



"Unity and Maturity in Christ"

Annual Report

2023





Situated in Langwarrin South, Bayside Christian College provides an education that embraces Christian values and a Biblically-based curriculum. Every child is seen as an image-bearer of God, endowed with unique gifts and abilities.

Whilst our aim is that all children reach their full potential, we recognise that learning takes place in a variety of ways – academically, socially, emotionally, physically and spiritually.

A Bayside Christian College journey begins in the Early Learning Centre's 3-Year-Old Kindergarten program, and concludes in Year 12 with the Victorian Certificate of Education (VCE) or Vocational Major (VCE VM).

OUR MISSION, VISION & PURPOSE

The world belongs to God. Parents should raise and train their children to recognise, honour, respect and serve Him. Bayside Christian College exists to support and assist parents in their God-given task of educating their children.

Our vision is to nurture and prepare young people for a life of responsible discipleship in God's Kingdom.

Bayside Christian College is an outworking of the Association for Christian Education of Frankston Inc. The College exists to help parents equip their children for effective, God-glorifying lives as Christians in the world by:

- Leading students into the service of God and of others as a thankful response to the word of God in Christ;
- Nurturing in students the development of a Biblical understanding of the world and of life;
- Establishing an educational environment that is characterised by faith, hope, love, joy, peace and service;
- Helping students to discover and develop their own God-given abilities and to recognise and respect those of others;
- Showing students that knowing their strengths and limitations, is part of achieving a realistic, positive self-image; and
- Promoting a striving for excellence in their lives.

BOARD REPORT	4
PRINCIPAL'S REPORT	5
THE STUDENT BODY	6
STUDENT OUTCOMES	8
STAFF PROFILE	12
FINANCE REPORT	14
SATISFACTION SURVEY	16

It is with a grateful heart, that I report to you on behalf of the Board. As the newly elected Board Chair, it has been a privilege to serve in this role for the past year.

I would like to thank the entire Board for their diligent governance of the College and thank our Principal Andrew Manning and Business Manager Sharon Power for their ongoing support of the Board.

I would like to thank our College community of staff, parents and students for their contribution to the College throughout the past year.

I also acknowledge the ongoing support of Christian Education National (CEN), both at a State and National level, by providing training and assistance to our College.

In a year filled with many highlights and blessings, I acknowledge God's goodness and mercy and give honour to His name.

- Our student enrolments are the highest number ever recorded at our College, with our overall Christian Family percentage also increasing - Praise God! Open Days at the College have been exciting and are directly adding to enrolments both now and into the future.
- Our Association of Christian parents is strong and growing. I thank all our members for participating in Quarterly Forums throughout the year and volunteering around the College.
- Financially, through great stewardship commitment and hard work from both staff and parents, we acknowledge and celebrate the overall outcome as miraculous!

- Our Executive Team leaders including the Principal, Deputy Principal and Business Manager have been independently reviewed as part of the Board's due diligence process. We are thankful for the positive outcome confirming we have exceptional leaders - a true gift from God. We, as a College community, are blessed to have Andrew, Toni and Sharon and I encourage you all to pray for continued success in their roles.
- The "New Look" chaplaincy and wellbeing team commencing at the start of 2024 is providing the necessary support for students and staff.

I would like to thank Nathan Hooper and Trent Jones for their combined 20 years of service on the Board and appreciate their commitment and dedication to the College. Confirming they have completed their elected duty with Nathan leading for more than 10 years as Board Chair and Trent as our current secretary. I will miss their experience, guidance and leadership at Board level, and thank them for remaining as active members of the Association.

Finally, a call to "Unity and Maturity in Christ" for our College Community, and a reminder that God's goodness and unfailing love is with us always.



Mr Troy Gaskell

Board Chair, Bayside Christian College

2023 was a year of juxtapositions. With the reality that 2022 would close leaving the College needing to respond to a difficult financial position, the feel and tone of the College for 2023 was uncertain. This uncertainty was exasperated by the necessary changes that were put in place for 2023 to stabilise the College financially.

These changes (amongst other things) included the restructuring of the senior leadership team, a change in Business Manager and the appointment of a new Head of Secondary.

In an environment of significant change there was a very real risk, that off the back of the challenges of all things COVID, that this pressure would potentially negatively impact the College. With no option other than to trust that the planning for 2023 would serve the College well we launched into the year.

It is here we find the juxtaposition. In amongst the difficult and at times painful moments we also found the Lord's blessing. Student numbers held, staff continued to work diligently and faithfully within the constraints of the tightened budget. Families remained faithful, and the Association rallied.

In difficult circumstances the Lord provided an opportunity to reflect and improve practices and structures in the service of students and families across the College.

During this year, the Board also insisted that the Christian core of the College be a strong focus in 2023. To this end, work began on several initiatives to ensure that the Christian foundation of the College remained firm.

Two of these key initiatives were the restructuring of chaplaincy and the introduction of a parent induction program to be implemented at the beginning of 2024.

Upon reflection I think it is safe to say that 2023 was a tough, but good year. The work was hard but the fruit of this labour was positive.

The College is in a significantly stronger place than the year before and the future is bright. While I am conscious that there remains a significant amount of work to do, I am equally confident that with the Lord's leading, and a staff team supported and encouraged by our wonderful parents, we will continue to build on the important work done this year.

The hard work of our staff will ensure the College continues to be in a place where students experience learning in all its forms. We endeavour to provide an environment shaped by a Biblical worldview and continue to seek to nurture and prepare students for a life of responsive discipleship.



Mr Andrew Manning

Principal, Bayside Christian College

ENROLMENTS

The total number of student enrolments, including part-time enrolments, at the time of the August 2023 Census was a total of **43** students in the Early Learning Centre and **532** students enrolled from Preparatory through to Year 12.

Year Level	Male	Female	Total
ELC 3 Years	15	7	22
ELC 4 Years	8	13	21
ELC Enrolments	23	20	43
Preparatory	20	18	38
Year 1	17	13	30
Year 2	17	11	28
Year 3	12	19	31
Year 4	20	9	29
Year 5	17	21	38
Year 6	19	17	36
Year 7	21	31	52
Year 8	32	28	60
Year 9	38	20	58
Year 10	25	23	47
Year 11	28	24	52
Year 12	20	12	32
Prep-Year 12 Enrolments	268	264	532
Total Enrolments	291	284	575

ATTENDANCE

Attendance is based on the number of days students attended school relative to the number of possible school attendance days. For the ELC, a random sample is used to generate the average. The overall average attendance rate was **90.2%**.

Year level	2021	2022	2023
ELC 3 Years	94.2	95.5	89.7
ELC 4 Years	89.0	94.3	90.2
Preparatory	93.0	88.8	90.7
Year 1	95.1	89.0	89.5
Year 2	95.3	89.9	90.6
Year 3	93.3	90.3	92.8
Year 4	93.8	89.7	90.5
Year 5	94.5	88.5	91.6
Year 6	92.4	89.6	88.7
Year 7	92.6	91.1	90.9
Year 8	88.5	86.4	89.7
Year 9	88.5	85.2	85.0
Year 10	90.9	88.7	86.1
Year 11	91.9	89.6	93.3
Year 12	94.1	90.8	93.8
Average	92.5	89.8	90.2



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NOTICES

Let Your Light Shine

PRIMARY WORSHIP SUNDAY SUPPLEMENTS YEAR 5/6

Bayside Christian College

COLLEGE REGISTRAR

Bayside Christian College

WELCOME TO OUR OPEN DAY

IN-IN

VICTORIAN CERTIFICATE OF EDUCATION

Bayside Christian College students have the opportunity to participate in a wide range of subjects as part of either a Victorian Certificate of Education (VCE) program or Victorian Certificate of Applied Learning (VCAL). During 2022 - 2023, the VCAL program was restructured and these students are now transitioned to the VCE-Vocational Major (VCE-VM).

In 2023, a total of twenty-two (22) students completed the VCE while a total of eight (8) Year 12 students completed their Senior VCAL/VCE-VM Hybrid certificate.

For our entire cohort of VCE students:

- The average study score was **28.4**
- The highest study score was **50**
- **7.2%** received a study score over 40
- The mean ATAR was **71.61**
- The median ATAR was **69.88**
- The Dux achieved an ATAR of **97.70**

TERTIARY DESTINATIONS

A total of 18 of the 22 VCE students who completed tertiary applications in 2023 received tertiary offers of which 67% of students received their first preference offer.

Destinations included: Australian Catholic University (2), JMC Academy (1), Monash University (3), RMIT University (5) and Swinburne University of Technology (2).

VET STUDIES

In Year 11, 10 VCE-VM students completed a Certificate II in Active Volunteering. In addition, twenty-eight (28) Senior students (Years 11&12) undertook specific Vocational Education and Training (VET) certificates.

These certificates were offered through a range of external providers, including our Trades Skills Centre, Chisholm TAFE, and the Peninsula VET (PVET) cluster Registered Training Organisations (RTO).

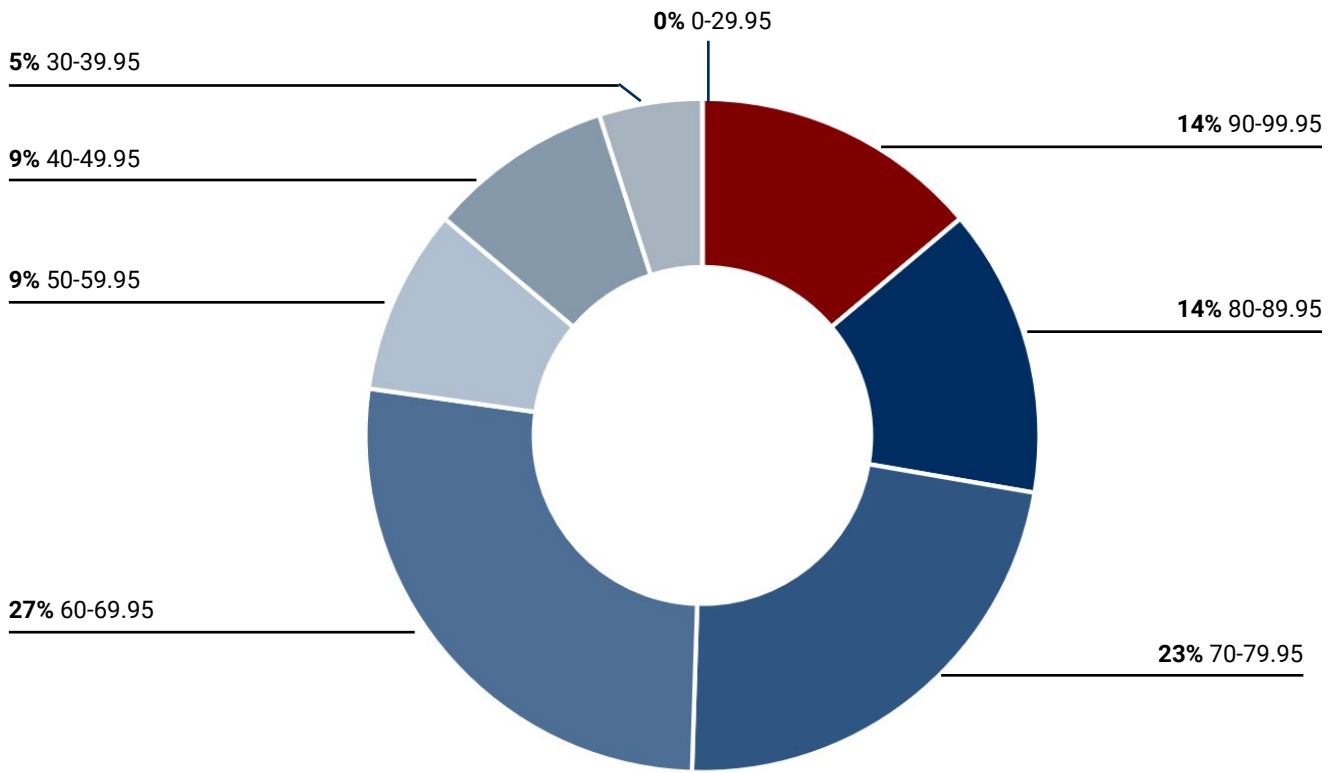
Three (3) students were engaged in School Based Apprenticeships (SBAT) with employers. We were also excited to see another six (6) students complete their Certificate II in Kitchen Operations (Hospitality) and three (3) students complete their Certificate II in Agriculture, both delivered at the Trades Skills Centre on North Campus.

The following qualifications were achieved by Bayside Christian College students during 2023:

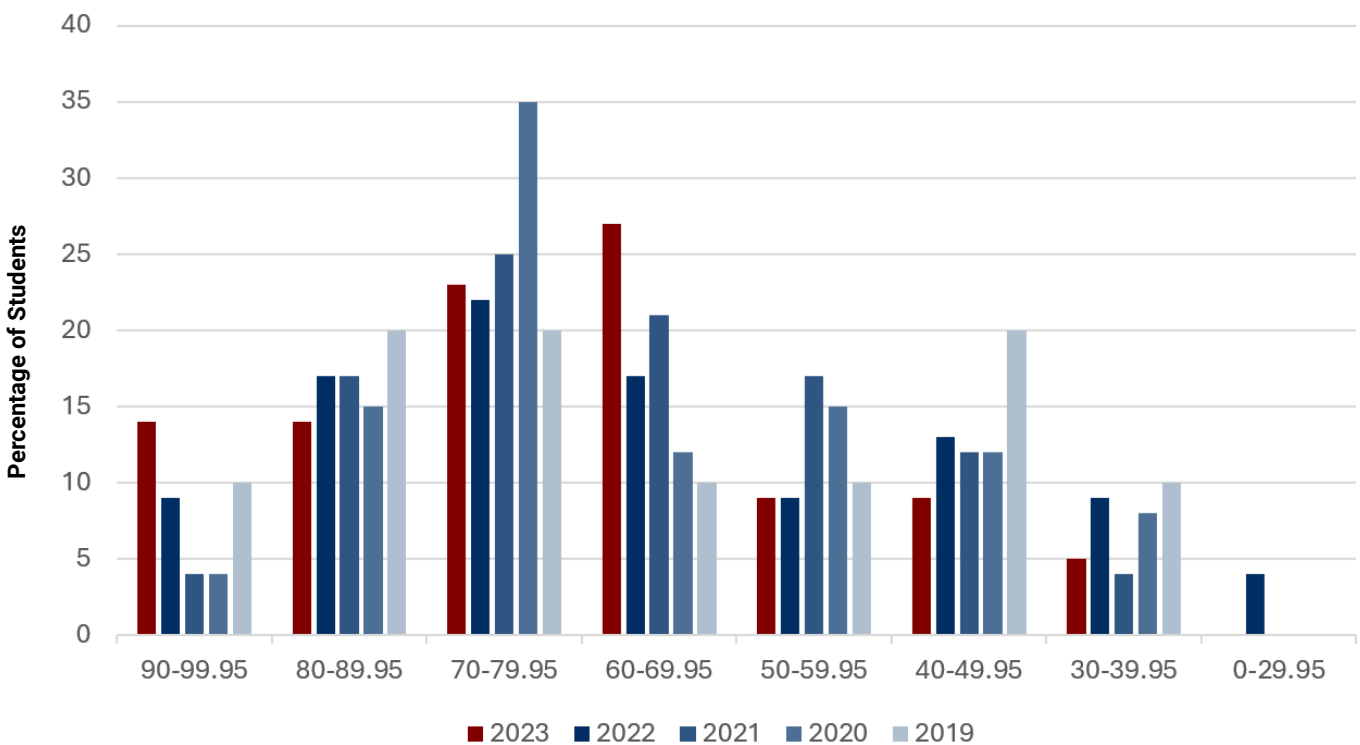
- Certificate II in Active Volunteering
- Certificate II in Agriculture
- Certificate II in Automotive Vocational Preparation
- Certificate II in Electrotechnology
- Certificate III in Christian Ministry & Theology

Course	Institution
Arts/Master of Teaching (Secondary)	Australian Catholic University
Midwifery	Australian Catholic University
Animation	JMC Academy
Science Advanced-Research (Honours)	Monash University
Science/Arts	Monash University
Secondary Education (Honours)/Business	Monash University
Building Design (Advanced Diploma)	RMIT University
Computer Science	RMIT University
Information Technology (Associate Degree)/Information Technology (Degree)	RMIT University
Information Technology (Associate Degree)/Information Technology (Degree)	RMIT University
Information Technology (Associate Degree)/Information Technology (Degree)	RMIT University
Architecture	Swinburne University of Technology
Engineering (Honours)/Business	Swinburne University of Technology

2023 ATAR RESULTS PERCENTAGE



ATAR RESULTS PERCENTAGE



STUDENT OUTCOMES

NAPLAN

Teachers at Bayside Christian College are involved in the continual monitoring of our students' academic performance, including the NAPLAN tests for students at Years 3, 5, 7 and 9.

Monitoring is not confined to one test on one day, but rather is supported by a range of mechanisms, including other annual assessments such as those developed by the Australian Council for Educational Research and Allwell Academic tests.

When interpreting the table, please note that with small cohort numbers, three or four percentage points usually represents one student.

2023 RESULTS

The format for NAPLAN testing changed in 2023 and the descriptors of the standards changed with it. In 2022 and before, the percentage of students meeting or exceeding the National Minimum Standard was reported.

From 2023, the benchmark was changed to students who do not need additional support. The percentage reported is those in the Developing, Strong or Exceeding the Standard bands.

2021/22 reports the proportion of students meeting or exceeding the National Minimum Standards. 2023 reports the proportion of students in the Developing, Strong and Exceeding the Standard bands.

		2018	2019	2021	2022	2023
READING	Year 3	98%	100%	97%	96%	97%
	Year 5	97%	100%	100%	94%	95%
	Year 7	95%	99%	97%	100%	94%
	Year 9	100%	98%	96%	89%	95%
WRITING	Year 3	100%	100%	100%	96%	97%
	Year 5	94%	100%	100%	94%	97%
	Year 7	95%	94%	93%	96%	94%
	Year 9	97%	90%	90%	96%	98%
SPELLING	Year 3	97%	100%	100%	92%	94%
	Year 5	97%	100%	100%	97%	92%
	Year 7	100%	97%	100%	96%	96%
	Year 9	97%	97%	98%	96%	95%
GRAMMAR AND PUNCTUATION	Year 3	97%	100%	100%	96%	91%
	Year 5	94%	97%	100%	100%	95%
	Year 7	100%	100%	98%	96%	90%
	Year 9	99%	92%	98%	89%	97%
NUMERACY	Year 3	100%	100%	100%	100%	97%
	Year 5	100%	97%	100%	97%	90%
	Year 7	93%	96%	100%	96%	94%
	Year 9	99%	100%	97%	96%	98%

SUPPORTED TRANSITION EDUCATION PROGRAM

The Supported Transition Education Program (STEP) was launched in 2022 with just one student and had three students enrolled in the program by the end of the year. In 2023, this grew to 5 students.

Running parallel to the Secondary Mainstream program, STEP focuses heavily on providing a space for the development and strengthening of numeracy and literacy skills for Years 7-12.

In 2023, STEP students were engaged with English, Maths (numeracy), Humanities and Science. Students continued to be involved in various camps, incursions and excursions alongside their peers, while still accessing the curriculum at their own level. This enabled students to build social connections and make various friendships with peers outside of the STEP class.

In addition to supporting the students in their numeracy and literacy, STEP seeks to develop skills which will serve the students beyond their schooling life (Living Skills).

This program enables students to practise specific thinking skills such as organising, generalising and evaluating thinking concepts.

The intentional and intensive teaching and support provided by STEP continues to enable outstanding growth for students. While individual growth varies for each student, we celebrate the overall success of students in the STEP.

STEP STATISTICS

- Average growth for Literacy and Numeracy averaged 13 months for a year of learning.
- In Reading, the average annual growth was 13.8 months' improvement.
- In Writing, the average annual growth was 13.2 months' improvement,
- In Mathematics, the average annual growth was 9.2 months' improvement, and
- In Numeracy specifically, the average annual growth was 10.5 months' improvement.



The College is governed by an independent Board of Directors elected by the Association for Christian Education of Frankston Inc. The Board is responsible for the overall vision and direction of the College, while day-to-day operations and planning are entrusted to the College Executive.

COLLEGE BOARD

Board Chair	Mr Troy Gaskell
Deputy Chair	Mr Sam Kidney
Treasurer	Mr John Kruiskamp
Secretary	Mr Trent Jones
Member	Mr Nathan Hooper
Member	Mrs Rebekah Shelling
Member	Mr Denis Mahoney

COLLEGE EXECUTIVE

Principal	Mr Andrew Manning
Deputy Principal	Mrs Toni Steinbergs
Business Manager	Ms Sharon Power

SENIOR LEADERSHIP

Head of Secondary	Mr James Kumnick
Head of Primary	Mrs Glenys Bailey
Early Learning Centre Director	Ms Fiona Mitchell
Head of Learning Support	Ms Josephine Hopkins

STAFF ATTENDANCE

Based on actual teacher attendance as a percentage of total possible attendance, staff attendance for the 2023 academic year was approximately **87%**.

STAFFING NUMBERS AND RETENTION

Throughout 2023, we commenced with a total of **104** staff and concluded with **91** staff employed at the College, with a full time-equivalent of **47.6** for teaching staff and **25.8** for non-teaching staff and resulting in an **88%** staff retention rate.

TEACHING STAFF QUALIFICATIONS

Mr C Alley, BSc, DipTeach
 Mrs U Austermann, DipEarlyLearn, AdvDipChildServ, BEd(Prim)
 Mrs G Bailey, DipTeach(Prim), BEd, MEd(Lead)
 Mr R Balint-Smith, BA(Hons), BMus, GradDipEd, GradCertRE
 Mrs K Bernon, BEd
 Mr K Berry, BEd
 Mrs N Bolden, BEd(Prim)
 Mrs S Campbell, BA, BBus, GradDipEd(Prim)
 Mrs A Cairns, BEd(ECD)
 Mrs J Champion, BSocSc(Lib), GradDipEd(Prim)
 Mrs T Chester, BEarlChildStd, BEd(EarlChildEd/Prim)
 Mr T Clark, BEd (Tech & Applied Stud), CertIVAssess&WPTng
 Mrs M Coates, BAppSc(OH&S), GradDipEd, MEd
 Mrs R Cooper, BASocSc, GradDipEd
 Mrs K Davies, BSc, GradDipEd
 Mrs C De Haan, BEd(Prim)
 Ms P Farr, BSc, MTeach(Sec)
 Mr D Goschnick, CertIVTrngAssmnt, BEd
 Mr J Goschnick, BEd(Hons)
 Mrs S Higgs, DipTeach(Prim), BEdStudies
 Mrs L Hogarty, BEd(Prim)
 Ms J Hopkins, BA, MSpeechPath, GradDipEd(Prim)
 Mrs C Johnson, BA, PGCertEd
 Mr J Johnstone, BTh, MTh, GradDipEd(Prim)
 Mr Z Klan, CertIV Fitness, BEd(Prim)
 Mr J Kong, BDes(IndDes), GradDipEd
 Mr N Kuipers, BEd(Prim)
 Mr J Kumnick, BAApSc(Human Mov), GradDipEd(Sec)
 Mrs A Lam, BBus(Acc)/BBus(B&F), GradDipEd(Prim)
 Mr D Mallen, BMus/BCom, AMus(Piano), MTeach (Sec Mus/Prim)
 Mr A Manning, BTeach, BEd, MEd(Lead), GradDipEd(Lead)
 Mrs M Manning, BTeach(Prim), BEd(Prim), GradCertEd(Lead)
 Mrs D Martin, AdvCert(ProgTech), DipT(Prim), BEdSt, MEd(Lead)
 Ms Katie McCann, BEd(Sec)
 Mr S Megee, DipVET, CertIVTrngAssmnt
 Ms F Mitchell, BECE
 Mrs C Newton, DipTeach(Prim), BEd
 Mrs S Newton, BA, DipChildServ, GradDipEd(Sec)
 Ms A Partridge, BSc, BEd(Sec)
 Mr J Partridge, BSport&OutdoorRec, BEd(Prim)
 Mrs J Piening, BEd(Prim)
 Mrs F Ryan, BA, GradDipAppPsych, GradDipTL
 Mrs C Schokman, BSocSci, GradDipEd(Sec)
 Ms L Scouler, BEd(PhysEd/HlthEd)(Hons)
 Mr J Siede, GradDipEd(PE&Health), BAEx&SpSci
 Mrs T Steinbergs, DipTeach, BEd, MEd(Lead)
 Mr R Svigos, DipTeach(Prim)
 Ms J Taylor, BOccTher, MTeach
 Mr S Waldron, BA(Global), GradDipEd(Prim)
 Mr C Williamson, BDes, GradDipEd(Sec)
 Mr J Williamson, BTeach, BMus, MEd(Lead)
 Ms S Wright, BMin, GradDipEd(Prim), MEd(Lead)
 Mr P Zwiensen, BAppSc, BTeach



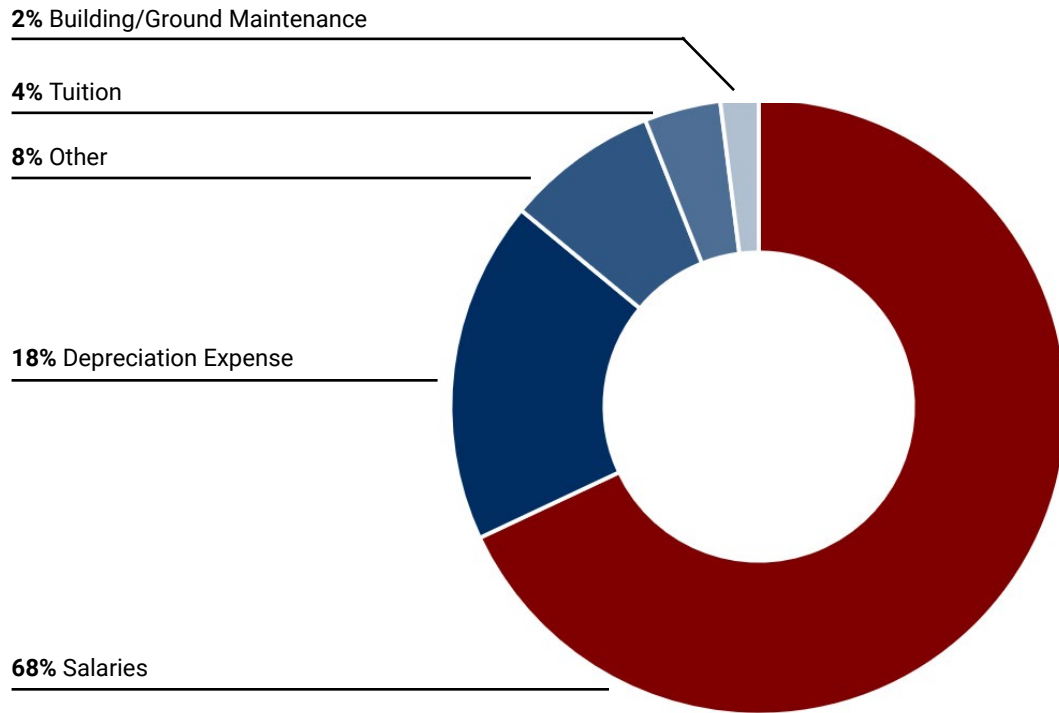
The College made some significant financial changes to start the journey of recovery from the deficit reported for 2022. In addition to reviewing and updating financial controls where necessary to meet the financial needs of College, it was necessary to change to a more aligned financial package with a different financial institute.

All the financial changes coupled with increased enrollment put the College on the right trajectory recording a small surplus for 2023. The College did not embark on any major projects in 2023 with the focus being on financial recovery.

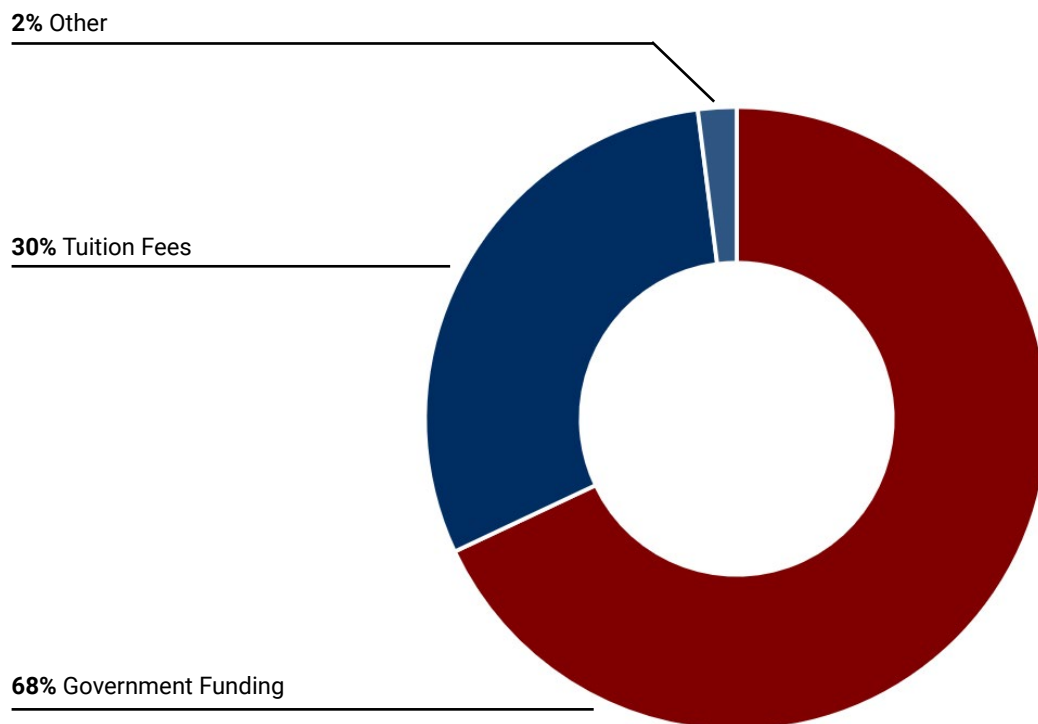
	2021	2022	2023
Total Revenue	\$10,525,205	\$10,462,745	\$11,424,370
Total Expenses	\$10,544,924	\$11,603,118	\$11,400,458
Surplus	(\$19,719)	(\$1,140,373)	\$ 23,912



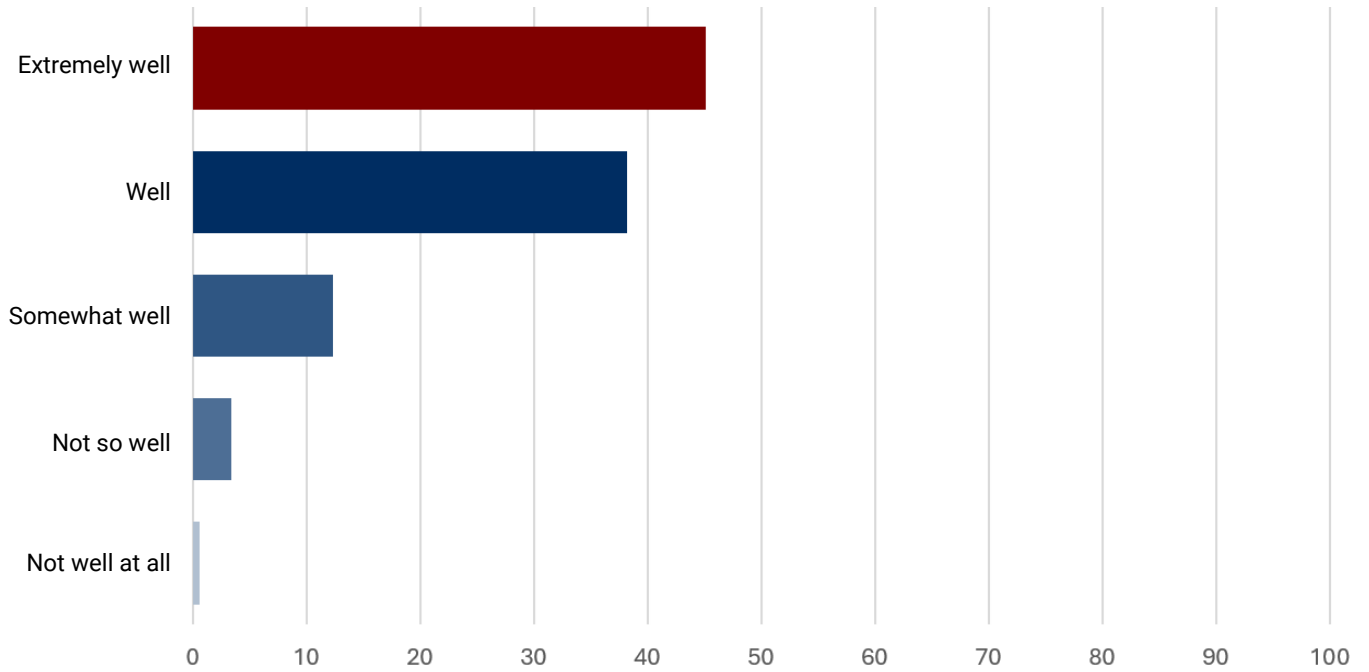
REVENUE



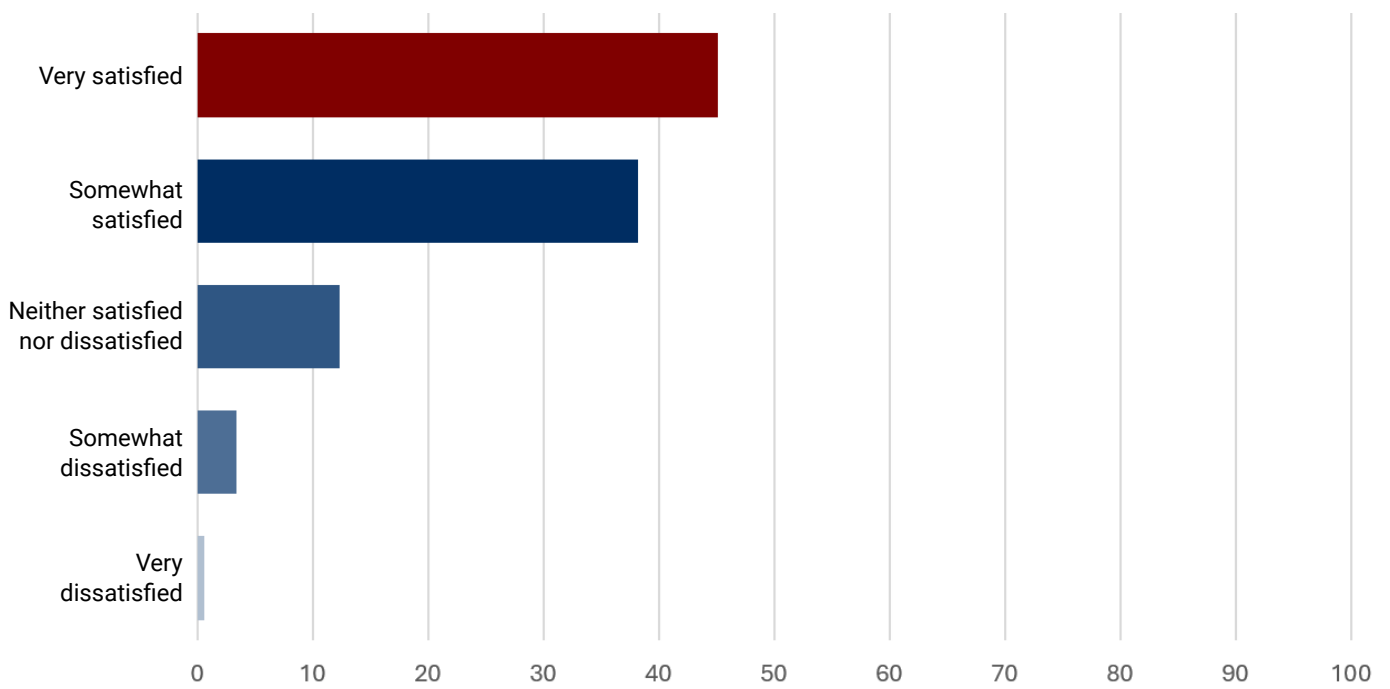
EXPENSES



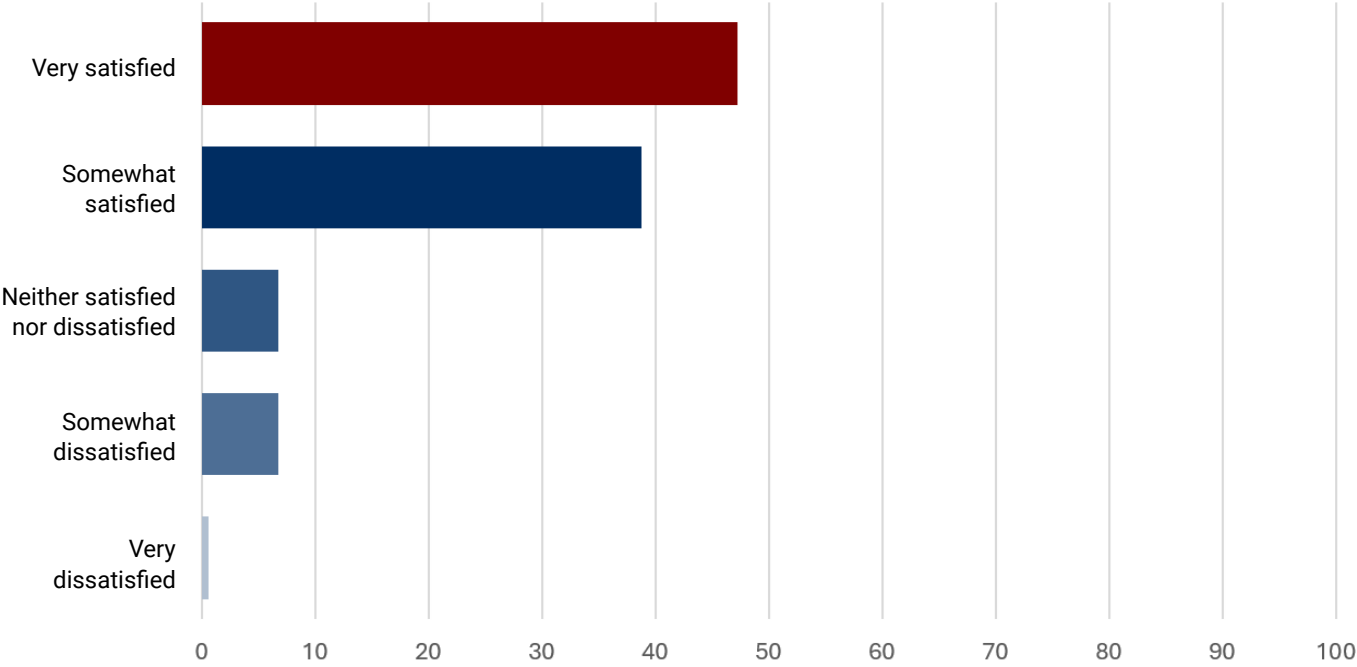
How well does the College meet your family's needs?



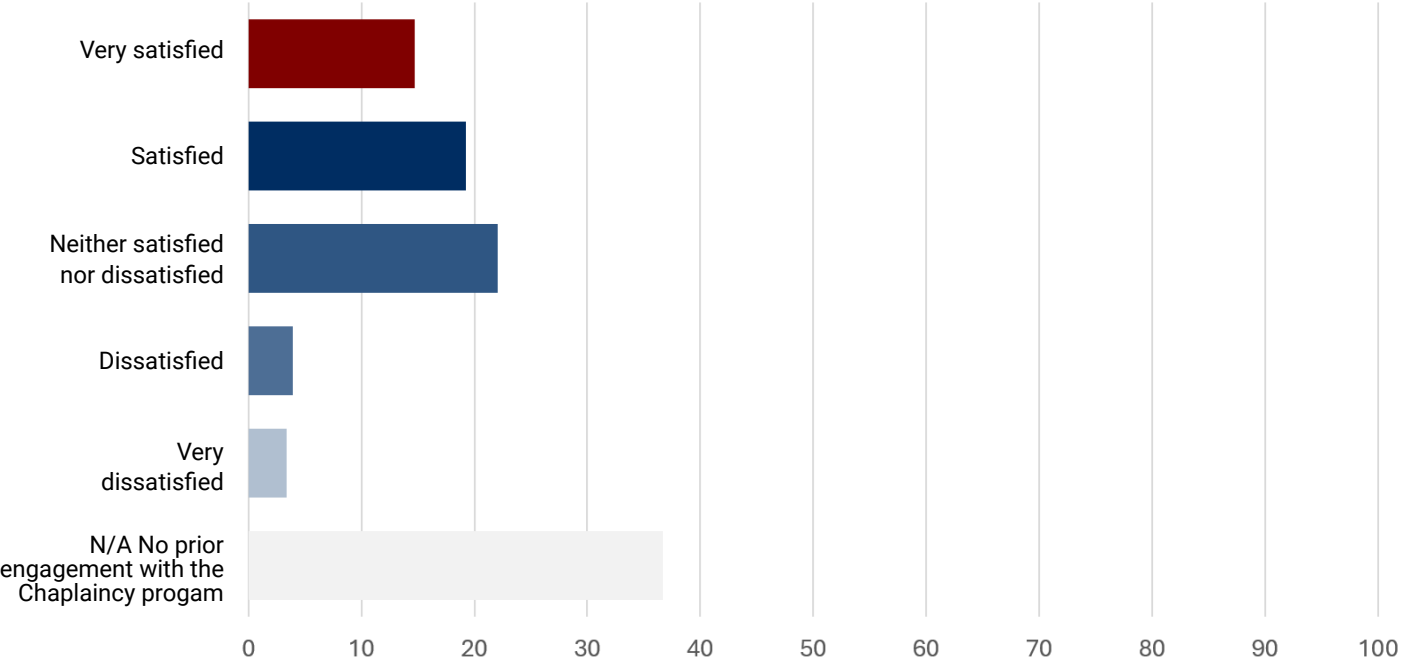
Overall, how satisfied or dissatisfied are you with the College?



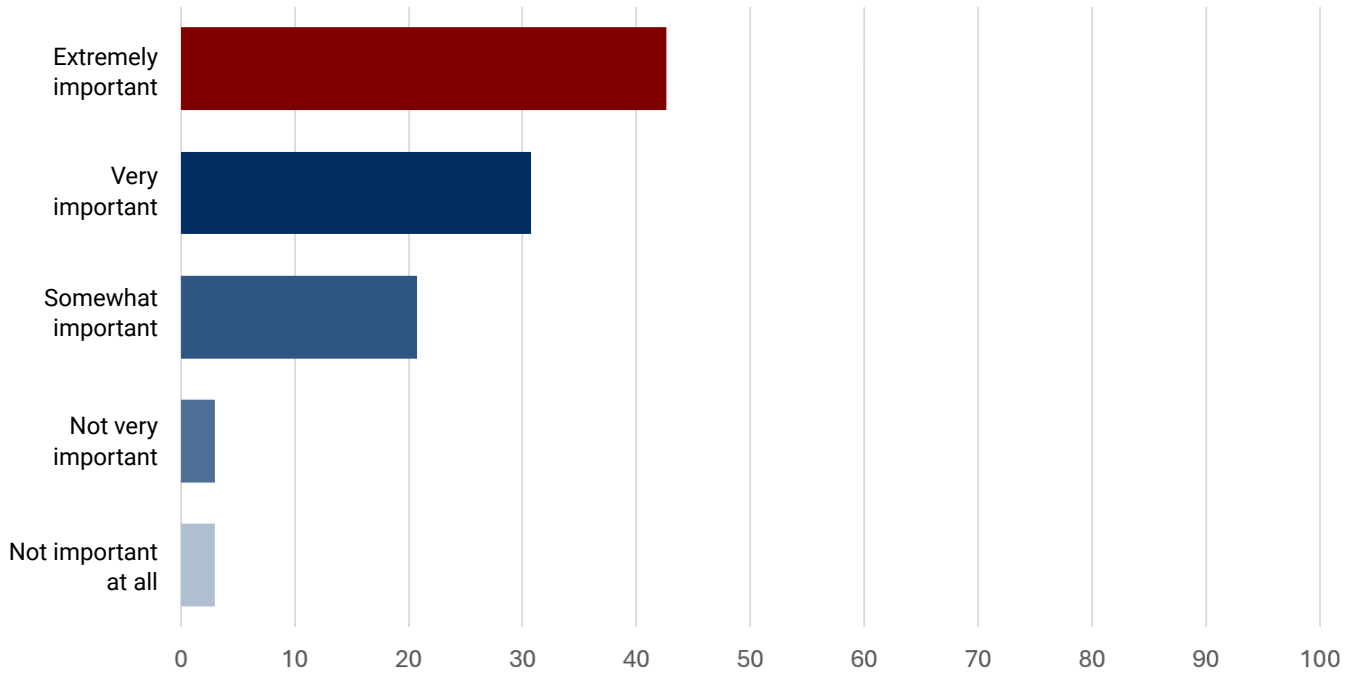
Overall, how satisfied or dissatisfied are you with the quality of teaching and learning at the College?



Overall, are satisfied or dissatisfied with your experience of the Chaplaincy program at the College?



How important do you think the Chaplaincy program is at the College?





Bayside Christian College

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