeting.
17. Law Sense. School Law, Legal Seminar Training
18. Child development workshops for K-6 teachers presented by Child Development Services WA.
19. Participation in the Nationally Consistent Collection of Data for School Students with Disability (NCCD)

20. Spelling Mastery PL. Kathy Bushby
21. Baptist Principals meeting.
22. Safe Church Training Workshop. Baptist Churches of WA.
23. AISWA. Planned, Purposeful Environments.
24. Surf Rescue Course. Surf Life Saving WA.
25. Western Australian Curriculum and Assessment Outline for Years 7-10 and the WACE Seminar.
26. VET – Vocational Education and Training. Seminar.
27. On Entry Assessment. What Next? AISWA
28. Inquiring through Playful Literacy (Pre-K to Year 2) by Dr. Jo Fahey. AISWA
29. AISWA. Early Childhood Local Study Tour Event.
30. Youth Mental Health First Aid Seminar. AISWA
31. Mandatory Reporting of Child Sexual Abuse. AISWA
32. Gatekeeper Suicide Prevention Workshop. Government of WA Mental Health Commission.
33. Briefing the Board – Curriculum Matters. Led by AISWA
34. SchoolPro – Register of Attendance. Introduction of a new software for the administration and production of school reports.
35. National Assessment Program. AISWA
36. Monitoring Literacy and Numeracy Professional Development.
37. National Numeracy – Making Maths come alive.
38. The Kindergarten and Pre-Primary profile.
39. Inclusive Education. AISWA
40. ‘Skills for Kids’ seminar to learn ideas for promoting skill development and inclusion of children with disabilities in the school.
41. ‘Reflections on Equal Opportunity and Non-Discrimination in Education in Western Australian’ Achievements, barriers and Aspirations – Education Law Seminar.’
42. Guided Reading Network seminar – Explicit Teaching of Reading in the Primary Years
43. “Identifying children with speech and language disorders and developing oral language skills on kindergarten and pre-primary children”.
44. “Best Practice in Literacy Network.”
45. ‘Developing Teacher Leaders: How teacher leadership enhances school success.’
46. ‘Implications of Amendments to the Occupational health and safety Act for Schools and Governing Bodies.’
47. ‘School reporting obligations -2018.’
48. ‘Safe Children – Strong Students’ seminar.
49. ‘Child and Community Health – Anaphylaxis’ seminar.
50. Involvement with the Constable care Child safety Prevention programme.
51. Disability Discrimination Act and Disability Standards in education seminar.
52. Legal Seminar – AISWA
53. Equipping Christian Teachers – How to keep our Christian School Christian. Whole school attendance.
54. Early Years Learning Framework Seminar – Planning for Teachers and Education Assistants
55. Leadership Conference – Christ Followers in the Education Workplace. CSA
56. National Quality Standards for Early Childhood Learning and Care

57. New Hope International Training Seminar. How to keep our Christian Teachers Christian.
58. Attendance of WA Asthma Friendly School Seminar.
59. Training Seminar of accounting records MYOB
60. Christian Schools Australia Leadership Conference.
61. Christian Schools Australia Business Managers Conference.
62. School Information up date for Principals. AISWA. – Early Childhood, Students with Disabilities, Teacher Standards and Review Funding.
63. Linking the Early Years Learning Framework and Australian Curriculum. AISWA
64. Technology for Teachers and Teacher Assistants.
65. Equipping Christian Schools. How to keep our Christian School Christian. Christian World View Curriculum Seminar.
66. AISWA Annual General Meeting. Education for the 21st Century.
67. Western Australian Curriculum and Assessment Outline Briefing Session. School Curriculum Standard Authority.
68. Go Maths seminar. ORIGO.
69. Aitsl. Australian Institute for Teaching and School Leadership – National Professional Standard for teachers and Principal
70. Dyslexia Speld. Talk-Early Childhood seminar.
71. Mental Maths with Ellita DeNardi Professional Development.
72. Summer Training Seminar- New Hope International – Effective Teaching and Learning Series.
73. Working with English as a Second Language Students in the Classroom. AISWA.
74. Accommodating students within the classroom – Literacy and Clinical Services.
75. Essentials Elements of Early Numeracy Seminar.
76. Maths – Developing a whole school approach to teaching facts.
77. National Quality Standards training for school leaders.
78. School Curriculum and Standard Authority Development of Kindergarten Curriculum for WA Schools.
79. Australian Curriculum Conference ‘Implementing the Australian Curriculum in the Primary Years.’
80. Keys to effective Ministry Workplaces. Principles and Standards for Christian churches and ministries.
81. Privacy Act seminar. Lavan legal Seminar.
82. Australian Curriculum History (P-6) Seminar.
83. Assessment and Reporting with Australian Curriculum- early Childhood.
84. How to develop a Quality Improvement Plan.
85. Implementing Effective Document for Individual Education Program.
86. P-6 Reporting Forum.
87. Disability Discrimination Act (DDA and the Disability Standard for Education).
88. Early Childhood Australia National Conference ‘Season of Change’
89. National Quality Standards Independent Sector Leader Training. AISWA CN09340
90. Australian Curriculum Humanities Update AISWA.
91. Early Childhood Leaders’ Network Meeting. AISWA Wendy Gorman
92. How to develop a quality improvement plan. AISWA Wendy Gorman
93. Emmanuel Christian Community School Staff presentation of PL re Assessment and Reporting. Maths, Science, History and English.
94. Early Learning Seminar. Christian Schools Australia.

95. National early Childhood Reform Seminar by Edith Cowan University.
96. Genre Writing. ECCS. Phil Gabrielson.
97. Autism Spectrum Disorder in the Classroom. NGSPS – Roger Coghill (AISWA)
98. Anxiety and Depression; recognizing and managing in the classroom. NGSPS – Roger Coghill (AISWA)
99. ADHD: Clearing the Myth. NGSPS – Roger Coghill (AISWA)
100. English as an Additional Language and Dialect. Assessment and Reporting. Jenny Thomas
101. Teacher Registration Board Seminar.
102. Developing a Whole School Approach to Mental Computation 2017 with Dr Paul Swan
103. On entry Assessment Teacher Training. Testing Tool.
104. Enhancing Classroom Talk in Early Year
105. Surf Life Saving seminar. 9/3/2017
106. Thursday, 11th February, (2 hours) ISWA. How to make application for inclusive education.
107. Monday, 15th February, (3 ½ hours) ECU, Technologies and Coding in Schools.
108. AISWA Keeping Safe: Child Protection Curriculum. 1/7/2017 6 hours. Mick ten Haa
109. Aiswa – Presentation of ABLEWA. 12/12/2016 2 hours
110. Emmanuel CCS Staff meeting Year Group meeting. Preparation for next year. Standard tests, Naplan test discussion, etc. 5 hours. 05/12/2017
111. Year Groups meeting Emmanuel CCS 2 hours. 05/12/2017
112. Emmanuel CCS Staff meeting Year Group meeting. Preparation for next year. Standard tests, Naplan test discussion, etc. 5 hours. 04/12/2017

**2018**

**SCHOOL PERFORMANCE**

**SCHOOL FUNDING SOURCE:**

<b>SCHOOL FUNDING SOURCE 2018</b>	
School Fees	\$ 1,595,419
Student Receipts	\$ 75,159
General Income	\$ 125,164
Government Funds	\$ 6,002,276

**STUDENT ATTENDANCE:**

<b>CLASS</b>	<b>ATTENDANCE %</b>
YEAR 1	92.41 %
YEAR 2	94.26 %
YEAR 3	93.19 %
YEAR 4	94.98 %
YEAR 5	94.55 %
YEAR 6	95.09 %
YEAR 7	93.69 %
YEAR 8	92.16 %
YEAR 9	94.69 %
Year 10	91.89 %
<b>SCHOOL AVERAGE</b>	<b>93.25%</b>

**STUDENT POST YEAR 7 DESTINATION:**

- 1.) Emmanuel Christian Community School
- 2.) Kingsway Christian College
- 3.) Mercy College
- 4.) St Stephens
- 5.) Girrawheen High School
- 6.) Ballajura Community College

## NATIONAL BENCHMARK TEST

### SCHOOL PERFORMANCE

#### NAPLAN RESULTS - 2018

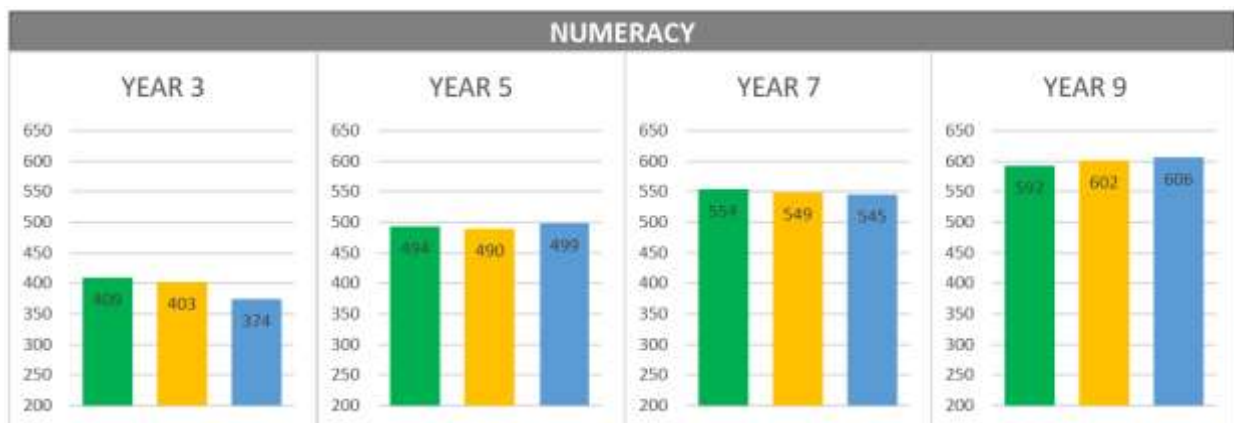
Year 3	Numeracy	Reading	Writing	Spelling	Grammar
NATIONAL	409	431	414	416	439
WA	403	423	400	411	424
ECCS	374	396	373	394	405

Year 5	Numeracy	Reading	Writing	Spelling	Grammar
NATIONAL	494	506	473	501	499
WA	490	499	460	501	500
ECCS	499	501	465	512	531

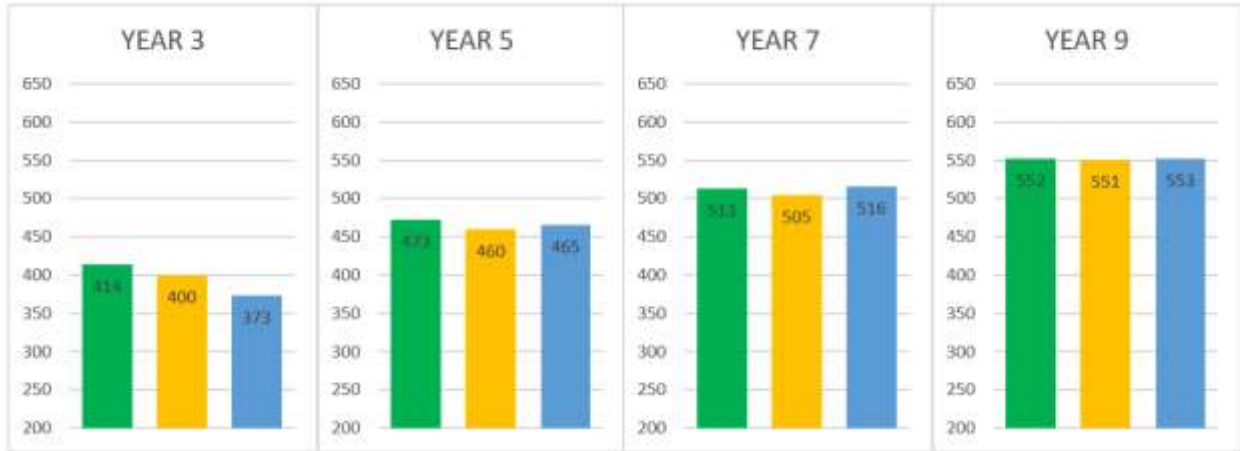
Year 7	Numeracy	Reading	Writing	Spelling	Grammar
NATIONAL	554	545	513	550	542
WA	549	539	505	545	542
ECCS	545	548	516	557	548

Year 9	Numeracy	Reading	Writing	Spelling	Grammar
NATIONAL	592	581	552	582	574
WA	602	589	551	586	585
ECCS	606	597	553	598	602

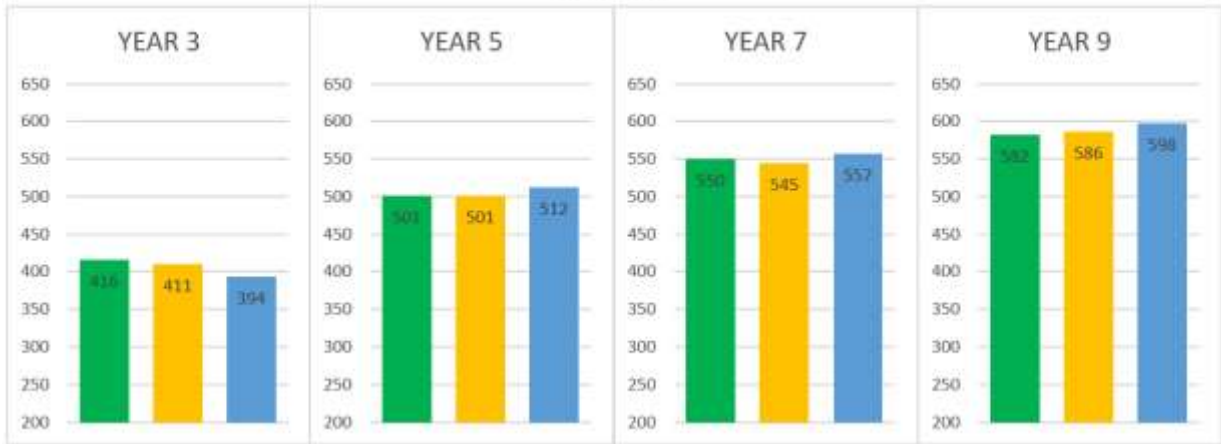
Below National & State Average  
 Above National & State Average  
 Above State and very close to National Average



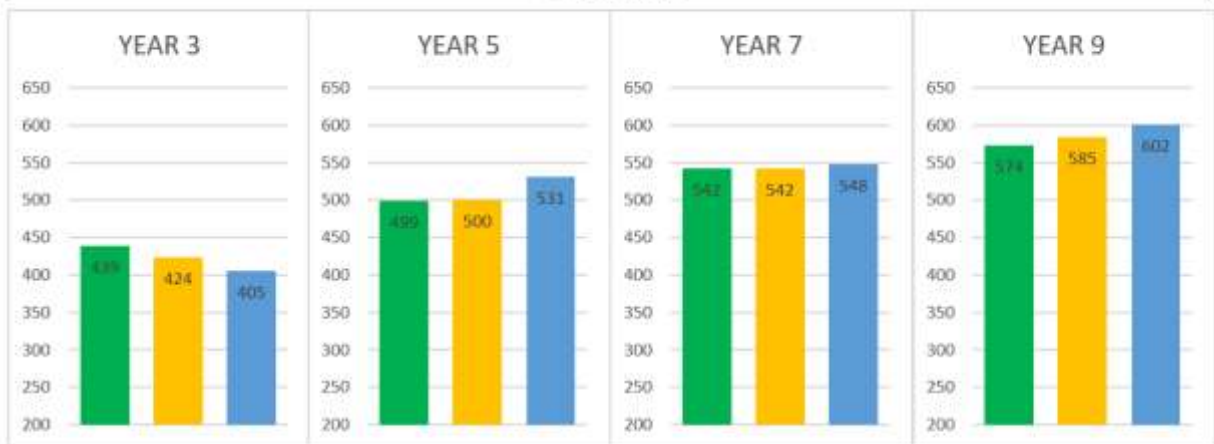
## WRITING



## SPELLING



## GRAMMAR



## VALUE ADDED

### SCHOOL STAFF INNOVATIONS TO IMPROVE EDUCATION OUTCOMES

Emmanuel Christian Community School staff have been encouraged to raise the quality of education one step at a time. The school, as part of its commitment to improve literacy and numeracy skills, provides Educational Assistant in the early childhood area, from kindergarten to grade 2.

Staff have devised a way to lengthen the school week by nearly 2 hours or 20 minutes per day. The school has introduced intensive blocks of time for literacy and numeracy, special needs support, more professional development for all staff, teachers, teacher's assistants and administration.

Teachers have been provided an increased DOTT time to one day per week. This has been achieved with existing staff and without added cost to the school.

With the School Board's blessing, school staff have been encouraged and rewarded with greater autonomy and strong team support in exchange for being held more accountable to the students, parents and church. We believe that it is great to see this level of innovation and creativity among school staff that addresses student needs using the resources the school currently has. The school is confident it has its community's support. The changes were received with enthusiasm by the parent group, and several parents have volunteered to help out in the classroom.

Another program that has been successful in identifying student's strengths and weaknesses in the early years is the introduction of the ON Entry Assessment Program in Pre-Primary, extending to Years 1,2 in 2017 and continuing on in 2018.

The school believes these innovations will lead to increased student achievement, especially in the literacy and numeracy areas.

The school has a Multi Age group conducted five mornings per week for literacy and numeracy support. We also continued the use of SRA Direct Teaching of Reading for students in years 1 and 2 in 2018 who needed extra support. Teachers and Education Assistants spent time planning, tested students before and after the intervention and met 2 times weekly to share positives, discuss any changes, modifications or improvements. Results of this trial have been very positive for (1) improved students results and (2) improving the model for use in 2018.

## VALUE ADDED

I have been the principal of Emmanuel Christian School for the past 33 years. During these years I have been privileged to work alongside a most dedicated and professional staff. Together we have faced many challenges in our aim to give every single student in our care the opportunity to learn and become a good citizen in our community.

We have created and put in place excellent programs to meet the needs of our students. A desire to do well has hopefully taken the students further in their quest for learning.

Emmanuel Christian Community School has been a ministry of the Girrawheen Baptist Church since 1982.

It is located in a low socio-economic area in the northern suburbs of Perth. It employs 95 staff. More than seventy per cent (78%) of our student population is from an English as a Second Language (ESL) background.

Our statistics at present are:

### **SCHOOL POPULATION: 533 (2018)**

AFRICANS	18%	94
ASIANS	38%	203
EUROPEANS	27%	143
AUSTRALIANS	15%	81
SOUTH AMERICANS	1%	6
ABORIGINALS	1%	6

Our school has experienced all the highs and lows involved in accepting and catering for the needs of each wave of immigration to Australia as it has impacted directly on our school community. From the early 1980's with the arrival of Vietnamese children, then Burmese, followed by Romanian and South American children (fleeing political persecution) up to the most recent arrivals from Africa.

Emmanuel has adapted and developed new policies and catered for the varied learning styles and emotional needs of these culturally diverse students. This often occurred before there was such awareness in the wider local community or any available education literature on these matters.

Emmanuel School staff and students enjoy the respect and support of parents, extended families, the church and local community of Girrawheen.

Our commitment to love and support individual children and persevere with troubled students has earned us a reputation as a school prepared to adapt to help students reach their full potential. Our main education challenge at present is the successful inclusion of African students and equipping of staff to meet their varied educational and emotional needs.

The major issues we face are not what we as professional teachers are willing to give, but rather issues of culture: parents who do not speak or read English, lack of concentration of the students, many of whom have arrived from refugee camps and are adjusting to life in a new and strange culture, disrupted family lives with high unemployment and all the usual problems connected with displacement of peoples from their homelands.

Many parents have chosen our school because their children are struggling academically. Others come with refugee status having little training and unused to study or concentrating in their work. We are delighted to accept the challenges and I am sure that you are aware that there are many schools in the same situation as we are - schools that make it their mission to serve those in disadvantage and believing education to be of fundamental importance in providing the means by which such disadvantaged families make a better place in the world for their children.

I am sure that you know many schools confront a range of challenges, given their student population.

Teachers in such schools consider it their vocation to make a difference to those students who struggle and they are motivated by what they can give and how they can support these students to reach their potential and take their place in and make a contribution to Australian society.

I have found parents to be the best ambassadors to promote a school where they feel that their children have been taken cared of.

## **GOOD START LITERACY PROGRAM**

Referrals for early intervention for speech and occupational Therapy for Kindy students. Early Childhood is vitally important for acquisition of literacy skills – speaking and listening, reading and writing.

The individual observation of the children and interaction with them enables school staff to give more focused assistance and support in the crucial early learning years.

The school believes this careful observation, together with early referrals to expert support provides valuable information for teachers to use to plan whole class and individual programs. It continues to be a vital first step in assessment for learning in early childhood at Emmanuel.

On Entry Assessment of all Pre-Primary students in weeks 2-5 of the school year provides information and assessment for learning. Programs and interventions are planned in response to these assessments.

## VALUE ADDED

### How do you measure the strength of a church?

### How do you measure the strength of a school?

Church and school to me are the same – The school (Emmanuel Christian Community School) is a branch of the whole ministry of the Church. So, for the purpose of this article, have that concept in mind.

I believe we measure the strength of a church by following what God's Word says - *The hope is found in 1<sup>st</sup> John 5:5 "Who is it that overcomes the world? Only he who believes that Jesus is the Son of God."*

It is common knowledge that schools are to educate students. Schools are to educate students and prepare them to enter the community as educated and responsible citizens. The purpose of a Christian School is to educate for eternity, to nurture the spirit which is part of who we are.

If we are to have some sort of measure, then we measure the strength of a church or school by how it improves the lives of those it touches.

We need to avoid the theme of the age "What about me?" and be aware that we have been called to a ministry and if we do that well – God is going to reward us with more work. If we do little things well, He will give us greater things to do. The school is a wonderful tool that the Body of Christ is using to reach out to others and you all are part of it.

We understand that:

We are all different – God did not clone Christians, He is very personal to everyone and every single one. He is the same God for the intellectually disabled and for the intelligent person.

We are getting a reputation that we can help students who are experiencing learning and behaviour problems – mothers and fathers see the school as 'Hope for my kid' – and the warning I can hear God is telling us is 'keep doing what you are doing – what you do best'.

The real joy comes through community – through giving – We know that it is more convenient to have good and capable students – life will be easier for us – less stressful. At least that is what we think. But, you see, if we are like Christ, then we become like a magnet to others – and those others might not be the most attractive to us, socially and academically. Jesus showed us that he was a very inconvenient God. Many disliked what he was doing and yet Jesus was like a magnet to whom the lost, the poor and sinners were attracted because they saw hope in Him... and so we ought to be. Of course we ought to strive for excellence in education but we need to remind ourselves that 'it is excellence in education for everyone – this includes the 'able and less able'. The school is such a rich place with so many people coming from everywhere. This includes staff and students.

With our ministry through the school, we are teaching the community a wonderful lesson of love.

**VALUE ADDED**  
**CHILDREN'S PRAYER NETWORK**

**VISION:**

To encourage a ministry of prayer among children.

**OBJECTIVE:**

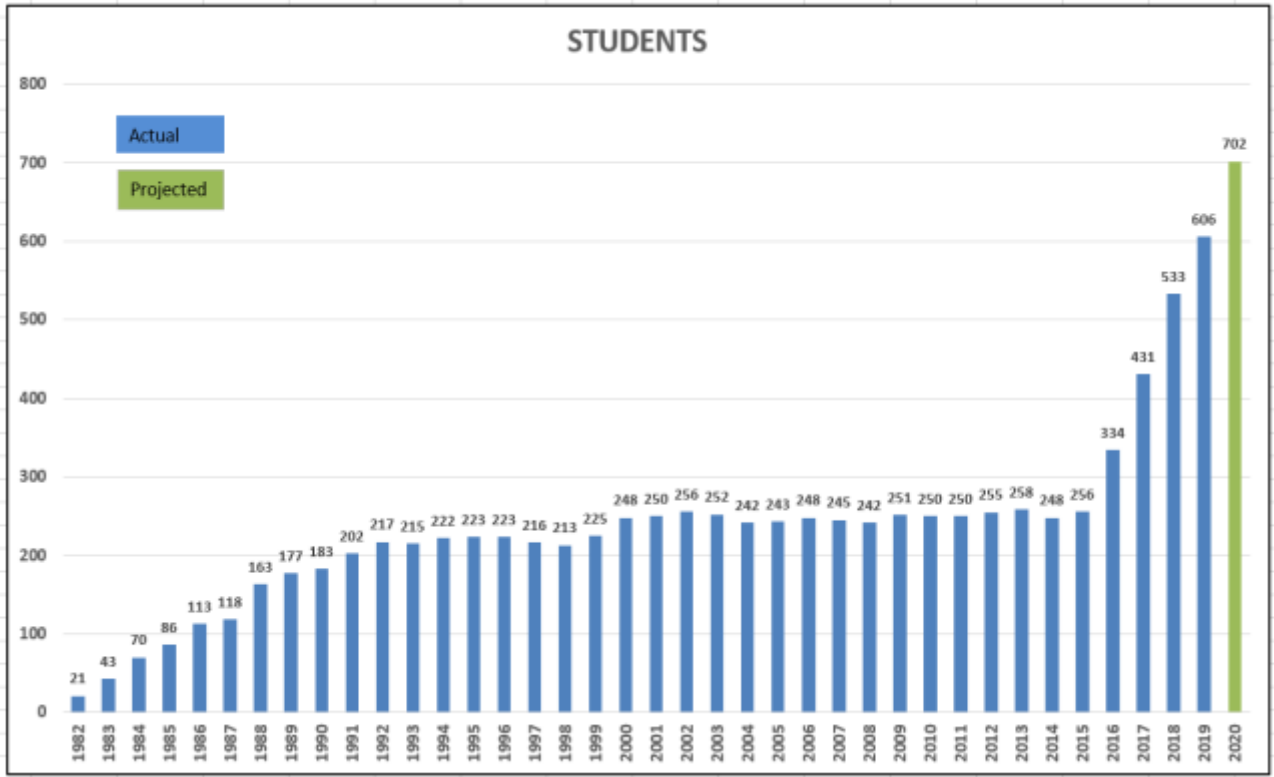
- a.) To give students an opportunity to commit themselves to regular prayer.
- b.) To nurture, encourage, disciple, equip and train children in the ministry of prayer.
- c.) To provide students with the experience of being role models, mentors and servant leaders, particularly to younger children.
- d.) To give students an opportunity to grow as they put their faith into action.

**FORMAT:**

- The children's prayer network runs weekly, on Wednesday lunch time and on three Fridays per term.
- Two student prayer convenors organize the prayer and praise times.



Graph - History of Emmanuel Christian Community School student number since 1982 to 2018



Christian Community School



# Implementation Plan Planning Document

**2015-2020**

*“He has showed you, O man, what is good. And what does the Lord require of you?”*

*To act justly and to love mercy and to walk humbly with your God.”*

**Micah 6:8**

Reform Area	Project Title	Project Description and activities	Outcomes	Indicators of success
Quality Teaching	<p>Implementation of Australian Professional Standards for Teachers and the Principal Standard in Emmanuel Christian Community School and the Performance Development Framework.</p> <p>Implementation of the Christian Distinctive National Professional Standards for teachers.</p>	<p>Consultancy, professional learning and support including the following:</p> <ul style="list-style-type: none"> <li>• Conference presentations at Christian Schools Conference</li> <li>• Professional learning courses offered by AISWA for leaders including: <ul style="list-style-type: none"> <li>○ Principal Professional Practice: Leading Improvement, Innovation and Change</li> <li>○ Principal Professional Practice: Developing Self &amp; Others</li> <li>○ Administrative Leadership</li> <li>○ Aspiring Leaders</li> <li>○ Primary &amp; Secondary Middle Leaders</li> <li>○ Graduate Support Program</li> <li>○ Performance &amp; Development Framework</li> </ul> </li> <li>• Advice to school leadership teams on the implementation of the standards</li> <li>• Information sessions for school staff</li> <li>• Information sessions to school boards as required</li> <li>• Hosting &amp; facilitating information sessions for our school on management systems to support performance development cultures.</li> </ul>	<ul style="list-style-type: none"> <li>• Teachers and the Principal will be offered opportunities to engage with the Australian Teacher Standards and the Performance and Development Framework. Teachers will present to the staff meeting a summary of their personal development.</li> <li>• All teachers will be informed of the imperatives around the implementation of the standards in terms of maintaining individual teacher and school registration.</li> <li>• Teachers will be encouraged to embrace the use of the standards and tools provided by AITSL to build their practice.</li> <li>• The Emmanuel Christian Community School leaders (where applicable) will embrace the use of the Principal Standards and the tools, research and frameworks supplied by AITSL.</li> <li>• Emmanuel Christian Community School will continue to build a culture which is focused on continual improvement in teacher practice.</li> </ul>	<ul style="list-style-type: none"> <li>• Staff will attend conferences held with expected attendance and good uptake of the sessions.</li> <li>• Teachers will keep a record of their registrations for all these professional learning days.</li> <li>• High levels of correspondence with teachers and Emmanuel Christian Community School Senior staff and records of the types of questions and professional conversations held.</li> <li>• Emmanuel Christian Community School have worked with to assist with the implementation of Teacher Standards and the Performance and Development Framework.</li> <li>• Emmanuel Christian Community School will provide website facilities for the teachers to store their professional work as required by aitsl.</li> </ul>
	Certification of Highly Accomplished and Lead teachers	<p>Information and professional learning including the following:</p> <ul style="list-style-type: none"> <li>• Teachers will be encouraged and given opportunities to attend sessions throughout the metropolitan and regional areas about the process.</li> </ul>	<ul style="list-style-type: none"> <li>• All teachers in Emmanuel Christian Community School will have the opportunity to engage with the National Certification Process</li> <li>• Teachers will be encouraged to apply and be supported to achieve certification as</li> </ul>	<ul style="list-style-type: none"> <li>• Interested teachers will be encouraged to attend Information sessions held in the metropolitan.</li> <li>• Numbers of teachers and leaders that engage with the process.</li> </ul>

Reform Area	Project Title	Project Description and activities	Outcomes	Indicators of success
		<ul style="list-style-type: none"> <li>Conducting evidence development sessions to support applicants for stage 1 &amp; stage 2</li> <li>Refresher course for assessors</li> <li>Training for new assessors</li> <li>Conducting assessment at stage 1 &amp; 2</li> </ul>	a Highly Accomplished or Lead teacher.	
	Staff Induction	<ul style="list-style-type: none"> <li>To assist all teachers in the development of a robust Biblical world view that will enable them to integrate relevant Biblical truth with their course material and classroom teaching.</li> <li>To support new graduate teachers in their transition from provisional to full registration with the Teacher Registration Board (TRB)</li> <li>To assist experience teachers, newly appointed to Emmanuel Christian Community School, in the commencement of their duties.</li> </ul>	<ul style="list-style-type: none"> <li>All teachers in Emmanuel Christian Community School will have the opportunity to examine the Biblical Foundations necessary for teaching in a Christian School</li> </ul>	<ul style="list-style-type: none"> <li>Participation in a program of practical support.</li> <li>Participation in the TRB registration process.</li> </ul>
	Performance Management	<ul style="list-style-type: none"> <li>Emmanuel Christian Community School staff will be encouraged to raise the quality of education one step at the time.</li> </ul>	<ul style="list-style-type: none"> <li>Every term teachers will be assessed through a process of consultation and reflection of their teaching preparation and practices</li> </ul>	<ul style="list-style-type: none"> <li>Teachers peer partnership through lesson planning.</li> </ul>
	Professional Learning	<ul style="list-style-type: none"> <li>Teachers will be encouraged and given opportunities to attend professional learning.</li> <li>Refresher courses</li> </ul>	<ul style="list-style-type: none"> <li>All teachers in Emmanuel Christian Community School will have the opportunity to engage with new educational courses</li> </ul>	<ul style="list-style-type: none"> <li>Numbers of teachers that are engaged with the process.</li> </ul>
Quality Learning	Implementation of Phase I of the Australian Curriculum and familiarisation of Phase II and III	<p>Consultancy, professional learning and support for Australian Curriculum including the following:</p> <ul style="list-style-type: none"> <li>Consultants with specific learning area expertise will support teachers to develop their understanding of the curriculum as well as assisting with professional learning to</li> </ul>	<ul style="list-style-type: none"> <li>Implementation of Australian Curriculum in Emmanuel Christian Community School by 2015 (Phase 1) and 2017 (Phase 2 and 3) as required by the State Authority (Schools Curriculum and Standards Authority (SCSA))</li> </ul>	<ul style="list-style-type: none"> <li>The number of teachers compliant with the implementation timelines</li> <li>Resource documents populating the website</li> <li>The number of school-based workshops held</li> </ul>

Reform Area	Project Title	Project Description and activities	Outcomes	Indicators of success
		<p>targeted needs. This will be mostly through school visits by qualified tutors to enable point-of-need support. Network meetings by phase or learning area will allow teachers to collaborate in the development of programs and resources.</p> <p>Assessment &amp; Reporting Workshops</p> <ul style="list-style-type: none"> <li>Teachers will be encouraged to attend a series of learning area specific workshops addressing the key issues of reporting requirements, use of the achievement standards, assessment practices and the use of assessment resources.</li> <li>Teachers will be encouraged to attend Professional Learning Opportunities related to curriculum differentiation and personalised learning to support teachers and principals to better understand and implement the Australian Curriculum for diverse learners</li> </ul>	<ul style="list-style-type: none"> <li>Resources for teachers available on the website</li> <li>Teachers supported in developing their understanding of the content and achievement standards of the curriculum</li> <li>Teachers supported in developing their understanding of appropriate pedagogy and making links between components of the curriculum</li> <li>individual teacher should have a better understanding of Direct Teaching, Differentiation &amp; Personalised Learning</li> </ul>	<ul style="list-style-type: none"> <li>The number of teachers attending school-based and external workshops</li> <li>The number of consultant-hours involved in collaboration on the development of the WA curriculum</li> </ul>
	Deputy Principal as Literacy Leaders	<ul style="list-style-type: none"> <li>Deputy Principal as Literacy Leaders (PALL) is a 5 module program that is spaced across the year beginning in March and concluding in October. Participant includes the Deputy Principal and she is usually accompanied by a literacy coordinator or key teacher. The workshops on topics including leading learning, what leaders need to know about learning to read, data and analysis, intervention strategies and future planning. Between modules participants are</li> </ul>	<ul style="list-style-type: none"> <li>Empowering school leaders in the leading of whole school literacy improvement.</li> <li>Deepening knowledge and understanding in leading effective reading instruction incorporating the Big 6 of Reading.</li> <li>Strategies and school processes for effective intervention through a three wave approach.</li> <li>Effective analysis and discussion of strategic data to inform improvement in student literacy learning.</li> </ul>	Improved analysis of data, resulting in the revision of teaching programs to target student need.

Reform Area	Project Title	Project Description and activities	Outcomes	Indicators of success
		<p>assigned tasks to complete back in their schools and are provided with the resources and tools to complete these tasks.</p>	<p>To lift whole school performance in numeracy in the school. To enhance school leaders' efficacy in instructional leadership and knowledge of essential numeracy content.</p>	
	Deputy Principal as Numeracy Leaders	<p>AISWA Principals as Numeracy Leaders (PANL) 2014 is a comprehensive leading numeracy project delivered by Dr Paul Swan and AISWA numeracy consultants to assist principals and school leaders develop knowledge and skills to positively alter teaching and learning in numeracy. Leaders are guided through four days of well-spaced modules during a semester. The modules are:</p> <ol style="list-style-type: none"> <li>1. Leadership and quality numeracy practices to enhance teaching and learning outcomes.</li> <li>2. Some essential numeracy content for leaders.</li> <li>3. The use of evidence for monitoring, planning and evaluating purposes,</li> <li>4. The design, implementation and evaluation of numeracy interventions.</li> </ol> <p>School leaders will have consultant support throughout 2014 to support their action research project</p>	<ul style="list-style-type: none"> <li>• To assist in the design of whole school planning for numeracy intervention and improvement, based on quality evidence gathering and interrogation</li> </ul>	<ul style="list-style-type: none"> <li>• Surveys to indicate quality of content, presentation and application to respective school.</li> <li>• The value of the early number learning trajectories, the need for consistent mathematical language across the school and planning for change.</li> </ul>
	Focus on improved literacy and Numeracy outcomes for students	<p>Consultancy, professional learning and support for Literacy and Numeracy including the following:</p> <ul style="list-style-type: none"> <li>• A wide range of professional learning</li> </ul>	<ul style="list-style-type: none"> <li>• Improved teacher knowledge on the delivery of literacy programs and interventions.</li> <li>• Whole-school literacy plans, ensuring a</li> </ul>	<ul style="list-style-type: none"> <li>• Attendance at courses</li> <li>• Post-course evaluations indicating improvement in teacher knowledge</li> </ul>

Reform Area	Project Title	Project Description and activities	Outcomes	Indicators of success
		<p>opportunities on the 'Big 6', grammar, spelling, reading and reading comprehension, writing, EAL/D students in mainstream classes, oral language and adolescent literacy.</p> <ul style="list-style-type: none"> <li>• Ongoing school support for whole school planning, guided reading, staff professional learning and consultation with individual teachers.</li> <li>• Provision of comprehensive numeracy support from Foundation to Year 4 through assessment tools such as the Mathematics Assessment Interview (MAI) and the Screening and Intervention Resource for Early Number (SIREN).</li> <li>• Essential Elements of Early Numeracy Professional Development (4 days). To provide support, guidance and advice to improve early numeracy practices for Foundation to Year 3 educators.</li> </ul>	<p>cohesive approach to Literacy within the school.</p> <ul style="list-style-type: none"> <li>• Improved teacher knowledge of the grammar that underlies correct English use.</li> <li>• Ability to share resources, teaching programs and ideas.</li> <li>• To provide teachers and the school leaders with a greater understanding of the 'Big Ideas in Mathematics'. To assist in the diagnosis and interventions required to address student's misunderstandings and misconceptions in mathematics.</li> <li>• To understand the conceptual growth points of mathematics in a sequential manner.</li> <li>• To establish solid early numeracy foundations that is essential for children's later mathematical understandings.</li> <li>• To explore differentiation and diagnostic tools for mathematics.</li> <li>• To engage children in mathematics and numeracy using a hands-on, exploratory approach which links with the Early Years Learning Framework</li> </ul>	<ul style="list-style-type: none"> <li>• Literacy plans indicating consistent approaches to literacy delivery within schools</li> <li>• Collaboration between teachers on program creation, small group moderation partnerships, cross-marking and joint examination creation.</li> <li>• Improved literacy results within the school</li> </ul>
Empowered School Leadership	Leadership Training for Aspiring Leaders	<p>Four-day course over the year offered to those who aspire to leadership. The course covers the following elements:</p> <ul style="list-style-type: none"> <li>• Contemporary leadership theory and change management</li> <li>• Use of the National School Improvement Tool</li> <li>• Investigation of the Lead Teacher Standard and the Australian Standard for Principals</li> </ul>	<ul style="list-style-type: none"> <li>• Course participants feel confident to apply and win promotional positions</li> <li>• New leaders begin in their roles with an increased confidence in their and skill set</li> </ul>	<ul style="list-style-type: none"> <li>• The Aspiring Leaders course will run over the full year will be fully subscribed.</li> <li>• The School Principals is supportive of the initiative and will promote it within our school.</li> </ul>

Reform Area	Project Title	Project Description and activities	Outcomes	Indicators of success
	Good Governance procedures and processes	Continued work on good governance programs with school boards and school leaders, plus some key conferences: <ul style="list-style-type: none"> <li>Briefing the Board for all school board members and school leaders</li> <li>Curriculum Conference attendance for School leaders and teachers</li> <li>Governance sessions on regulations and implications for schools of public policy development</li> <li>School Board workshops and planning days</li> </ul>	<ul style="list-style-type: none"> <li>Improved understanding of good governance processes and procedures</li> <li>Schools boards become more effective and can guide schools on the path of improvement</li> </ul>	<ul style="list-style-type: none"> <li>Attendance at Briefing the Board and Christian Schools Australia conference.</li> <li>Attendance of Board numbers at governance sessions where they are held.</li> </ul>
	Support for school governing bodies with Teacher Quality Agenda	<ul style="list-style-type: none"> <li>Support for governing body members to increase their understanding of the Australian Professional Standards for Teachers and the Performance Development Framework and their role in supporting school leaders in this area</li> </ul>	<ul style="list-style-type: none"> <li>Governing body members have greater capacity to support school leaders in the implementation of the programs.</li> </ul>	<ul style="list-style-type: none"> <li>Governing body members attend sessions at relevant conferences and seminars</li> </ul>
	School Improvement planning	ACER/AISWA School Improvement Project <ul style="list-style-type: none"> <li>This three-day professional learning program is designed to provide school leaders with knowledge, skills and insights into the National School Improvement Tool</li> </ul>	<ul style="list-style-type: none"> <li>Emmanuel Christian Community School will begin the improvement process by completing an audit and developing an action plan</li> <li>The School will develop a deep understanding of school improvement</li> </ul>	<ul style="list-style-type: none"> <li>Emmanuel Christian Community School is keen to use the Tool to audit its practice and to develop an effective School Improvement Plan which will be used for ongoing improvement in the school and reflection as to where to go next.</li> </ul>
		<ul style="list-style-type: none"> <li>Consultancy support related to disability and inclusion to school leadership as part of their school improvement planning.</li> </ul>	<ul style="list-style-type: none"> <li>A number of meetings with IE Consultants have been planned with AISWA.</li> <li>Emmanuel Christian Community School will show how the school is addressing the five reform areas of: <ul style="list-style-type: none"> <li>Quality Teaching</li> <li>Quality Learning</li> <li>Empowered School leadership</li> <li>Meeting Students Needs and</li> <li>Transparency and Accountability</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Principal/Deputy Principal and key school leaders will continue to engage with IE Consultants for ongoing mentoring support.</li> </ul>

Reform Area	Project Title	Project Description and activities	Outcomes	Indicators of success
	National Quality Standard	<ul style="list-style-type: none"> <li>• Consultancy, professional learning and support including the following: <ul style="list-style-type: none"> <li>- The National Quality Standard sets a national benchmark for quality education and care services.</li> <li>- Attending workshops presented by AISWA</li> <li>- Information sessions to school staff</li> <li>- Information session to school board members as required.</li> <li>- Regular meetings fortnightly with Early Childhood Staff.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Teachers, Seniors staff and Principal will be offered opportunities to engage with the National Quality Standard.</li> <li>• All teachers will be informed of the imperatives around the implementation of the standards.</li> </ul>	<ul style="list-style-type: none"> <li>• Deputy Principal will continue to engage with Early Childhood Staff for ongoing consultation based on the seven quality areas: <ul style="list-style-type: none"> <li>- Educational program and practice</li> <li>- Children's health and Service</li> <li>- Physical environment</li> <li>- Staffing arrangement</li> <li>- Relationships with children</li> <li>- Collaborative partnerships with families and communities</li> <li>- Leadership and service management.</li> </ul> </li> </ul>
	School Registration Year 8 2015	<ul style="list-style-type: none"> <li>• Application for change of registration Year 8</li> </ul>	<ul style="list-style-type: none"> <li>• Organise all paper work by the end of first semester 2015.</li> </ul>	
	School Registration 2016 (5 years)	<ul style="list-style-type: none"> <li>• Organise all paper work during 2015</li> </ul>		
Meeting Student Need	Support for schools to meet the needs of students with a disability	<ul style="list-style-type: none"> <li>• Consultancy and support for school leaders and staff to effectively cater for students with disabilities.</li> <li>• Support to school leaders with strategic planning in order to plan how the school will include students with disability into the future and meet their obligations under the DDA/DSE.</li> <li>• Provision of professional learning opportunities to the school to better understand disability issues and to better include students with disability.</li> </ul>	<ul style="list-style-type: none"> <li>• Attendance to Professional Development.</li> <li>• Documented Plans &amp; specific disability strategies are planned throughout 2014 in Emmanuel Christian Community School for whole staff Professional Development.</li> </ul>	<ul style="list-style-type: none"> <li>• Principal/Deputy Principal and the Bursar will attend targeted PL on the DDA/DSE.</li> <li>• Emmanuel Christian Community School will organise DDA/DSE &amp; other relevant PL (eg. Documented Plans, Universal Design for Learning, Differentiation, Autism, Dyslexia etc) for our teaching staff.</li> <li>• Continued attendance at scheduled centralised PL on DDA/DSE, Documented Plans and the Nationally Consistent Collection of Data on School Students with Disability (NCCD).</li> </ul>

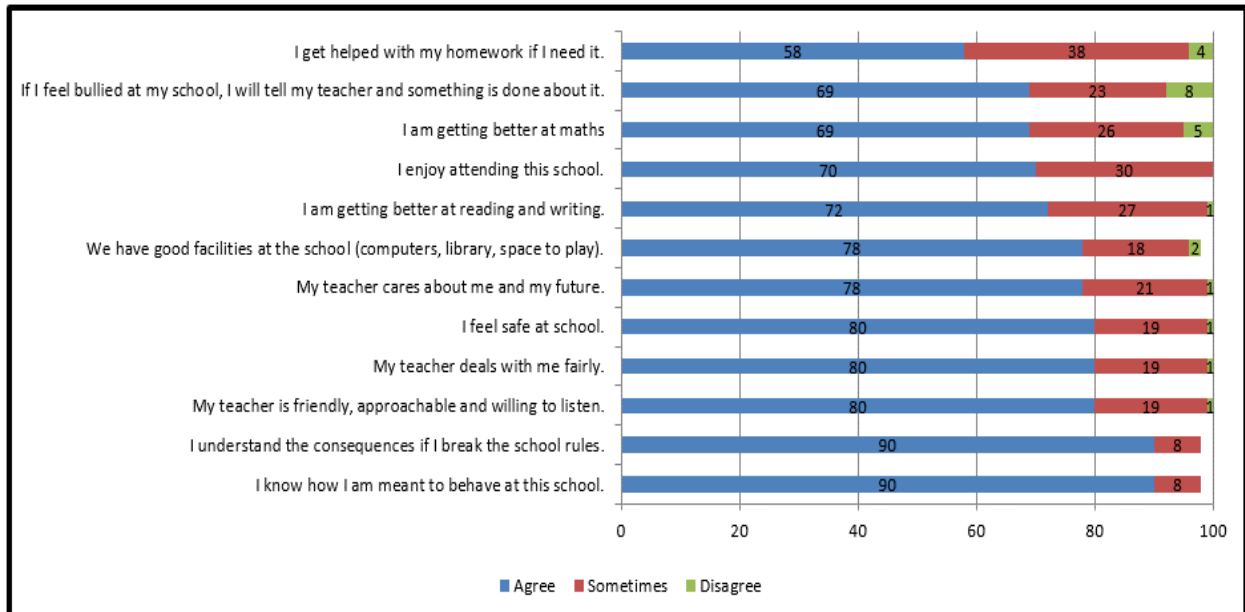
Reform Area	Project Title	Project Description and activities	Outcomes	Indicators of success
		<ul style="list-style-type: none"> <li>Support the school staff to understand changes to federal and state funding, legislation, and other obligations related to disability.</li> </ul>		
Differentiation to meet students need.  This is done every year.	Student learning and results	<ul style="list-style-type: none"> <li>End of the year teachers meeting to discuss the students standard tests results. NAPLAN, PAT and seek ways to analyse the results in order to find out where teachers need to reflect on their teaching and where the differentiation process need to be implemented.</li> </ul>	<ul style="list-style-type: none"> <li>Documented inclusive educational plans.</li> <li>Reflection documented plans</li> </ul>	<ul style="list-style-type: none"> <li>Student's improvements in learning compared by the Standard Tests.</li> </ul>
Transparency and Accountability	Work with the School Board and School Staff on improved governance arrangements	<ul style="list-style-type: none"> <li>Good governance training for the School Board through conferences, seminars, workshops and individual school planning sessions</li> <li>Work with School Board to ensure compliance with regulations and improve their understanding of their obligations as a member of the school board</li> </ul>	<ul style="list-style-type: none"> <li>Improved understanding of good governance processes and procedures</li> <li>School Boards become more effective and can guide the school on the path of improvement</li> </ul>	<ul style="list-style-type: none"> <li>Attendance at conferences, seminars and workshops by school governing body</li> </ul>
School Office	Support the school administration on effective and efficient financial management	<ul style="list-style-type: none"> <li>Provide advice and support to Emmanuel Christian Community School on a needed basis</li> <li>Work with ASBA (Bursars and Financial Managers in schools association) to ensure the school administration is fully aware of the obligations the school has under various funding regimes</li> </ul>	<ul style="list-style-type: none"> <li>Improved understanding of obligations to State and Federal Governments</li> <li>Emmanuel Christian Community School is supported in administrative processes to improve efficiency of procedures in place to manage the school</li> </ul>	<ul style="list-style-type: none"> <li>Emmanuel Christian Community School will keep abreast of our obligations under the AEA (Accounting Education Australia) through attendance at conferences, seminars, workshops and school specific sessions</li> </ul>
Empower and encourage the School Staff to continue to walk with Jesus and His people.  2016	Experiencing God- Text Book  2016	<ul style="list-style-type: none"> <li>Each staff member will be assigned a topic to be discussed during each school week.</li> </ul>	<ul style="list-style-type: none"> <li>Improved understanding of God's Word</li> </ul>	<ul style="list-style-type: none"> <li>The way we treat each other</li> <li>Sharing God's Word during school devotional time.</li> <li>Attendance to devotional time.</li> </ul>
Child Protection.  Creating a safer school	Child Protection.  2016	<ul style="list-style-type: none"> <li>Keeping Safe Child Protection Curriculum</li> <li>Mandatory Reporting of Child Sexual Abuse</li> </ul>	<ul style="list-style-type: none"> <li>All teachers will be equipped to develop a protective behaviour curriculum for the school.</li> <li>All registered teachers must report to the Mandatory Reporting</li> </ul>	<ul style="list-style-type: none"> <li>Children and students from Kindergarten to senior secondary school learn to recognise abuse and develop ways of protecting</li> </ul>

Reform Area	Project Title	Project Description and activities	Outcomes	Indicators of success
			Service of CPFS if they, in the course of their work form a belief based on reasonable grounds that a child is being or has been sexually abused.	themselves from abuse
Child Protection.	Child protection 2016	<ul style="list-style-type: none"> <li>• Creating a Safer school</li> </ul>	<ul style="list-style-type: none"> <li>• The leadership team of Emmanuel will be trained to develop a culture of safety as a defining feature of a Child Safe Organisation.</li> </ul>	<ul style="list-style-type: none"> <li>• Supporting the community to become and promote a safe environment for children.</li> </ul>
Connecting Learners with God's Big Story	Keeping our Christian school Christian	<ul style="list-style-type: none"> <li>• A Christian response to the Australian Curriculum in a way that will be helpful to our school.</li> </ul>	<ul style="list-style-type: none"> <li>• Teachers will be trained to follow the Western Australian Curriculum with a Christian World View.</li> </ul>	<ul style="list-style-type: none"> <li>• Teachers will deliver lessons in a manner that will honour Christ and his teaching. The concepts will be: <ul style="list-style-type: none"> <li>• What is God's intention for this idea or concept? What went wrong and How has God's purpose been distorted? How does God want us to respond and care? And Where is future hope found and what would restoration look like?</li> </ul> </li> </ul>
Vocational Education & Training (VET)	VET – School Policy	<ul style="list-style-type: none"> <li>• Consulting AISWA and professionals in order to produce a school policy to be available and in place by 2018 (year 10 students)</li> </ul>	<ul style="list-style-type: none"> <li>• A written policy produced by 2017</li> </ul>	<ul style="list-style-type: none"> <li>• A program will be in place to allocate students available for the VET program.</li> </ul>

## PARENT, STUDENT AND TEACHER SATISFACTION

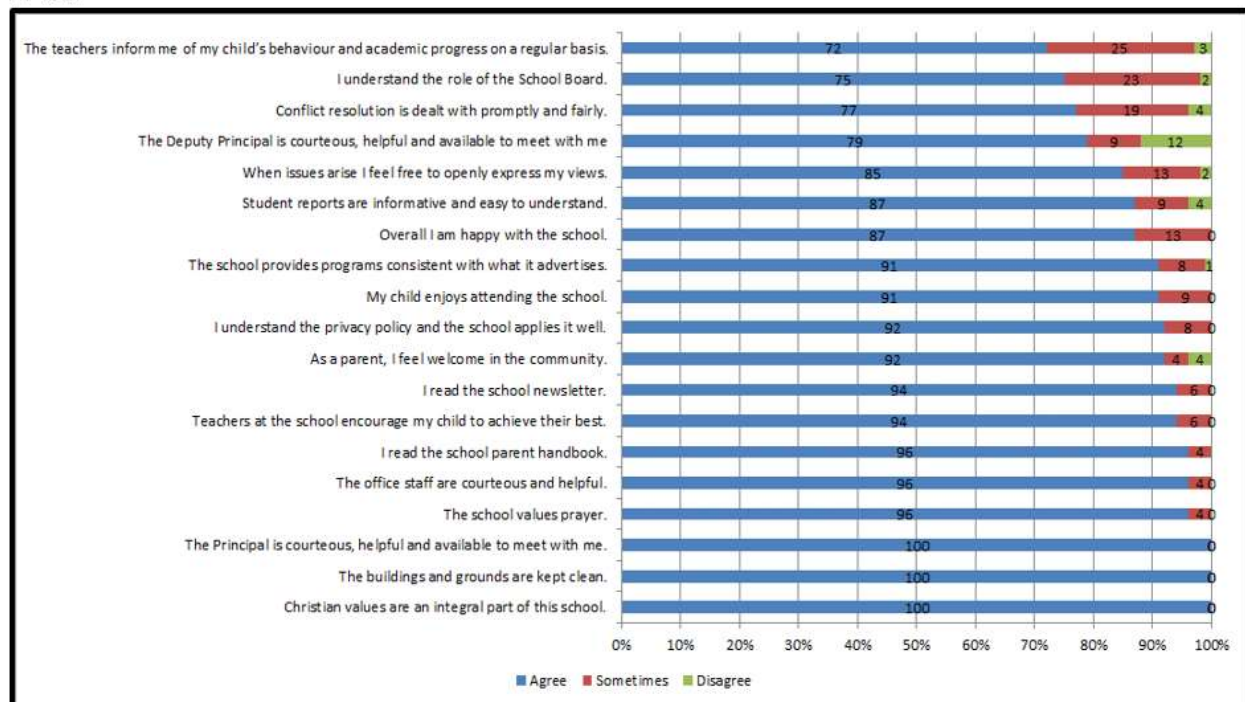
### Student Survey 2016

N=98



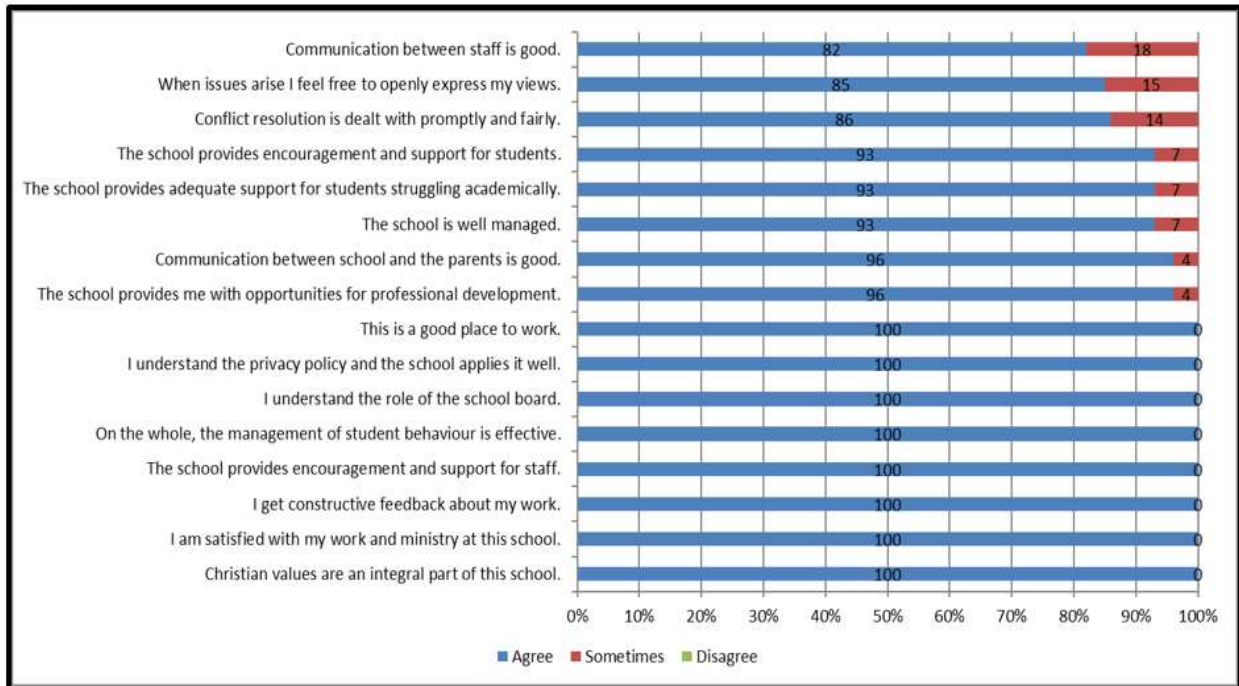
### Parent Survey 2016

N=53



## Staff Survey 2016

N=27



*Pedro Cruz*  
Principal (2018)

*Gary Harris*  
Principal (2019)



**Andrew Johnson**



**Edwin Reyes**

### **BURSAR'S REPORT 2018**

As we look back to 2018, I can see God's familiar imprint in the school. What was a greenfield site in 2015 is now the Casserley Campus! Eight new classrooms opened up at the start of Term 1 which means that Years 4, 5 and 6 have moved in from the Salcott Campus. Casserley is now a full pledged primary campus and Salcott a secondary school campus. This latest stage of the build, partly capital grant funded, was delivered on time and under budget. Full credit goes to the glorious God who equips us when there is a need.

Our enrolment numbers are steadily going up and it highlights the need for more classrooms. As such, we have to plan for this growth by commencing on another stage of capital growth. We are in the process of acquiring the residential property at 6 Salcott and convert it into general learning areas. Also in our plans are to develop the west wing of the Salcott campus and transform it into a modern two-storey multi-purpose learning facility. Please pray that we obtain grant funding for this build.

The school's finances are in good shape underpinned by healthy enrolment numbers (which translates into government funding) and capital grants. Our 10-year forecasts indicate that capital expenditure will increase. Consequently, we recently embarked on a regime of fiscal restraint and ensuring that Return Of Investment (ROI) is maximized on any spend.

I also want to express my sincere thanks and gratitude to Mr. Andrew Johnson who recently retired after 20 years of service to the school. He precedes me in the role and is largely instrumental in the capital growth of the school. Whether it be tinkering with a malfunctioning tap or applying for hundreds of thousands of capital grants, no job was too big or too small for him. Andrew's hands-on, unassuming, and meticulous manner served him well in the builds of the last 4 years. He is a man for all seasons and I am now left with a pretty big shoes to fill. I am sure the school community is with me when I say that we thank him for his vision and dedication. He will be sorely missed!

My appreciation also goes to Mr. Dylan Teng for his help in keeping the lights on. While all our building projects are going on, business as usual activities needed to continue and Dylan has ably juggled several functions without too much fuss.

Lastly, I want to thank the rest of the team at ECCS under the humble leadership of Mr Pedro Cruz for all your prayers and support in the previous year. It is such a blessing to serve beside you all working for the one wonderful God.

*All this also comes from the Lord Almighty, whose plan is wonderful, whose wisdom is magnificent. Isaiah 28:29*

*Edwin Reyes*

Bursar

**Balance Sheet [Last Year Analysis]**

December 2018

ABN: 42 853 226 323

Email: emmanuel@eccs.wa.edu.au

	This Year	Last Year	\$ Difference	% Difference
<b>ASSETS</b>				
<b>FIXED ASSETS</b>				
Land Holdings 4 Salcott Rd	\$110,000.00	\$110,000.00	\$0.00	0.0%
Land holding 2 Salcott Road	\$133,000.00	\$133,000.00	\$0.00	0.0%
Land Holdings Casserley Park	\$1,400,000.00	\$1,400,000.00	\$0.00	0.0%
Buildings Stage 1 Casserley Buildings	\$4,583,820.00	\$4,583,820.00	\$0.00	0.0%
Kindergarten	\$411,248.11	\$411,248.11	\$0.00	0.0%
Buildings - Pre-Primary	\$199,370.34	\$199,370.34	\$0.00	0.0%
Improvements - Fire Brigade	\$241,564.94	\$241,564.94	\$0.00	0.0%
Library building project	\$23,855.00	\$23,855.00	\$0.00	0.0%
Improvements	\$643,175.47	\$643,175.47	\$0.00	0.0%
Improvements - Casserley	\$609,239.62	\$498,010.94	\$111,228.68	22.3%
Set up Cost - Stage 3 & 4	\$24,983.82	\$2,727.27	\$22,256.55	816.1%
Building Stage 2 Casserley	\$2,309,044.37	\$23,293.64	\$2,285,750.73	9,812.8%
6 Salcott Road	\$2,427,637.69	\$2,375,413.23	\$52,224.46	2.2%
Food Wood & Media	\$20,380.27	\$0.00	\$20,380.27	NA
Motor Vehicle Golf Cart	\$1,080.00	\$0.00	\$1,080.00	NA
Accumulated Depreciation	\$12,363.64	\$0.00	\$12,363.64	NA
<b>Total FIXED ASSETS</b>	<b>-\$1,499,396.96</b>	<b>-\$1,212,510.18</b>	<b>-\$286,886.78</b>	<b>(23.7)%</b>
<b>FURNITURE &amp; EQUIPT</b>				
Accum Depreciation - Fix & Fit	\$11,651,366.31	\$9,432,968.76	\$2,218,397.55	23.5%
Fix & Fit - Classroom	-\$845,344.27	-\$692,297.27	-\$153,047.00	(22.1)%
Science Classroom	\$323,465.71	\$254,001.20	\$69,464.51	27.3%
Fixture & fittings Media	\$394,218.58	\$340,378.58	\$53,840.00	15.8%
Fix & Fit - Library	\$20,089.00	\$0.00	\$20,089.00	NA
Fix & Fitt Library Casserly	\$59,099.02	\$59,099.02	\$0.00	0.0%
Fix & Fit - Store Rooms	\$28,370.26	\$0.00	\$28,370.26	NA
Fix & Fit - Admin Buildings	\$29,098.35	\$29,098.35	\$0.00	0.0%
Special Programs Capital	\$244,519.10	\$217,977.10	\$26,542.00	12.2%
Fix & Fit - Kindy 4 salcott	\$51,110.02	\$51,110.02	\$0.00	0.0%
Fix & Fit - Pre Primary 4 salc	\$35,775.86	\$35,775.86	\$0.00	0.0%
Fixture & Fittings - Music	\$16,455.29	\$16,455.29	\$0.00	0.0%
Fix & Fit - Computer Lab	\$31,941.55	\$31,941.55	\$0.00	0.0%
Fix & Fit - Classroom Cass	\$93,664.07	\$63,931.43	\$29,732.64	46.5%
Fix & Fit- Stage 1 Cass (Elec)	\$91,888.44	\$52,248.55	\$39,639.89	75.9%
Fix & Fit - Admin Casserly	\$52,742.00	\$52,742.00	\$0.00	0.0%
Fix & Fit - Undercover	\$86,170.68	\$2,322.75	\$83,847.93	3,609.9%
<b>Total FURNITURE &amp; EQUIPT</b>	<b>\$6,317.73</b>	<b>\$6,317.73</b>	<b>\$0.00</b>	<b>0.0%</b>
<b>CURRENT ASSETS</b>				
Cheque Account	\$54,670.19	\$154,938.20	-\$100,268.01	(64.7)%
Daily Cash Draw	\$2,526.00	\$132.92	\$2,393.08	1,800.4%
Petty Cash	\$100.00	\$100.00	\$0.00	0.0%
PAYG Clearing	-\$104,043.88	-\$69,621.48	-\$34,422.40	(49.4)%
Baplink Investment	\$2,848,007.25	\$1,434,278.44	\$1,413,728.81	98.6%
Baplink LSL	\$243,868.72	\$242,309.01	\$1,559.71	0.7%
Baplink Library Fund	\$1,219.53	\$1,214.69	\$4.84	0.4%
Baplink Building Fund	\$29,678.32	\$28,971.75	\$706.57	2.4%
Trade Debtors	\$14,073.64	\$19,624.30	-\$5,550.66	(28.3)%
Prepayments	\$13,958.01	\$13,812.83	\$145.18	1.1%
Payroll Cheque Account	\$0.00	\$719.08	-\$719.08	(100.0)%
Loan - Uniform Shop	\$0.00	\$5,000.00	-\$5,000.00	(100.0)%

This report includes Year-End Adjustments.

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EMMANUEL CHRISTIAN COMMUNITY SCHOOL INC

3 SALCOTT ROAD  
GIRRAWHEEN WA 6064

**Balance Sheet [Last Year Analysis]**

December 2018

ABN: 42 853 226 323

Email: emmanuel@eccs.wa.edu.au

	This Year	Last Year	\$ Difference	% Difference
<b>Total CURRENT ASSETS</b>	\$3,104,077.78	\$1,831,479.74	\$1,272,598.04	69.5%
<b>Total ASSETS</b>	\$15,475,025.48	\$11,785,550.66	\$3,689,474.82	31.3%
<b>LIABILITIES</b>				
<b>CURRENT LIABILITIES</b>				
Creditors	\$109,384.37	\$13,577.92	\$95,806.45	705.6%
Credit Card	\$1,877.24	\$3,548.49	-\$1,671.25	(47.1)%
<b>Total CURRENT LIABILITIES</b>	\$111,261.61	\$17,126.41	\$94,135.20	549.6%
<b>GST TAX LIABILITIES</b>				
GST Collected on Sales	\$8,736.14	\$1,203.37	\$7,532.77	626.0%
GST Paid on Purchases	-\$66,628.83	-\$13,749.72	-\$52,879.11	(384.6)%
<b>Total GST TAX LIABILITIES</b>	-\$57,892.69	-\$12,546.35	-\$45,346.34	(361.4)%
<b>PAYROLL LIABILITIES</b>				
Hope International	\$0.00	\$97.00	-\$97.00	(100.0)%
School Chaplaincy	\$0.00	\$45.00	-\$45.00	(100.0)%
Eagles Wings	\$0.00	\$100.00	-\$100.00	(100.0)%
Payroll Deduction - Bldg. Fund	\$0.00	\$40.00	-\$40.00	(100.0)%
Social Club	\$226.00	\$0.00	\$226.00	NA
<b>Total PAYROLL LIABILITIES</b>	\$226.00	\$282.00	-\$56.00	(19.9)%
<b>NON CURRENT LIABILITIES</b>				
Fees in Advance	-\$32,762.13	\$18,663.10	-\$51,425.23	(275.5)%
Refund - Student Bonds	\$5,900.00	\$5,600.00	\$300.00	5.4%
Provision - LSL Non Current	\$229,396.97	\$269,684.98	-\$40,288.01	(14.9)%
Suspense	\$754.56	-\$0.54	\$755.10	139,833.3%
<b>Total NON CURRENT LIABILITIES</b>	\$203,289.40	\$293,947.54	-\$90,658.14	(30.8)%
<b>LOANS</b>				
Loan No. 2229 - Land	\$423,073.05	\$453,261.31	-\$30,188.26	(6.7)%
Loan No. 2258 - Stage 1	\$1,796,914.37	\$1,909,672.98	-\$112,758.61	(5.9)%
Loan No. 2284 LIL - Stage 2	\$2,088,030.90	\$1,895,743.11	\$192,287.79	10.1%
Loan No.2304 Stage 3	\$1,159,537.36	\$0.00	\$1,159,537.36	NA
Baplink Loan	\$502,506.66	\$502,507.05	-\$0.39	0.0%
<b>Total LOANS</b>	\$5,970,062.34	\$4,761,184.45	\$1,208,877.89	25.4%
<b>Total LIABILITIES</b>	\$6,226,946.66	\$5,059,994.05	\$1,166,952.61	23.1%
<b>Net Assets</b>	\$9,248,078.82	\$6,725,556.61	\$2,522,522.21	37.5%
<b>EQUITY</b>				
Reserves	\$150,000.00	\$150,000.00	\$0.00	0.0%
Retained Earnings	\$6,573,621.87	\$4,930,131.91	\$1,643,489.96	33.3%
Current Earnings	\$2,522,522.21	\$1,643,489.96	\$879,032.25	53.5%
Historical Balancing Acc.	\$1,934.74	\$1,934.74	\$0.00	0.0%
<b>Total EQUITY</b>	\$9,248,078.82	\$6,725,556.61	\$2,522,522.21	37.5%

This report includes Year-End Adjustments.

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EMMANUEL CHRISTIAN COMMUNITY SCHOOL INC

**Profit & Loss [Last Year Analysis]**

3 SALCOTT ROAD  
GIRRAWHEEN WA 6064

January 2018 To December 2018

ABN: 42 853 226 323

Email: emmanuel@eccs.wa.edu.au

	This Year	Last Year	\$ Difference	% Difference
<b>INCOME</b>				
FEE INCOME	\$1,417,680.80	\$1,023,360.18	\$394,320.62	38.5%
STUDENT RECEIPTS	\$75,159.44	\$43,764.69	\$31,394.75	71.7%
HIGH SCHOOL ELECTIVES	\$30,259.73	\$405.00	\$29,854.73	7,371.5%
GENERAL INCOME	\$125,164.11	\$78,841.44	\$46,322.67	58.8%
GOVERNMENT FUNDING.	\$6,002,276.61	\$4,512,127.73	\$1,490,148.88	33.0%
OTHER INCOME	\$11,496.77	\$9,038.09	\$2,458.68	27.2%
<b>Total INCOME</b>	<b>\$7,662,037.46</b>	<b>\$5,667,537.13</b>	<b>\$1,994,500.33</b>	<b>35.2%</b>
<b>Gross Profit</b>	<b>\$7,662,037.46</b>	<b>\$5,667,537.13</b>	<b>\$1,994,500.33</b>	<b>35.2%</b>
<b>EXPENDITURE</b>				
TEACHERS SALARIES	\$2,926,553.09	\$2,124,581.53	\$801,971.56	37.7%
TEACHERS AIDES	\$456,178.99	\$410,720.60	\$45,458.39	11.1%
STATIONERY & MATERIALS	\$114,889.44	\$80,833.34	\$34,056.10	42.1%
HIGH SCHOOL	\$77,195.67	\$25,025.86	\$52,169.81	208.5%
SPORT	\$9,999.66	\$15,421.81	-\$5,422.15	(35.2)%
EXCURSIONS & TRIPS	\$95,709.06	\$67,510.24	\$28,198.82	41.8%
OTHER TUITION EXPENSES	\$388,639.64	\$287,377.19	\$101,262.45	35.2%
ADMIN. & CLERICAL SALARIES	\$553,306.89	\$369,063.81	\$184,243.08	49.9%
MAINTENANCE	\$94,177.66	\$82,226.73	\$11,950.93	14.5%
UTILITIES	\$45,214.09	\$38,188.20	\$7,025.89	18.4%
INSURANCES	\$62,448.78	\$63,108.50	-\$659.72	(1.0)%
GENERAL OFFICE EXPENSES	\$183,351.92	\$130,833.15	\$52,518.77	40.1%
TRANSPORT COSTS	\$2,487.95	\$2,205.27	\$282.68	12.8%
AFFILIATION FEES	\$99,788.56	\$45,142.50	\$54,646.06	121.1%
TRAINING STAFF	\$41,584.85	\$18,830.28	\$22,754.57	120.8%
STAFF WELFARE	\$3,438.16	\$2,118.82	\$1,319.34	62.3%
FINANCIAL DETAILS	\$435,028.56	\$339,482.83	\$95,545.73	28.1%
SUNDRY	\$20,352.81	\$11,013.27	\$9,339.54	84.8%
BALANCE SHEET ITEMS	\$518,257.06	\$451,522.36	\$66,734.70	14.8%
<b>Total EXPENDITURE</b>	<b>\$6,128,602.84</b>	<b>\$4,565,206.29</b>	<b>\$1,563,396.55</b>	<b>34.2%</b>
<b>Operating Profit</b>	<b>\$1,533,434.62</b>	<b>\$1,102,330.84</b>	<b>\$431,103.78</b>	<b>39.1%</b>
<b>Other Income</b>				
Capital Grants Received	\$989,359.00	\$655,414.00	\$333,945.00	51.0%
Cadet Income	\$21,472.50	\$19,195.00	\$2,277.50	11.9%
<b>Total Other Income</b>	<b>\$1,010,831.50</b>	<b>\$674,609.00</b>	<b>\$336,222.50</b>	<b>49.8%</b>
<b>Other Expenses</b>				
Cadet Expenses	\$18,714.50	\$13,131.38	\$5,583.12	42.5%
Capital Grant	\$0.00	\$111,088.00	-\$111,088.00	(100.0)%
Soccer Academy	\$3,029.41	\$9,230.50	-\$6,201.09	(67.2)%
<b>Total Other Expenses</b>	<b>\$21,743.91</b>	<b>\$133,449.88</b>	<b>-\$111,705.97</b>	<b>(83.7)%</b>
<b>Net Profit/(Loss)</b>	<b>\$2,522,522.21</b>	<b>\$1,643,489.96</b>	<b>\$879,032.25</b>	<b>53.5%</b>

This report includes Year-End Adjustments.



# Early Childhood Reports

## Kindergarten TO Year 2

Kindergarten to Grade 2 is what is called Early Childhood at Emmanuel.

The last 2 years we have become quite a close community being the only classes at the Casserley campus (although we did claim Grade 3 as surrogate Early Childhood in 2018 as they joined us at the Casserley campus!).

The following reports record some of what we did in our community throughout 2018.



**Laura Cruz**

### **KINDERGARTEN – KANGAROOS**

Thank you to the church for the opportunity to serve as a teacher in Kindergarten.

The staff in Kindy have the special privilege of being the first teachers and Education Assistance (EA) that a family can trust their children to. We open our doors and welcome new families and exciting families into the school and assure them that we will care and educate their precious children with God's love. We have a lot of work to do throughout the year. The children come to us, many never being away from their parents. We teach them how to play with other children. We teach them how to be kind. We teach them how to develop the skills they need to be successful at school even if it means teaching them how to use the toilet or pack away their lunch. We see them grow so much throughout the year that every year it surprises us just how much they learn. We have children come to us not speaking any English but we send them off to Pre Primary communicating to their friends in English. We had some children not being able to feed themselves and we send them off the Pre Primary with the ability to sit down and enjoy eating all their lunch by themselves. We see them at the beginning of the year hiding away not wanting to do any activities but we send them off the Pre Primary with an eagerness to learn as much as they can about the world around them. So it is a wonderful opportunity to serve in Kindergarten. It is hard work but wonderfully rewarding. Children's hearts are full of wonder and desire to be engaged in their own personal journey.

Looking back last year I can recall my class being very excited for the Teddy Bear Picnic. Our Mud Day was fun for children (not so much fun for the EAs who had to clean up the mud) painting with anything we can think of is always an interesting experience whether it is with fingers, feet, potatoes, sponges, toothbrushes to name a few. Every fortnight I would make sure that the Kangaroo children had a cooking experience. My involvement in that became less and less as they grew more confident with the cooking ingredients or utensils, but the end of the year every child was able to make cupcakes all by themselves.

We celebrated the success of our class assembly together and welcomed our mothers in for Mother's Day with an afternoon tea. Our fathers in for Father's Day morning tea.

At the end of the year we invited the Seniors from our church, The Girrawheen Baptist Church, to come into Kindy and join us in activities, singing and morning tea. This was enjoyed by both the Seniors and Kindy children. The children loved the Seniors sitting with them and just simply talking to them.

Many thanks to Pedro Cruz for coming into Kindergarten most days to eat lunch with the children. His welcoming handshake was always looked forward to by the children. I also would like to say thank you to my wonderful EA's; Bek Price, Michelle Manuel, Christa Pegrum and Carol Slater who have cared for the children and managed to keep a well-organized classroom.

I look forward to what opportunities this coming year offers.

*Laura Cruz*

Kangaroo Teacher



**Nicolie Stephenson**

### **KINDERGARTEN – KOALA**

Reflecting on the Kindy Koalas class for 2018 recalls many wonderful events which I will briefly outline.

There were a lot of tears with this class which persisted for some time. However, the children eventually settled and worked extremely well.

There was a strong focus on building the children's oral language this year. This was in all areas of their learning as many children entered kindergarten with no or very little English language.

The children enjoyed learning about themselves in the light of God's creation. Play formed a large portion of the children's hands-on learning throughout the entire year. Highlights include the Teddy Bear Picnic, Animal Farm, Music Man, Mud Play and Hospital incursion and of course, our God-focused assembly where we sang about how we should always be thankful to God for everything he gives to us.

Mother's and Father's Day were both well attended, with lots of fun and laughter from parents and children enjoying each other's company. We enjoyed participating in Multicultural Day with a great representation of the different cultures from within our very own class and had the pleasure of the children's grandparents attending too. This indeed was a wonderful day.

To wrap the year up we celebrated with an in-class Christmas party. This included parents, grandparents and younger siblings. It was very well attended and the atmosphere was very festive, in particular, as we sang songs honouring our saviour's birth. We were very blessed by generous contributions of delicious party food by our parents, which was as rich and diverse as the cultures represented in our kindy class!

I am thankful to my helpful Education Assistants, Mrs Cruz, Mrs Pegrum and Mrs Michelle Manuel.

*Nicolie Stephenson*

Koala Teacher



**Graeme Leathard**



**Elita Reid**

### **PRE-PRIMARY**

This year Mrs Reid joined Mr Leathard as one of the main teachers in Pre-Primary. Mr Miller also joined Mrs Pirie, Miss Pegrum and Mrs Price as our EA's in Pre-Primary for 2018. We enjoyed getting to know all of the additions to our class and had a great year!

The start of the year also saw the Administration join us within our new admin building. It was nice to have some new faces join us at Casserley Campus.

We implemented a wide range of different programs, such as Lets Decode and Sounds Write to support the children's development in literacy. There was also a focus towards the use of inquiry learning. We had lots of exciting things happen, such as visiting the farm and seeing lots of amazing animals.

The children and teachers had a great time throughout 2018.

Thank you again for the privilege of working at Emmanuel Christian Community School and we look forward to having the whole Primary Campus join Early Childhood in 2019!

*Graeme Leathard and Elita Reid*

Pre-Primary Teachers



**Will Cruz**



**Hannah Farleigh**



**Jenny Thomas**

### YEAR 1

In 2018 I was involved in Grade 1 as the literacy support and Friday DOTT teacher, then in term 4 as the regular teacher for **Grade 1 Thomas**. In term 4 my task was to oversee school reports for Grade 1 Thomas, prepare students for standardised testing and to ensure that students were given a stable learning environment.

I'm proud to say that the children in Grade 1 Thomas were an absolute delight to teach, and their eagerness to learn was reflected in their end of year results. This could not have been achieved without the help of education assistants Sharon Bradley and Jeanette Jeffery, and teacher Hannah Rawstone.

*Will Cruz*

Year One Teacher

2018 was a year of excitement, learning and new experiences for the students in Year One. Once routines and new skills for literacy and numeracy were developed at the beginning of term one, we set our sights on using these to explore the world around us. The students set off on a 'Fairy Tale Adventure' which took us all to the city and the State Library of Western Australia! There we experimented with characters, costumes, puppets and technology to re-create these well-known favourite stories for ourselves. Then we went on to Kings Park for lunch and playtime at the Synergy Parkland. Throughout Term 2, we developed our procedural writing skills and our reading comprehension; we made sock puppets and developed instructions for Cookie Monster to cook up his own 'egg sandwich'.

The second semester of the year was spent consolidating our skills to read and write, operate with numbers and pose questions about the world and phenomenon's around us. We searched for facts and information, mostly about animals, which took us to the Perth Zoo for our next adventure! The day was rainy and wet, but it did not dampen our spirits as we continued our quest to find and learn about all the animals, especially the dangerous ones. As we neared the end of the year we worked so well as a team that each student was able to appreciate each other's' strengths and interests and we were able to share these with each other through group activities and even our assembly! Everyone was both happy and sad to end the year, ready to grow and move on to the next part of the school journey, but full of memories about the fun times we had experienced, learning in our first year 'the big school'.

*Hannah Farleigh*

Year One Teacher



**Rachelle Ashmore**

## **YEAR 2**

They say, ‘time flies when you’re having fun’, and as I reflect on the year that was I feel compelled to agree. I can’t believe how quickly the year passed. It was an extremely enjoyable year, yet not without its challenges. I am thankful for the opportunity to serve God through the ministry of Emmanuel, and I have felt supported by both colleagues and parents alike.

There were many highlights along the learning journey in Year 2 throughout 2018. Together, we shared many laughs, made countless memories, and learnt a lot.

Semester One began with learning and establishing routines, before exploring and making connections with the world that God has made. Underwater and mini beasts were explored in depth, an assembly performed, a visit to AQWA and the beach was made, and our mum’s were pampered over a morning tea (to celebrate Mother’s Day) that was held in our classrooms.

Semester Two was probably more packed than the first, with a dress-up day for Book Week, Multicultural Day, swimming lessons, and an excursion to Cockman House. In support of our whole project, Operation Christmas Child, we wrote persuasive letters to various stores in our local area in an attempt to ‘persuade’ them to donate items that we could pack in our shoeboxes. I am pleased to report that 5 of our letters were successfully persuasive and together, with the support of our school and church community, we were able to pack 196 shoeboxes to send overseas through Samaritan’s Purse.

*Rachelle Ashmore*

Year Two Teacher

PRIMMAY  
REPORT





**Linda Neaves**



**Jacqueline Quintanilla**

### YEAR 3

2018 was an exciting year, with many adjustments experienced. We were very blessed to work alongside each other, providing the children with content, skills and balance between positive and constructive feedback needed for them to progress throughout the year. The students were constantly reminded how they are fearfully and wonderfully made, Psalm 139:14. Our focus was evident in our assembly which was based on Zacchaeus and how despite his wrong doings, God still loved him and called him wonderful.

We were excited to be a part of the Casserley Campus community, but had to adjust to not having our own classrooms. We were placed in temporary classrooms in the administration building upstairs. 3N went into the large classroom and 3Q shared the library. Through constant collaboration, we incorporated engaging lessons resulting in students making pleasing progress in all areas of learning.

Teaching 42 students in the same classroom when other classes used the library was a new experience, challenging as well as a lot of fun (Spanish, Science & Technologies). This was made easier to manage because we were both able to give more attention to many students who needed extra support.

After studying money in mathematics, we went to the Perth Mint to learn how coins are made and were able to explore the history of coins. During HASS lessons, students researched Australia's neighbouring countries in groups and then created and presented their research using Power Points on tablets. This gave us the opportunity to remind ourselves that God calls us to love our neighbours as we love ourselves.

We are grateful to have the opportunity to work alongside each other to guide the children we have been given to look after through instruction, example and experience.

*Linda Neaves and Jacqueline Quintanilla*

Year Three Teachers



**Suezanne Vallelonga**



**Leigh Riddle**

### **YEAR 4**

The year four cohort of 2018 consisted of 54 students. On reflection, we can honestly say they were a joy to teach. There are many reasons for this, but the ones that definitely stand out to us are: enjoying the process of learning, freely sharing their ideas and expressing their opinion, completing work to the very best of their ability, uplifting each other in and out of the classroom and always being more than willing to assist their teachers and peers whenever possible. The few challenges that did arise throughout the year, did not detract from the overall enjoyment of teaching this cohort.

We'd like to thank Mrs Kimberley Rudolph for being the DOTT teacher across both classes. The students looked forward to her lessons.

The following are a few of the many exciting events that happened this school year:

- Excursion to King's Park
- Excursion to Fremantle
- Class assembly item about various idioms
- End of term homework reward
- Whole cohort reading sessions
- End of year outing to Outback Splash

We thank God for this school community and we both feel blessed that we're given the opportunity to not only educate these children, but invest into their spiritual growth.

*Suezanne Vallelonga and Leigh Riddle*  
Year Four Teachers



**Nataly Vallejos**



**Candis Wren**

### **YEAR 5**

2018 was an outstanding year for the wonderful Year 5 students with many hands on learning experiences, character building opportunities and community engagement. These were some of them, both inside and outside school hours.

- We began our year with a sleepover in Week 2, resulting in every child in the cohort attending with gusto and an appetite to match! **It was aimed at building relationships, bonding and allowing time and space to be real with each other.**
- Serving customers, food handling, counting money and putting into practice what was taught in Economics and Business at a Bunnings Sausage Sizzle. **Calculating the cost of food orders was math taken off the page and put into practice.**
- Planning, organising and serving families at class-run whole school movie nights to **fundraise for camp and build shared school community supporting math and social interaction.**
- Attending the Rottnest Living Classroom HASS Camp where geography was turned into cycle orienteering, learning navigational skills and map reading. **This required resilience, tenacity and care for others' wellbeing.**
- The historical context of many buildings, maritime sites and displayed artefacts at Rottnest was enhanced by tour guides and cycle adventures. **Students developed a strong sense of compassion for others as they heard and visited sites of pioneer, military and indigenous significance.**

We found great unity with our class families as we worked together to see students mature and develop physically, mentally, spiritually and emotionally through rich learning experiences.

God bless

*Nataly Vallejos and Candis Wren*

Year Five Teachers



**Phil Gabrielson**



**Brendon Pirie**



**Kathy Williamson**

### **YEAR 6**

Is it possible to have 43 students in 2 classes, with 5 teachers finish the year feeling as though they were one class? No, this is not a riddle, but rather the challenge that faced us as we began teaching Year 6 in 2018.

Our goal as teachers was to finish the year where the classes of “6G” and “6P” still felt connected to each other in their final year of primary school. Looking back over the year, we achieved this. Participating in events throughout the year through events like the Masquerade Lunch, Excursion to Lazer-Blaze and Adventure World, as well as mixing classes for some learning areas helped create the atmosphere that promoted this unity.

The Year 6 camp was a highlight for students (and staff) and gave the students the opportunity and space to think about their relationship with God, as they moved forward into high school. Once again we thank God for the opportunity to serve at Emmanuel, and look forward to what the future holds for the school and for the Year 6’s of 2019!

















*Phil Gabrielson, Brendon Pirie and Kathy Williamson*  
Year Six Teachers

# high SCHOOL REPORT



Years  
789  
10

## 2018 High School Staff:

				
Stuart Hayward SCIENCE, CADETS	Megan Taylor ENGLISH	Cecelia Selby MATHS, STEM	Carolyn Miller HASS	Kara Pegrum ENGLISH, MEDIA
				
Jonathan Morey HASS, SCIENCE, MATHS	Grace Gabrielson MAG	Aled Price PHYSED, OUTDOOR ED	William Cruz LOTE - SPANISH	Helen Williamson SCIENCE
				
Emily Schinkel MUSIC	Paul Jackson PHYSICAL EDUCATION	Candis Wren HOME ECONOMICS	Carol Davis PHILOSOPHY	Leanne Brown VET
				
Trudy Roberts CHAPLAIN				

## Secondary School

Years 7, 8, 9 & 10

The Highlight Reel



### English

*Mrs Megan Taylor*

2018 English involved the study of many wonderful books, poems, articles, dramatic scripts, movies, video clips and short stories. Essays were written, texts were analysed and documentaries were planned.

Some of the highlights of the year included the Year 9 Spoken Word Poetry competition, where students wrote poems about topics that interested them, and shared them aloud in what was a very powerful and passionate exhibition of their writing skills.

Another was the Year 8 visit to see a musical rendition of the picture book text 'Home and Away' by John Marsden and Matt Ottley, in collaboration with the West Australian Symphony Orchestra.



### Maths

*Mrs Cecelia Selby*

The Australian Mathematics Competition (AMC) was introduced in Australia in 1978 as the first Australia-wide mathematics competition for students. It has become the largest single event on the Australian education calendar, allowing students to attempt the same tasks on the same day in over 30 countries around the globe.

Students are asked to solve 30 problems in 60 minutes (Years 3–6) or 75 minutes (Years 7–12). The problems are designed to test mathematical thinking rather than focus on calculations themselves, thus such questions are designed so that they can be answered just as quickly without a calculator as with one.

For the year 2018, 31 students from years 5 to 10 sat the competition  
The results are as follows:

3- Distinctions

18- Credits

9- Proficiency

1-participation

It was with enthusiasm and apprehension both the staff and students in year 10 students started preparing for the year 11 Mathematical courses. The courses offered were Mathematical Methods, Mathematical Applications and General Mathematics.

## **HASS (Humanities and Social Sciences)**

***Mrs Carolyn Miller***

One of the highlights of 2018 in the Humanities was the Year 9 excursion to the District court of Western Australia. The students participated in a mock trial in an old court room and then watched a real trial in session. Another highlight was the Year Eight medieval model display. The students created a wide range of amazing representations of medieval society.



## **Science**

***Mr Stuart Hayward***

It was fantastic to have the use of the Science Lab for our classes this year. Students always love backing up their theoretical understanding by being hands on in their discovery of new areas in science. In 2018 students performed a range of activities across the major scientific strands. Some of these included dissections on Sheep's eyes, Sheep's hearts and lungs. They also experimented with dry ice, where they made mini rockets, to the thrill of onlookers! A real highlight was the annual Year 7 Marble Motion Course where students design and build marble courses. This year saw many outstanding designs which showed detailed thought and care. The courses produced much excitement and awe in the eyes of all the spectators.

## STEM (Maths, Science, and Technology)

*Mrs Cecilia Selby*

Science, Technology, Engineering and Mathematics are disciplines in their own right, yet, STEM education is the learning of science, technology, engineering and mathematics in an interdisciplinary or integrated approach. Students gain and apply knowledge, deepen their understanding and develop creative and critical thinking skills within an authentic context. It includes inquiry and project-based learning.



**“The Bible is not a science book, yet it is scientifically accurate.”**

### Year 10 ECU excursion:



On the 13 November 2018 the year 10 students and a few year 9 students went to ECU Joondalup, to experience the ‘bright, light and explosive chemistry show by Mr Tim Harrison, Bristol University, UK’.

The students were treated to a range of Chemistry experiments as the presenter investigated the properties of various gases; nitrogen, carbon dioxide, helium, hydrogen and methane through

the use of spectacular demonstrations such as a liquid nitrogen shower, a whoosh bottle and exploding hydrogen balloons!

### Year 10 Careers

*Mrs Leanne Brown*

What an exciting productive year we had in Careers!

In the first three terms of 2018 the year 10's were busy working on resumes, cover letters and career plans to assist them with their future goals and aspirations of entering the workforce.

The students attended work experience, where several students were offered casual employment.



Sample of the feedback received:

‘Many thanks for an opportunity to meet such engaging young people; they are a credit to the school and to their families. Would you please pass this onto their families as well if permissible.’

‘We would also just like to say that it has been a pleasure having the student with us over the last week. If you ever need work placement in the future, please do not hesitate to contact us.’

Finally, the students participated in the \$20 Boss program. The overall purpose of the program is to equip students with skills and knowledge to explore, create, launch and operate their businesses while utilising fun, immersive inquiry-based learning methods.

The students did an outstanding job working together to run three successful market days selling homemade ice cream, fudge, scrunchies, pizza, bubble tea and more...

They made over \$800.00, which was donated to several organisations to support students and purchasing Bibles.

## **Physical Education**

*Mr Stuart Hayward & Mr Paul Jackson*

### **Sport and Recreation Elective (Year 9 and 10 – Semester 2):**

In this subject, students achieved a Coaching Certificate from the Australian Institute of Sport and learnt the muscles and the skeletal system of the human body. The class also separated into groups and coached the Year 6 students a variety of sports. The class enjoyed learning and the teaching of others during the semester.

### **Interschool Athletics**

Our school is blessed to have many students who are athletically gifted. Channeling this into sports through Physical Education is what we love doing as a school. There were several highlights this year including students competing in cross country under the guidance of well-known runner Isaac Birir. Our students competed well in what was nasty weather.



This year we joined the Associated Catholic Colleges (or ACC) for the first time. For Athletics we were placed in the entry I division with a number of other new schools. The students trained and entered the competition excited to be part of the interschool competition. In our first year we won the day tied with Grace Christian School and, as such, we now move up to division H in 2019.

### **Soccer Program**

This year saw our interschool soccer teams formed, under the direction of Mr Will Cruz. Both the boys and girls did very well with progression through to higher levels of competition. In 2019 we will grow the soccer program as it begins to become a key sporting feature in our school.

## The Arts

**Miss Kara Pegrum**



In 2018, we celebrated creativity through Media, Drama and Visual Art. With the creation of stop animation videos, photographic stories and compositions, advertisements, street art canvases and collaborative visual art pieces, students greatly valued their learning experiences. Many also participated in the Year in Review where a lot of their creative work and talents were presented to parents and peers. Through hard work,



determination and perseverance, students learned to set and achieve their goals, express themselves and expand on the development of their creative skills. They should be so very proud of their achievements.



## Cadets

**Mr Stuart Hayward**



It was another successful year in Cadets, seeing the introduction of many new initiatives and projects. A new cadet shed was built and we were able to organize and stock it with new and free

equipment given to us from another cadet unit.

This year saw some cadets promoted into senior leadership positions with a student Deputy and a Captain in place. The cadet camp this year was at Southern Hills Christian College where students engaged in a range of activities including mountain bike riding, abseiling and the all-time favourite Giant Swing! The year culminated with a Cadet challenge between the Green Machines, Red Extinguishers and Blue Royalty. The winning team now has bragging rights!

## **Chaplain's Report**

**Mrs Trudy Roberts**

Last year I thoroughly enjoyed running the breakfast Club on Monday, Wednesday and Friday mornings. I had some fantastic helpers ranging from a senior lady who volunteered her time to us, to some Emmanuel parents, to some of our students. We fed up to 60 students in a day. I also enjoyed going to some of the year 7 and 8 camps and all 8 days of the year 6 camp. I went with the outdoor ed. surfing classes and enjoyed taking photos of their attempts for Mr Hayward.

I went cycling with that class as well. I enjoyed having discussions on tricky bible questions with the year 8s and doing regular lunch sessions with the Year 10s in conjunction with the BOOST program. I ran a student prayer group and a Pastoral care group. I was privileged to meet one on one with a large number of students who needed a caring ear and some of God's wisdom. I went on an excursion with the year 4s and to the hospital for a drug and alcohol program with the year 10s. I took 4 Year 7 students to the Mayor's Prayer Breakfast at the Burswood Crown Hotel. It was a full year but a great year and I am looking forward to 2019.

# Multi-Age Group (MAG)

## **A MULTi-AGE CLASSROOM**

*A look at a multi-age classroom!*



## Emmanuel Christian Community School

MAG Primary - 2018

Principal: Mr Pedro Cruz Deputy Principals: Mrs Carol Davis, Mr Phillip Gabrielson  
Teacher: Mrs Courtney Rokobuta Education Assistant: Mrs Myshelle Bowman (Absent)



Front Row: Bianca Bocos, Abigail Ward, Myer Shaw Watson, Amer Chol, Kuir Ajoh Chol, Patricia Maling, Jane (Witny) Wanjema, Alesa Harley  
Middle Row: Daniel Sihzang, Marol Marol, Vanessa Brown-Zabay De Young, Gureec Akut, Grace Sunday, Jacob Kabala, Mackenzie White  
Back Row: Paul Kristof Compas, Riak Marol, Joseph Kabala, Brian Alafi David, Mason Blair, Alex Savencu  
Absent: Glitter Htoo

Copyright: msp photography WA

**Mrs Courtney Rokobuta**

### **MULTI-AGE GROUP - PRIMARY**

2018 was a year of growth for Multi-Age Group. While there were challenges to face in meeting the learning needs of such a diverse class, the students showed resilience and perseverance and were a pleasure to get to know and teach.

In numeracy, the students enjoyed a combination of direct instruction, hands on activities and online activities to reinforce their numeracy skills. They especially enjoyed activities that had an element of challenge in it. It was fantastic to see students excited about mathematics, and a blessing to see their improvement. In literacy, among other writing tasks, the students participated in in-depth research and wrote reports on animals. They really enjoyed researching animals and finding interesting facts to share with each other. The students brainstormed together and worked in groups to improve their writing. They also worked hard to improve their spelling and reading throughout the year and we saw success in these areas. The students used a combination of online resources, small group work and whole class work to improve their skills in reading and writing.

I appreciate the opportunity I had to work with the Multi-Age Group and wish them all the best for their future schooling.



## Emmanuel Christian Community School

MAG Secondary - 2018

Principal: Mr Pedro Cruz Deputy Principals: Mrs Carol Davis, Mr Phillip Gabrielson

Teacher: Ms Grace Gabrielson



Front Row: Amira Juan, Semida Rus, Akuac Marol, Nazra Turkash, Seba Mursal, Deborah Worku, Tam Vo  
Middle Row: Makuac Mangar, Taban Lado, Elizabeth Ratiiff, Grace Maliet, Victoria Hayward, Sarah Lado  
Back Row: Mariam Salib, Mariah Ferraz, Ayilik Duot, Jean Nitanga, Van Bawi Hlawn Ching

Copyright: esp photography WA

### Ms Grace Gabrielson

#### MULTI-AGE GROUP - SECONDARY

2018 saw the start of the high school Multi Age Group from years 7 to 10. The program is designed to assist students with extra support in literacy and numeracy. Opportunities were also given to bring and complete assignments from other core subjects.



It was a real privilege to see the personal and academic growth in so many of these students as they grew more confidence in the assurance of Gods plan for each student at Emmanuel Christian Community School.



A highlight of the year was the MAG students cooking and serving for the whole school on NAIDOC day. The menu consisted of kangaroo, emu and crocodile sausages served with bush tomato relish. Dessert was quangdong and custard cups. Yummy!



**Emily Schinkel**

## **MUSIC**

During Semester One of 2018, Miss Schinkel taught music from K-8. Year 7 had music for term one and studied different types of instruments and the science behind building them to make different sounds. They were able to experience an incursion from Richard Rennie from the Fremantle Light and Sound Discovery Centre. The year 6's were studying electronic instruments at the time, and Mr. Rennie was kind enough to let them try to play a Theremin! Also in Term One, we were blessed as a Primary School to be visited by Dan Warlow, a Christian Children's Educator, who had the students jumping for joy and dancing out of their seats! During term two, Miss Schinkel went away for four weeks on a teaching practicum as a part of her Master's degree, and Mrs. Frost took classes for years 5-8, while years 3 and 4 took a break.

In Semester 2, Mrs. Sheila Randall began teaching years K-2 and has been working on doing many fun activities with them, including bucket drumming! Miss Schinkel taught from Years 3 to an elective class for year 9/10, but again had to leave for another teaching practicum in Term 3, with the same arrangements made to cover the classes. Some of the highlights of the year were the year 3s performing a class version of Carnival of the Animals, and the Pre-Primarys performing for parents near the end of the year.

In 2018, ECCS had two choirs (Primary and High School) and a new high school band! The Junior and Senior choir performed at the Annual Sunday Service/AGM at Girrawheen Baptist Church, the Junior Choir sang at the school's Multicultural/Grandparent day and the GBC Children's Day Service as well as the End of Year Concert, and the Senior Choir sang at the Commissioning Service, and at the Year in Review! The High School band began due to students taking initiative and started performing at assemblies, but worked hard and ran the music for the Commissioning Service! We are very blessed here at Emmanuel to have the abilities and opportunities to serve God in our music!

God Bless!

*Emily Schinkel*

Music Teacher

For additional information please contact:

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[www.eccs.wa.edu.au](http://www.eccs.wa.edu.au)

Phone

Email Address

School Web Site

**Primary (K –Year 6)**

Casserley Campus  
50 Casserley Ave  
GIRRAWHEEN WA 6064

**Secondary (Year 7 – 11)**

Salcott Campus  
3 Salcott Road  
GIRRAWHEEN WA 6064

Mr Gary Harris

Mrs Carol Davis

Mr Stuart Hayward

Principal

Deputy Principal – Primary

Deputy Principal - Secondary



*“He has showed you, O man, what is good. And what does the Lord require of you?  
To act justly and to love mercy and to walk humbly with your God.”*

**Micah 6:8**