

Ebenezer  
Christian  
College



Annual Report 2015

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## *Message from the Principal/Administrator*

2015 was another fruitful year in the life of our school. We have been pleased to achieve growth in the student population and have also added two new teachers which have fitted in well to our school community. I continually give praise and glory to our Almighty God for the vision and guidance of our Directors; the dedication of teachers and staff; the supportive parents and volunteers; and most especially the student body that represents our school.

Personally, I am thankful over the fact that I have seen how the teachers have worked together to ensure effective and efficient implementation of the Australian Curriculum and where teachers have explicitly taught and engaged students.

Having said that, apart from the academics we have continued to focus on Character Development interwoven into the fabric of the day to day curriculum. This will ensure they are better prepared for the challenges of adulthood. Our Mission Statement – “Quality Education with a Biblical Difference” embraces two elements: Our first responsibility is to run a school that provides excellence in education that is compliant in every way in line with the requirements of our regulators. Secondly, we see God in everything around us and the Bible as “A lamp unto our feet and a light to our path”. We pray for our students and strive to know each one of them.

### **2015 Highlights**

- The school successfully hosted high school camp this year. The students most especially enjoyed all the activities and some of them accepted the Lord as their Saviour while some others made some commitments in terms of their walk with the Lord..
- 5 students got awarded age champions in the Inter-Athletics Carnival.
- Hosted 7 Japanese students for more than a week. An opportunity that our students look forward to each year.
- Swimming lessons provided to Stages 1 to 3.

We encourage you to partner with us to ensure that Ebenezer Christian College reaches its full potential within a short period of time.

Thankful and grateful for a wonderful 2015 and will continue to trust God in the years ahead.

Yours for Christian education,

**Mrs Cristina Preyra**

## *Ebenezer Christian College- In context*

Ebenezer Christian College is a co-educational independent Baptist School that is registered for Kindergarten -10. Ebenezer Christian College is a close-knit community comprising Parents, Staff, Students and a host of volunteers – all working together to build an institution that will shape the future direction of our students and make a lasting impact in their lives and in turn impact the greater community of Blacktown City. Some say **“Knowledge is Power”** and I don’t disagree with that because I understand the value of a good education. But Knowledge is acquired through years of learning. What’s more important though is “Wisdom” which comes from God – the Creator of the Universe and every thing in it. To succeed in life our students will learn that: **“The Fear of the Lord is the beginning of Wisdom”**.

We seek to train children to view life from God’s revelation. We accept the Bible as God’s Word and the complete and final revelation of God concerning all matters of faith, truth and practice. As such it forms the foundation upon which the school is built. We believe that the main purpose of Scripture is to reveal God to man so that he might receive glory. The ultimate objective of the education program of Ebenezer Christian College is to bring glory to God.

Our school is an initiative of The Ebenezer Foundation, it is not a parent-controlled school. Though we value parental input, the direction and values of the school will ultimately be determined by the Foundation Board.

We view the purpose of education as, firstly, to reveal God and His truth to each student. We believe that “the fear of the Lord is the beginning of knowledge” (Prov. 1:7).

Secondly, we see education’s purpose is to provide instruction in the different subjects that children need to learn in order to be able to function as honourable, hard-working citizens in society. We seek each student to develop and realise their fullest potential and be productive members of the society.

The harmonious blend of Godly counsel and knowledge of various subjects required in our day is our educational objective. We believe that every aspect of our Christian School program, including curriculum development and school policy, must have an integrative relationship to the Word of God.

Ebenezer Christian College would assist parents in the responsibility of providing God-centred training for children in a man-centred society. Our purpose is the shaping of children’s character to align with Biblical principles. This purpose will form the content and instruction employed in the school.



### *School Performance in Nationwide Testing*

In 2015, we are pleased to report that all Year 3, 5, 7 and 9 students participated in the NAPLAN. We find the testings beneficial as we are able to determine the level of competency of our students as compared with the other schools in NSW. We have students with varying abilities. And that was clearly evident in the results of the NAPLAN tests.

This year, Ebenezer Christian College performed average to above average in almost all areas.

- Year 3 students got very pleasing results with most students in average to above average benchmarks.
- Year 5 students demonstrated average levels of skills and understandings in Spelling and Grammar & Punctuation and low average marks in Persuasive Writing, Reading & Numeracy.
- Year 7 students demonstrated average levels of skills and understanding in each assessment areas.
- Year 9 students demonstrated average to above average levels of skills and understanding in each assessment areas.



### ***Record of School Achievement***

The school is registered, but not accredited for Years 7-10 with the Board of Studies. This means that the school is not eligible to enter students for the award of Record of School Achievement. However, matriculation into universities can be achieved through sitting the internationally recognized Scholastic Aptitude Test (SAT). This is a practice common among Christian schools such as ours.

### ***Student Attendance, Retention Rates and Post School Destinations***

Ebenezer Christian College is a co-education School with 85 enrolled students in Kindergarten to Year 10.

2015 Attendance		
Year	No. of Students	Percentage
K	17	93.94%
1	10	90.74%
2	12	92.50%
3	7	92.93%
4	9	87.00%
5	11	95.03%
6	8	95.69%
7	9	89.57%
8	6	88.50%
9	9	91.71%
10	5	89.13%

This School is not registered for Years 11 or 12 as such, so there are no grounds for calculating any retention rates of students who are being tracked from the completion of Year 10 to the completion of Year 12 and post school destinations are not reportable items as such.

Students produce an absence/excuse note within three days of being absent. Parents are informed of any outstanding notes. This is outlined in the Attendance Policy, which is available from the school office on request.

## *Professional Learning and Teacher Standards*

### **Teacher Qualifications and Experience (2015)**

No.	Name of teacher	Category (I), (II) or (III) in accordance with section 3.2.1 of Manual	Institute of Teachers accreditation number and level (if applicable)	Formal qualifications, where and when obtained and, if applicable, date AEINOOSR equivalence granted	Classes/Years/Subjects taught/areas of special responsibility (eg Principal, Head of Department)
	Mrs. Doryn Atencia	(i)	280614 Provisional Accreditation	Graduate Diploma of Education (Primary) Alphacrucis College, Parramatta (2014) Bachelor of Secondary Education DeLa Salle University, Philippines (2003)	Kindergarten
1	Mrs Christine Bayato	(i)	223058 Professional Competence	Bachelor of Educational Studies) University of Queensland (1991) Bachelor of Primary Education Bukidnon State College (1989)	Years 1- 2
2	Mrs Mercy Sarojini Gongupalli	(i)	Existing	Bachelor of Science Osmania University (1989) Bachelor of teaching (Primary) Osmania University (2006) Bachelor of Education University of Western Sydney(1990)	Years 3 & 4

3	Mr Ceferino Bayato	(i)	223261 Professional Competence	Bachelor of Teaching (Primary) (2007) Australian Catholic University Master in Education (Major in School Management) (1994) Xavier University, Philippines Bachelor of Secondary Education (HSIE) (1992) Cebu State College	Years 5 & 6
4	Mrs Alexis Clarke	(i)	Existing	Bachelor of Arts/ Bachelor of Teaching, University of Western Sydney (2004) Master of History, University of New England (2010)	Years 7 to10 English
5	Miss Norina Martinez	(i)	264500 Provisional Accreditation	Bachelor of Science, University of Western Sydney (2012) Master of Teaching (Secondary) 2013	Years 7 to 10 Maths, Science & PDHPE
	Miss Larissa Bongco	(i)	240327 Provisional Accreditation	Bachelor of Arts, University of Western Sydney (2010) Master of Teaching (Secondary), University of Western Sydney (2011)	Year 7 to 10 HSIE and Visual Arts
	Mrs Cristina Preyra	(ii)	252810 Conditional Accreditation	Bachelor of Science in Business Administration (1989) Philippine School of Business Administration Bachelor of Education (Primary) Charles Sturt University (current)	Support Teaching Full time Principal

All teachers and staff at Ebenezer Christian College have a clear testimony of salvation. They are dedicated, passionate and committed to teaching from a Christian world view

In 2015, Professional Development Training were attended as follows:

- NSW Christian Educators Conference (2 days)
- Obligations in Identifying and Responding To Children and Young People at Risk
- School Policies and Procedures Training

Individual Teachers also attended the following Professional Development Courses:

- Live Life Well Training
- Work Health and Safety Training
- AIS Geography Conference
- Using Technology in the Secondary Science Classroom

The staff members of Ebenezer Christian College have a unique view of their role within the school. They see the school as a ministry unto the Lord and therefore perform their part of the ministry with the highest of integrity and an attitude of excellence. Staff members are encouraged to sharpen their knowledge base and are given ample opportunity for development in their area of responsibility throughout the year.

All teachers as noted above have teacher qualifications from a higher education institution within Australia or as recognized by the National Office of Overseas Skills Recognition (AEI-NOOSR) guidelines.

The average teacher attendance rate for 2014 was 97%

## ***Enrolment Policy***

Ebenezer Christian College is a co-educational K-10 school providing an education while upholding the truths of the Bible and training young people to be useful and upright citizens of our community. Operating within the policies of the NSW Board of Studies, Ebenezer Christian College is an initiative of The Ebenezer Foundation catering for the immediate families within its congregation and churches of like-faith.

The school open its doors to other members of the greater community provided the philosophy of the school is upheld and parents agreeing to abide by the Statement of faith of Ebenezer Christian College. The school reserves the right to automatically cancel or terminate enrolment within the three months of the child being enrolled if the school believes that the child is unable to adhere to the school's philosophy.

Ebenezer Christian College values the diversity of all students including those students with disabilities or special educational needs, recognizing the right of all students to

have access to the same educational opportunities.

Once enrolled, students and their parents are expected to support and uphold the school's philosophy. The Principal will review enrolment and re-enrolment applications and make decisions as to who will be enrolled and re-enrolled in the school. Ebenezer Christian College maintains the right of choice for enrolment in the School, in keeping with its doctrinal beliefs, and within the scope of its teaching staff and budget. Students with special needs and/or disabilities will only be enrolled at the discretion of the Principal of the School.

## *Summary of Student Welfare Policy*

### **Child Protection**

The school is committed to providing a safe and secure environment for children. The school acknowledges that it has a duty of care to various classes of people and that its duty is high with respect to the children in its care. This policy aims to reduce the risk of child abuse and to ensure that a caring and appropriate response is in place and taken. A full text of the Child Protection Policy is available from the school offices upon request.

Ebenezer Christian College maintains a rigorous and consistent recruitment, screening and selection process. This will be achieved by initial interviews with Accrediting Authority, Principal/Administrator, references and the new working with children check.

The Principal/Administrator is committed to:

- Providing a safe school environment that ensures that children are protected
- Ensuring school personnel understand the definitions of child abuse and neglect and carry out their legal obligations, responsibilities and correct procedures when notifying suspicion of child abuse and neglect.
- Supporting school personnel directly involved with the handling of disclosure and notification
- Promoting models of behaviour between school personnel and children based on mutual respect and consideration.
- Ensuring that student management practices respect the dignity of children

### **Security**

The school seeks to maintain a safe and supportive environment, which minimizes risk of harm and helps students to feel secure. Procedures for the security and use of the grounds and buildings and the emergency procedures are contained in both the WHS and the Emergencies and Critical Incidents Policies which can be obtained on request. Also available is a Security policy with guidelines regarding the security of students, buildings and facilities.

Ebenezer Christian College adopts a systematic, planned risk management approach to WHS issues, and to document procedures for:

- identifying hazards
- assessing the association risk(s)
- determining the workplace modifications required to eliminate or control the risk(s)
- regularly monitoring and evaluating hazards and risk controls strategies

## Supervision

Appropriate measures are taken by School staff to seek to ensure that all students are adequately cared for and supervised while undertaking both on-site and off-site activities, bearing in mind the type of activities and the age of the students involved. The school administration recognizes its responsibility in its “duty of care” in supervision and risk management. This requires anticipating and intercepting as needed: potentially hazardous or harmful circumstances; student actions that are dangerous, unloving or divisive; student attitudes that are not God-glorifying; and student expressions that are abusive, hurtful, crude and generally not edifying.

The complete Supervision Policy and the Excursion Policy can be obtained on request.

## Codes of Conduct

The School has in place a Code of Conduct for both staff and students that includes the rights and responsibilities of staff and students within the school community. The student code of conduct, formulated in collaboration with the student body, includes, but is not limited to the following points: uphold a code of conduct that is friendly, caring and helpful; manifest the love of Christ to all others within the school environment; foster a peaceful environment without conflict; and personally display God-honouring behaviour, encouraging others to do the same.

Behaviour management processes consistent with the school’s philosophy are in place. All teachers use effective classroom management and control strategies. Staff provide, as does a shepherd, loving care and help, guidance and follow up of all needs, even corrective action when it is warranted, exercising the faith to be courageous leaders in directing, loving, guiding and correcting the children in their charge.

## Pastoral Care

Students are aware of and have access to appropriate pastoral care arrangements and counselling. We are privileged to avail the voluntary service of a Full time Chaplain in our school. Pastoral care is part of that training programme in exercising Biblically correct methods and plans to teach and train the whole child (spirit, soul and body) to the glory of God. The Christian philosophy of this school is based on the authority, authenticity and reliability of the Bible as the complete and final revelation of God concerning all matters of faith, truth and practice.

Pastoral care includes special services and counselling which are available at all times to all staff and students. Small classes exist within departmental units with each child under close supervision and shepherding by teachers. A full text of the Pastoral Care Policy can be obtained from the school office on request.

### **Health**

Ebenezer Christian College seeks to apply “due diligence” at all times to maintain a safe and healthy service environment and thereby to provide all reasonable protection for all those involved in the school from any potentially adverse health and safety effects. Students requiring health and/or medical services and support or medication are assisted to access these in an appropriate manner. The complete Work, Health and Safety Policy is available from the school office on request.

### **Critical Incidents**

Ebenezer Christian College exercises pastoral care for all students placed under its care, and in accordance with legislation have procedures in place for dealing with emergency situations or incidents that may arise at the school, thereby ensuring the health and safety of all persons. Establishing a high standard of risk management will minimise the likelihood of an emergency situation or critical incident arising and, in the event of a situation or incident occurring, will reduce its damaging impact. The complete Critical Incident Policy is available from the school office on request.

### **Homework**

Homework is considered by the school to be a valuable means of reinforcing the knowledge, skills and understanding learnt during the school day by each student. Ebenezer Christian College seeks to support this goal as well as engender a good work ethic that continues past the hours spent at school. The complete Homework Policy is available from the school office on request.

### **Communication**

Formal and informal mechanisms are in place for facilitating communication between the school and those with an interest in the student’s education and well being. It is the objective of the school and the parent(s)/guardian(s) that the families attend the scheduled parent information evenings to seek the highest possible level of harmony in all that is believed, taught and practised. Most frequent communication from the school to the home is conducted through the “School Diary” which acts an active communication between school and home, parent and teacher. Parents are given yearly comprehensive Student Progress Reports. These are prepared for reporting on both academic & Christian character development. The complete Communication Policy can be obtained from the school office on request.

### **Discipline Policy**

At school, discipline, which is firm, consistent, fair, and tempered with love, is maintained. Students are required to abide by the school's clearly defined rules based on Biblical standards and to follow the instructions of staff and other authority figures placed in a position of responsibility by the school.

Disciplinary action will vary according to the nature of the breach of discipline and a student's prior behaviour, and when it becomes necessary, it is carried out firmly and lovingly, followed by prayerful restoration.

Principles of procedural fairness have been incorporated into the Discipline Policy. In all respects the school adheres to the mandate given by God to parents in the exercise of authority by parents over children and seeks to cooperate with parents on all issues relating to the upbringing of their children.

However, the Education Reform Amendment (School Discipline) Act, 1995, does not permit the use of corporal discipline as part of the school's official policy; therefore, the school prohibits the use of corporal discipline by church workers themselves as a method of correction.

The principal will not permit himself or any members of the staff to administer corporal discipline to students attending this school. The principal and/or teachers shall refer matters of a serious nature to a student's parents for their consideration with no reference being made to the issue of corporal correction.

The complete Discipline Policy is available from the school office on request.

### **Matters of Concern Policy**

Ebenezer Christian College acknowledges that Biblical pathways for parent(s)/legal guardian(s), carers, staff; monitors/volunteers and students to express honestly and sincerely matters of concern must always exist. Procedures have been developed so that at such a time when a matter of concern, grievance or complaint arises, there is a mechanism in place to insure that such a problem is heard, assessed and any necessary action taken. The complete policy for Matters of Concern is available from the school office on request.

### **Accomplished Targets 2015**

Area	Target	Indicators
Curriculum	<p>Full implementation of the Australian Curriculum on most KLAS as per BOS timeline.</p> <ul style="list-style-type: none"> <li>▪ Target improvement in literacy and numeracy of students with special and learning needs.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Results in NAPLAN indicated significant improvement</li> <li>✓ Subscriptions to Literacy Planet and Mathletics to enhance learning</li> </ul>

Teachers	<ul style="list-style-type: none"> <li>▪ Give staff opportunity to develop professionally through Professional Development Trainings</li> </ul>	<input checked="" type="checkbox"/> Hired highly qualified teachers in both primary and secondary departments. <input checked="" type="checkbox"/> Teachers undertook professional development courses with AIS and various agencies.
Students	<ul style="list-style-type: none"> <li>▪ Students to have greater focus on sports skills</li> <li>▪ Students to become more responsible learners</li> <li>▪ Introduce musical instruments</li> </ul>	<input checked="" type="checkbox"/> Sports time became more structured <input checked="" type="checkbox"/> Students grew in academic abilities through new curriculum structure <input checked="" type="checkbox"/> Primaries had Recorder lessons
Resources	<ul style="list-style-type: none"> <li>▪ School to further develop ICT programs and resources</li> <li>▪ School to develop better technology opportunities for students</li> </ul>	<input checked="" type="checkbox"/> Purchased 10 laptops for students use.
Premises and Building	<ul style="list-style-type: none"> <li>▪ General updating and maintenance of facilities</li> </ul>	<input checked="" type="checkbox"/> Added two new ramps to accommodate students with disabilities

### *Improvement Targets 2016*

Area	Target
Curriculum	Continue to further improve programs to ensure explicit teaching and learning in the classrooms
Teachers	Continue to provide professional development for all teachers to remain up to date with teaching practices.
Students	Add more programs that will promote the spirit of excellence. Facilitate Literacy and Numeracy support to students with special needs and learning difficulties. Introduce Musical Instruments learning
Resources	Upgrade current teaching resources. Provide electronic teaching/learning aids in the classrooms. Acquire more books to build student knowledge. Implement and develop a more strategic ICT plan Purchase more computers. Buy musical instruments.

Premises Building	and	Upgrade Multi purpose court for the enhancement of the students physical activities.
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### *Parent, Teacher and Student Satisfaction*

In 2015 regular opportunities were given for parents, students and teachers to communicate their view about Ebenezer Christian College.

This was achieved, through regular staff meetings, yearly appraisals; student and teacher conferences, as well as, parent and teacher interview nights. These regular meetings allowed Ebenezer Christian College to gauge satisfaction by each body concerned.



### *Initiatives for Promoting Respect and Responsibility*

Ebenezer Christian College seeks to teach the students that they are not autonomous. Students are responsible for their own actions and need to show respect to others. This goal is achieved in several areas.

The school teaches students the meaning of good behaviour through chapel messages and devotion times. During these times, the students are instructed in the behaviour that exemplifies the life of Christ, our ultimate example.

Students are encouraged to take responsibility by fulfilling certain tasks throughout the year. School and class rules are set in collaboration with teachers and with input from students themselves; these include completing homework on time and respecting others in the classroom. Many of the younger classes have a show-and-tell time in which students bring something to share and the others listen respectfully and even ask

questions.

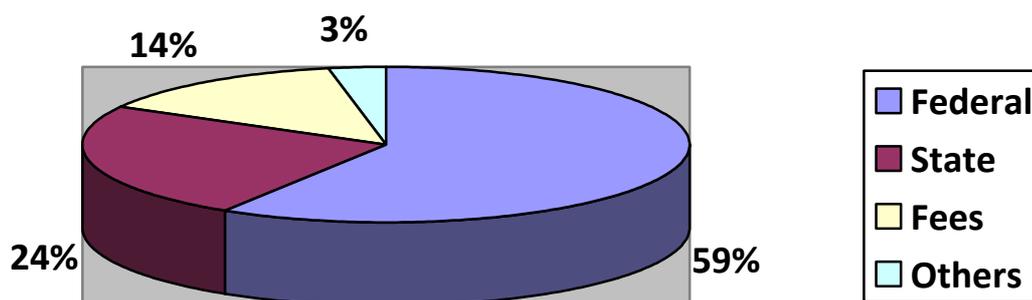
A failure to meet the expectations outlined in the Code of Conduct results in demerits being given to the offending student. Three demerits in one day result in a detention in which the student reflects on his/her misbehaviour and discusses that misbehaviour with his teacher. The detention ends with a time of prayer and encouragement for that student. Students also receive rewards for good behaviour. Students are issued merits through the week or term. Students are given an opportunity to pick up a prize from the tub for every 10 stars achieved.

Students are encouraged to take part in various ministries at their local church. These ministries include serving others through various means. Some ministries that students are involved in are, nursing home visitation, helping widows in the church and helping other churches through working bees.

Respect is taught and shown to students from other cultures and nationalities. We have missionaries that students write to about the country they are ministering to. Different cultures are often highlighted because of this communication and students have learned a great deal about respecting traditions.

## Summary Financial Information

### Income



## Expenditure

