

ANNUAL REPORT

2022



Discovering potential, striving for excellence, in a caring Christian community

Annual Report 2022

Good Shepherd Lutheran Primary School (53 - 57 Plymouth Road, Croydon Hills, Victoria), serves families of the local and wider community.

1. Contextual Information about the School

Good Shepherd Lutheran Primary School was established to provide a high quality education within a caring Christian environment. The School sees development in knowledge, skills and attitudes as integrally related to growth in Christian faith, understanding and character. The School endeavours to provide the encouragement, care and understanding needed for children to reach their full potential, and opportunities for children to attain the skills and attitudes required for developing positive relationships with others. The School provides a comprehensive curriculum with courses of study in all Key Learning Areas. Additional enhancement programs have been developed to support students in their learning, provide opportunities for them to discover their potential and encouragement for them to strive to do their best. The School is highly regarded for its Performing Arts programs, with many students participating in the Instrumental Music and Choral programs. Pastoral Care is a priority at Good Shepherd. Our School Pastor and Wellbeing Team work closely together with teachers to support and care for students and their families. Good Shepherd provides high quality Physical Education and Sports Programs, aimed at providing opportunities for students to develop their sporting skills and fitness through quality instruction and coaching. The School provides students and teachers with excellent facilities, resources and technologies to maximise student learning.

Vision

Discovering potential, striving for excellence, in a caring Christian community.

Mission

Good Shepherd Lutheran Primary School provides high quality Christ-centred education and pastoral care for children and their families. The School works in partnership with families to provide an environment in which children discover and develop their potential and utilise their unique talents to serve others in the world around them.

Aims

Good Shepherd Lutheran Primary School provides a Christ-centred education characterised by:

- High quality teaching and learning
- Partnerships with families
- Compassionate Pastoral care
- A heart for service
- Relationships founded in forgiveness

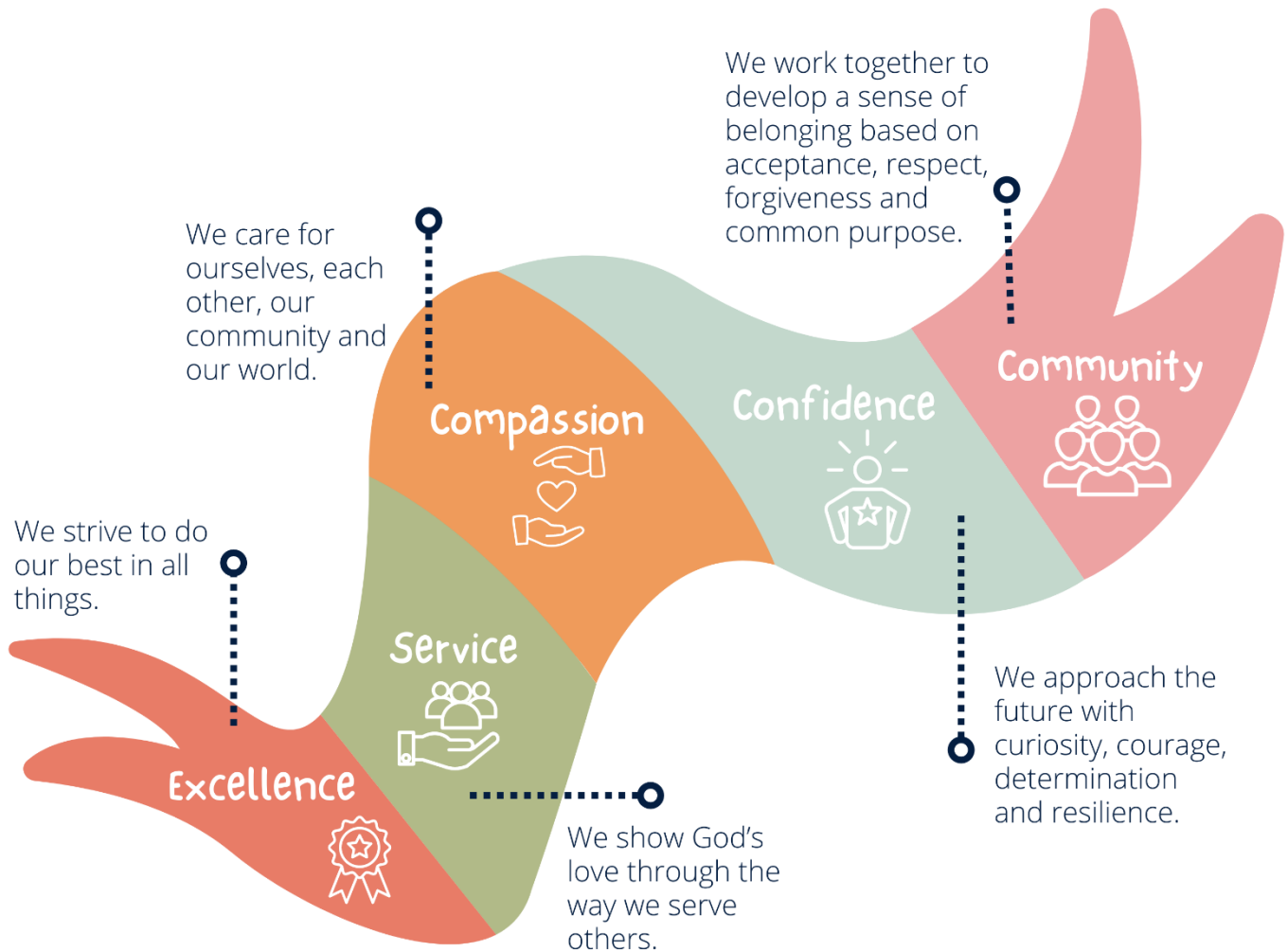
Good Shepherd Lutheran Primary School seeks to nurture students to become:

- Self-directed and insightful
- Discerning and resourceful
- Adaptable and creative
- Principled and compassionate
- Confident and resilient

Good Shepherd Lutheran Primary School exists to:

- Provide a high quality education in a Christ-centred environment.
- Nurture the development of each child's gifts and talents in a safe and caring School community.
- Provide opportunities for children to come to know and love Jesus, respond in appreciation and grow in faith.
- Support the mission of the Church in proclaiming God's love to the students and families of the School community.
- Provide a high quality pastoral care program that supports students, families, staff and through them, the wider community.
- Prepare children for a life of service and vocation in the global community.

School Values



2. Child Safe

Good Shepherd Lutheran Primary School is a child safe organisation which welcomes all children and their families. We are committed to providing a child friendly environment where our students are safe and feel safe. We are committed to creating a safe place for students where their participation is valued, their views respected and their voices are heard.

The School has no tolerance for child abuse and proactively takes steps to identify and manage any risks of harm to students in our school environment.

The School promotes positive relationships between students and adults and between students and their peers. These relationships are based on trust and respect.

The School regards its child safety responsibilities with the utmost importance and is committed to providing the necessary resources to ensure compliance with all relevant child safety and wellbeing laws and regulations and maintaining a child safe culture. When child safety concerns are raised or identified, we treat these seriously and respond promptly and thoroughly.

The School's child safe policies, strategies and practices are inclusive of the needs of all children, regardless of background, culture, identity, disability or other characteristics that may make a child vulnerable. Inappropriate or harmful behaviour targeting students based on these or other characteristics is not tolerated at our School, and any instances identified will be addressed with appropriate action taken.

Each member of the School community has a responsibility to understand the important role they play individually and collectively, to ensure the wellbeing and safety of all students.

Good Shepherd is committed to regularly reviewing its child safe practices, and seeking input from students, families, staff, and volunteers to inform our ongoing strategies.

3. Curriculum

Good Shepherd Lutheran Primary School learning programs align with the content, understandings, skills and standards as outlined in the Australian Curriculum in the following learning areas:

- English
- Mathematics
- Humanities and Social Sciences—incorporated within the Integrated Studies Program
- Science
- Performing Arts (Music and Drama)
- Visual Arts
- Physical Education, Health and Sport - including Athletics, Perceptual Motor Program, Swimming Program, Intra-School Sport, Inter-School Sport and Representative Sport
- Digital Technologies
- Languages Other Than English (German and Chinese)

Good Shepherd Lutheran Primary School has also developed learning programs for:

- Learning Enhancement (Support and Extension Programs)
- Christian Studies – aligned with the Lutheran Education Australia Christian Studies Curriculum Framework.

Learning is linked to the General Capabilities and the Cross Curriculum Priorities of the Australian Curriculum.

General Capabilities

These capabilities encompass the skills, behaviours and dispositions that students develop and apply to content knowledge and that support them in becoming successful learners, confident and creative individuals and active and informed citizens. The General Capabilities include:

- Literacy
- Numeracy
- Information and Communication Technology (ICT) competence
- Critical and creative thinking
- Ethical behaviour
- Personal and social competence
- Intercultural understanding

Cross-Curriculum Priorities

The Australian Curriculum gives special attention to the following three priorities:

- Aboriginal and Torres Strait Islander Histories and Cultures
- Asia and Australia's Engagement with Asia
- Sustainability



Curriculum Development

Curriculum development is an on-going process and takes place under the direction and coordination of our Assistant Principal – Learning and Teaching, with the strong support, initiative and expertise of teaching staff.

The School closely monitors the specific learning needs of students and offers a wide variety of Learning Enhancement programs, including Literacy Support, Phonological Awareness, Numeracy Support, Speech Therapy, Extension programs and Integration programs.

The School's achievement in the 2022 National Assessment Program in Literacy and Numeracy (NAPLAN) was outstanding. Student performance across all areas of the curriculum, displays a high level of achievement and reflects the benefits of quality learning programs and committed, caring and skilled teachers working within a well-resourced and well-supported learning environment.

We thank all staff members for their commitment and contribution to student learning.

The Learning That Matters

What do our students need to thrive in today's and tomorrow's world? What is the learning that matters and how do we foster a culture where rich and dynamic learning is central to all that we do at Good Shepherd?

These two key questions guide our thinking, our teaching and our learning at Good Shepherd. The learning that matters provides us with a lens for viewing all that we do as we plan and deliver learning experiences that are intentionally aimed at building educational success and preparing our students for life in the 21st Century.

Good Shepherd Lutheran Primary School Curriculum focuses on six key areas of learning;

- Academic Learning – preparing students for lifelong learning.
- Creative Learning – adding to the richness of learning.
- Technological Learning – utilising technologies to enhance learning.
- Wellbeing Learning – living well and relating with others.
- Global Learning – engaging students with the world around them.
- Spiritual Learning – learning to live in God's love.

21st Century Learning Skills

The development of 21st Century Learning Skills is seen as essential to teaching and learning at Good Shepherd. To thrive in a global community, a Good Shepherd learner needs to be;

- A critical thinker
- A problem solver
- A highly effective communicator
- A collaborator
- An innovator
- Globally and environmentally aware
- Civically engaged
- A self-directed learner
- Technologically and media literate
- Creative
- Self-aware (socially, emotionally, physically)
- Financially and economically literate
- Committed to a personal Christian spirituality

Critical Thinking

Critical thinking is a key 21st Century learning skill. Critical thinking has a major impact on many other areas of learning. The ability to think critically is key to learning at a rich and deep level. Critical thinkers look at problems and challenges in new ways, linking learning across subjects and disciplines.

Collaboration

Collaboration is an essential 21st Century learning skill. Collaborative learners demonstrate the ability to work effectively and respectfully with others. They exercise flexibility and value the contributions of individual team members. Working collaboratively generates a higher level of creativity, enhances problem solving capacity and is a key ingredient to success in today's global society.

Creativity

Creativity and innovation are increasingly being recognised as skills that prepare students for a complex life and work environment. Creative learners elaborate, refine, analyse and evaluate their own ideas in order to improve and maximise their creative efforts. Creative learners use a range of techniques to develop new and worthwhile ideas and are open and responsive to develop new and diverse perspectives. Creative learners demonstrate originality and inventiveness.

Communication

The capacity to articulate and share thoughts, questions and solutions effectively, using oral, written and non-verbal communication skills is essential for success in the 21st Century. Highly capable communicators listen effectively to decipher meaning and use communication effectively for a range of purposes and in diverse environments. Advanced communication skills are key to learning and working in collaborative environments.



Professional Learning

Staff members benefit from the opportunity to participate in a range of professional learning opportunities that refine teaching practice, develop knowledge and skills, introduce educational initiatives and equip staff to meet the learning needs of students. Each teacher develops a Personal Professional Learning Plan. The Professional Learning Program for the School is coordinated by our Professional Learning Coordinator.

During 2022 the School's Professional Learning Program focused on effective assessment, use of data in assessing student needs and how to provide high quality feedback to students and to parents. The Teaching Team also had a strong focus on developing the School's approach to teaching Science.

4. Staff

Current Staff Members

During 2022 Good Shepherd Lutheran Primary School had a staff of 85. This includes full-time and part-time staff, teaching and non-teaching staff.

Employee Type	Number	Employee Type	Number
Principal	1	Learning Enhancement Teachers	7
Assistant Principal – Learning and Teaching	1	Administration Staff	7
Assistant Principal – Operations and Student Management	1	Pastoral Care / Wellbeing Staff	3
Classroom Teachers	23	Teacher Assistants	12
Specialist Teachers	13	Ancillary/Services Staff	6
Music/Instrumental Staff	11		



Staff Appointments

During 2022, we welcomed the following new staff members to the School;

Name	Position
Mrs Melody Lewis	Learning Enhancement & Year 6 Teacher
Mrs Belinda Kaberry	Year 2 Teacher
Mrs Hannah Loveday	Year 1 Teacher
Mrs Suné Boswell	Year 5 Teacher
Mrs Renée Schilte	Year 5 Teacher
Mrs Marie-Claire Stamford	Drama Teacher
Mr Nick Johnson	PE Teacher
Mrs Kathy Roberts	Library Technician
Miss Emilie Fogarty	Teacher Assistant
Mrs Xin Zhao	Teacher Assistant
Mrs Tina Miller	Teacher Assistant
Mr Ian Haines	Brass Tutor
Mrs Kristine Richardson	Woodwind Tutor
Mr Tom Weller	Groundsperson

Staff Movement

The following staff members were on extended leave, retired or resigned from employment at Good Shepherd during 2022 or at the end of the School year;

Name	Position	Movement
Mr Greg Schneider	Principal	Retired
Mrs Jane Schneider	Year 2 Teacher	Retired
Miss Ashley Payet	Prep Teacher	Resigned
Ms Jasmyn Dhillon	Risk and Compliance Officer	Resigned
Ms Jess La Mari	Music and Choral Teacher	Resigned
Mrs Katrina Farley	Teacher Assistant	Resigned
Miss Lauren Payne	Year 4 Teacher	Resigned
Mrs Marie-Claire Stamford	Prep Teacher	Resigned
Mrs Sarah Derham	School Counsellor	Resigned
Mrs Sue Tuffin	Year 5 Teacher	Resigned

Mrs Tina Miller	Teacher Assistant	Resigned
Mr Chris Duffy	Instrumental Music Tutor	Resigned
Ms Jacinta Fry	Head of Counselling and Wellbeing	Parental Leave
Mrs Stephanie Witbreuk	Year 5 Teacher	Parental Leave

We thank all staff members for their valuable service during their time at Good Shepherd.

Staff Qualifications

All teachers hold the necessary formal qualifications required for teacher registration in Victoria. All teachers have current Registration with the Victorian Institute of Teaching.

All staff members have undertaken in-service training in Child Safety, Mandatory Reporting, First Aid, Anaphylaxis Policies and Procedures and satisfy government requirements for Criminal Record Checks and Working with Children Checks.

Workforce Composition – Indigenous Staff Members

No indigenous staff members are currently employed at Good Shepherd Lutheran Primary School.



5. Students

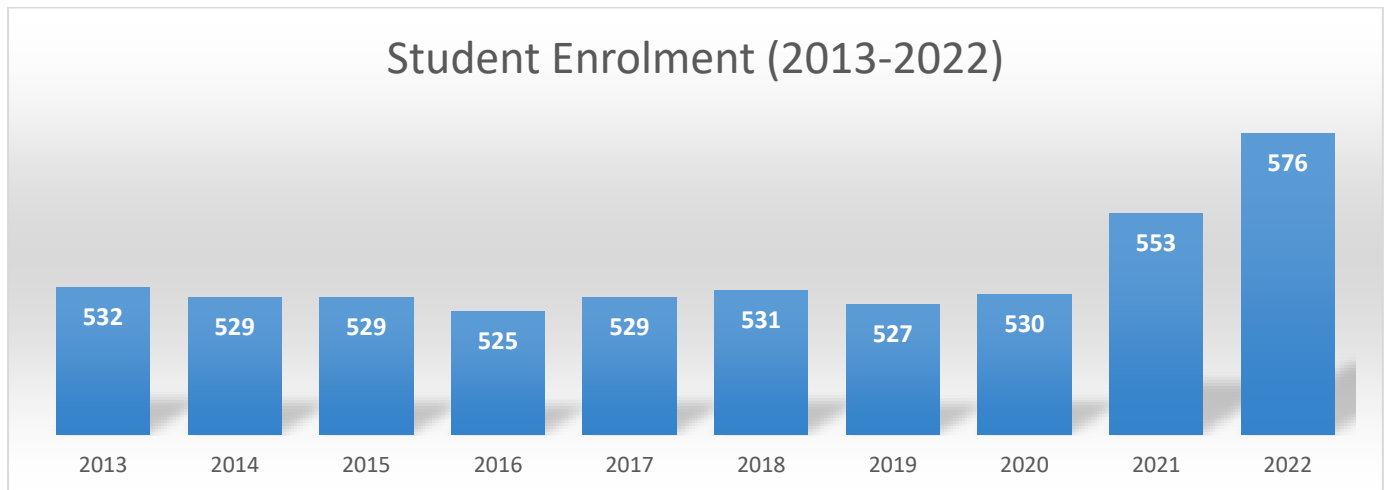
Enrolments

Good Shepherd Lutheran Primary School had a student enrolment at the 2022 Census Day of 576 students.

Demand for enrolment continues to be very strong, with the School being well supported by the wider community.

Our relationship with our campus partners Luther College continues to be very positive with 77% of our graduating students from the Class of 2022 continuing their education within the Lutheran School System at Luther College.

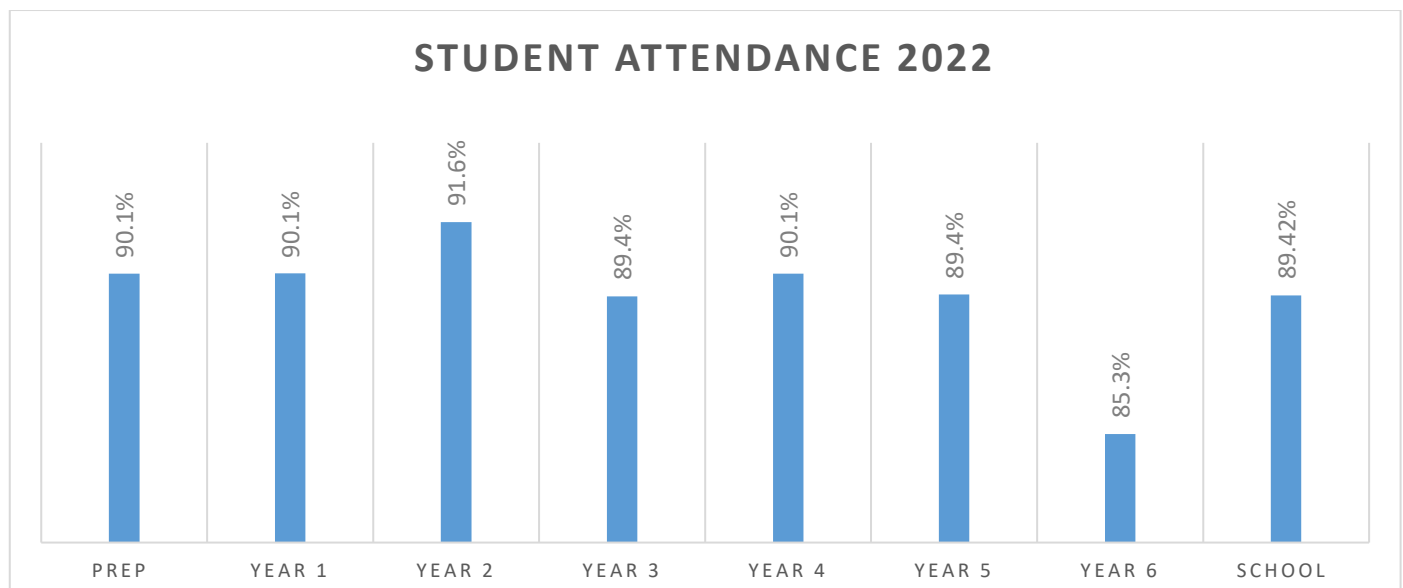
The following graph shows the growth in student numbers from 2013 to 2022. In 2022, the School's fourth stream continued through to Year 1, bringing our enrolment to 576 students. The School will continue to enrol four classes at each Year level bringing total enrolments to 700 in 2027.



Attendance

The average student attendance percentage for the 2022 School year was 89.42%. Absences from school include sickness, medical appointments and holidays taken outside of school holidays. Absences from school are required to be explained by the parents/guardians. Absences for additional holidays within the school term are discouraged, however, the School does recognise that on special occasions this is unavoidable.

The following graph shows average student attendance per Year level during 2022.



6. Student Learning Outcomes

Good Shepherd students benefit from learning programs that are based on high quality teaching within a well-resourced and well-supported learning environment.

Teachers participate in a range of professional learning opportunities designed to support them in their delivery of high-quality learning programs. We continue to audit and review our learning programs in the light of the Australian Curriculum.

Teachers devote much energy to making learning experiences valuable, relevant, varied, focused and enjoyable. Thank you to all teachers for their excellent work throughout the year.

Our School's Performing Arts programs provided opportunities for students' creative talents to shine. Our Instrumental Music and Choral programs continued to provide highlights in the School calendar. It is tremendous to witness the development of children's musical/choral skills, while at the same time seeing them develop in their confidence and self-assurance.

During 2022, we presented two performances of our Senior School Variety Show over two evenings. My congratulations to all involved.



Students benefit from a rich and comprehensive learning program. Thank you to all staff members for their great commitment to providing opportunities for students to maximise their learning. The School's analysis of literacy and numeracy assessment data continues to demonstrate the excellent performance of our students. This is indicative of the fine teaching and learning that is taking place. The School continues to gather and analyse longitudinal assessment data. This data is used to inform and support future curriculum development and the professional learning of teachers.

2022 National Assessment Program in Literacy and Numeracy (NAPLAN)

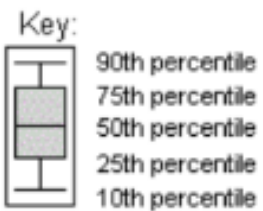
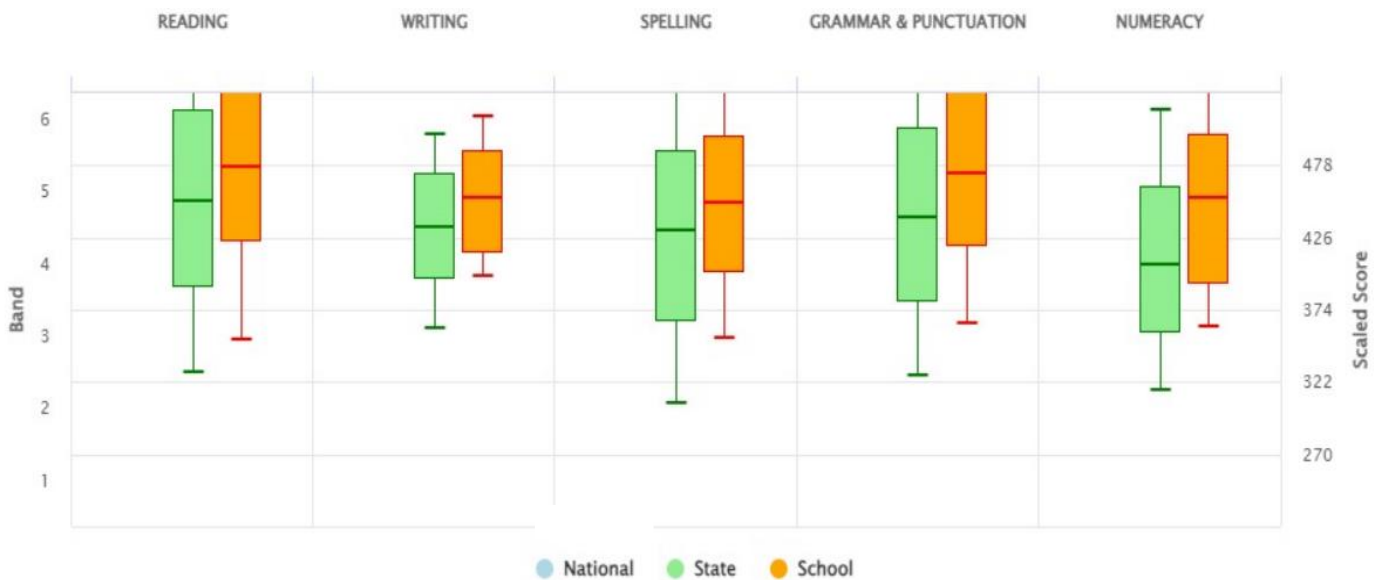
Students continue to achieve academically at a very high level. The performance of Year 3 and Year 5 students in the 2022 National Assessment Program in Literacy and Numeracy (NAPLAN) was again extremely pleasing, with students performing well above state and national averages.

The graphs on the following pages summarise the performance of Year 3 and Year 5 students in the 2022 NAPLAN assessment program in Reading, Writing, Spelling, Grammar and Punctuation and Numeracy.

School Summary Report - Year 3

National Assessment Program - Literacy and Numeracy 2022

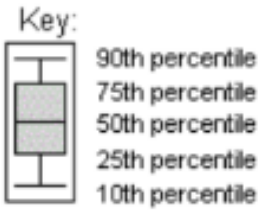
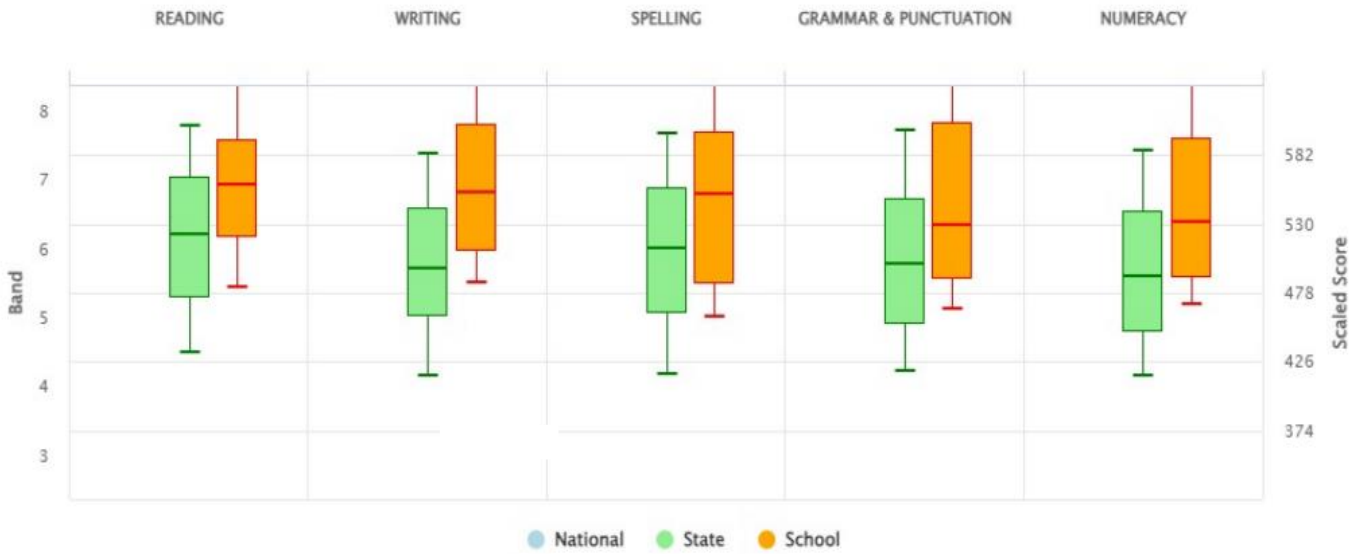
It is pleasing to note that the Year 3 average is above the State average, for each percentile we are also above the equivalent State measure. This demonstrates that we are able to extend our higher achieving students, with the upper percentiles off the chart in Year 3 for Reading, Spelling, Grammar and Punctuation and Numeracy. Our Learning Enhancement programs also help to lift our lower achieving students, as seen in the 10th percentile which is also well above the equivalent State figure.



School Summary Report - Year 5

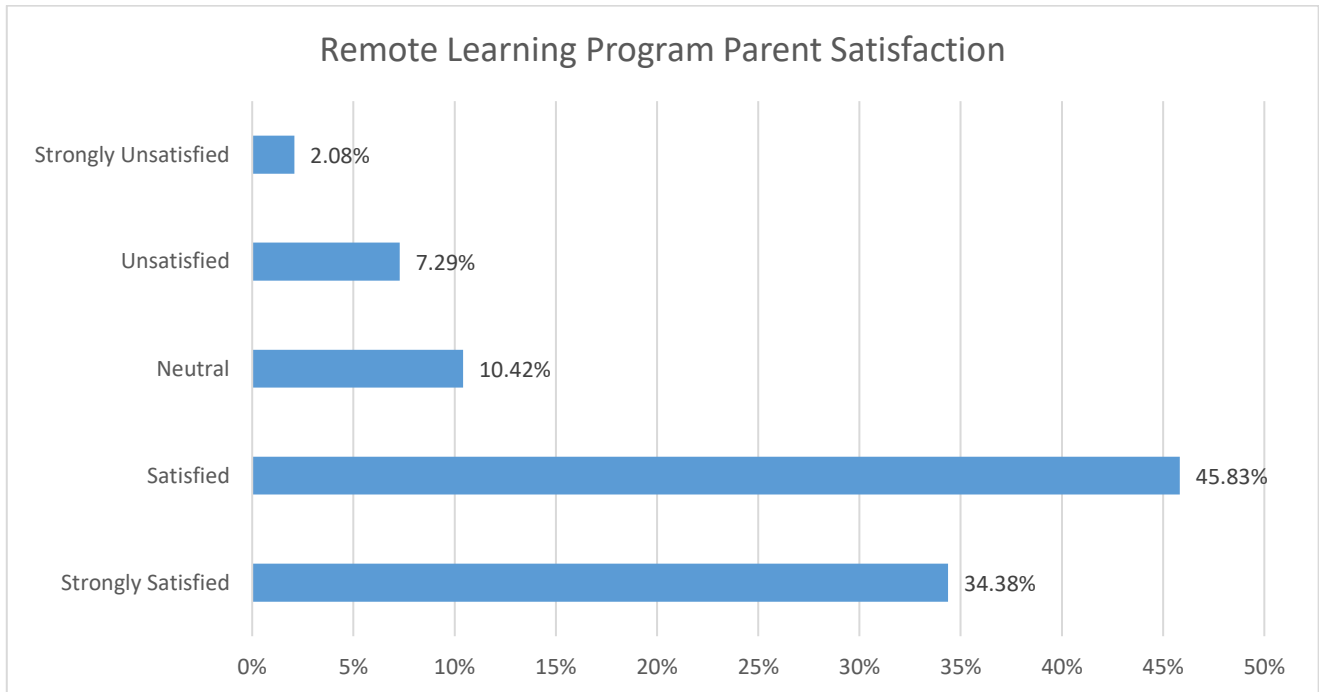
National Assessment Program - Literacy and Numeracy 2022

It is pleasing to note that the Year 5 average is above the State average and for each percentile we are also above the equivalent State measure. This again demonstrates that we are able to extend our higher achieving students, with the upper percentiles off the chart in all five areas. Our Learning Enhancement programs also help to lift our lower achieving students, as seen in the 10th percentile which is also well above the equivalent State figure.



7. Parent, Student and Staff Satisfaction

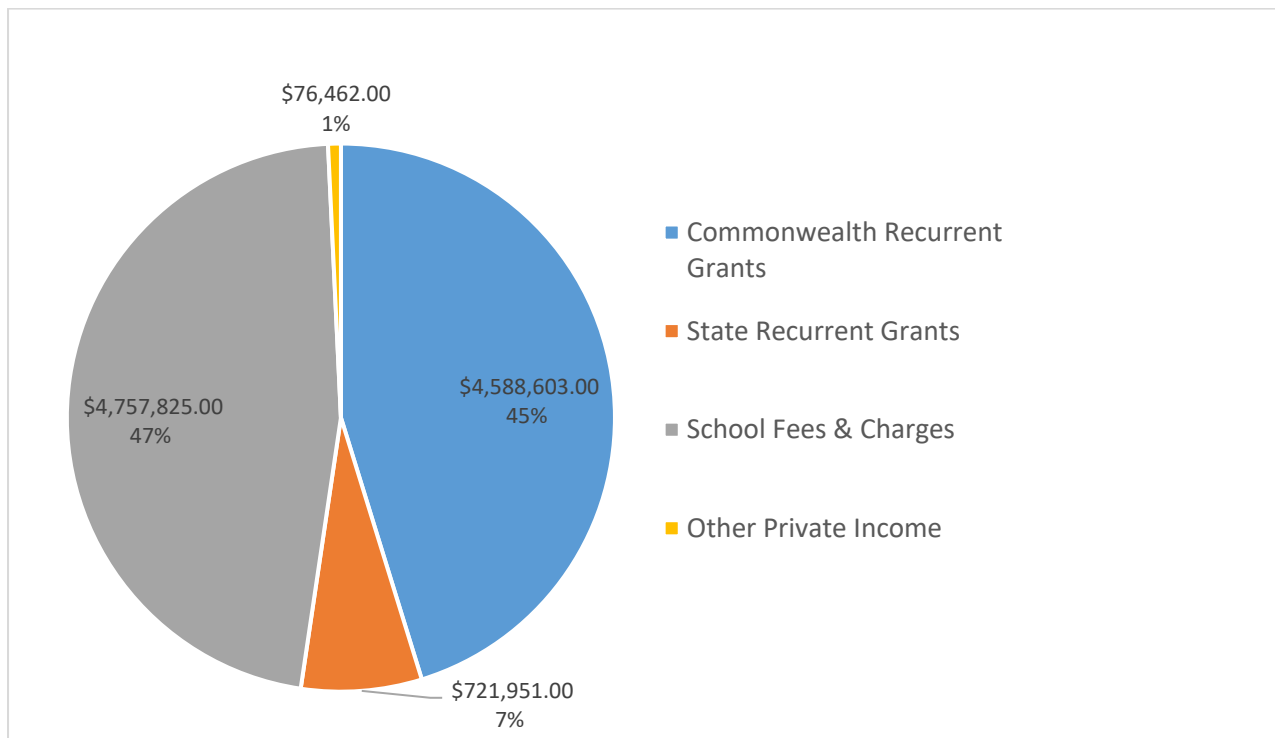
In 2022 the annual Parent, Student and Staff Satisfaction Surveys were not conducted. Due to the lengthy period of Remote Learning, feedback was sought from parents on the quality and delivery of the School's Remote Learning Program. This feedback informed various modifications and improvements made to the Remote Learning Program. See below for a summary of Parental Satisfaction with the Remote Learning Program delivered during 2021.



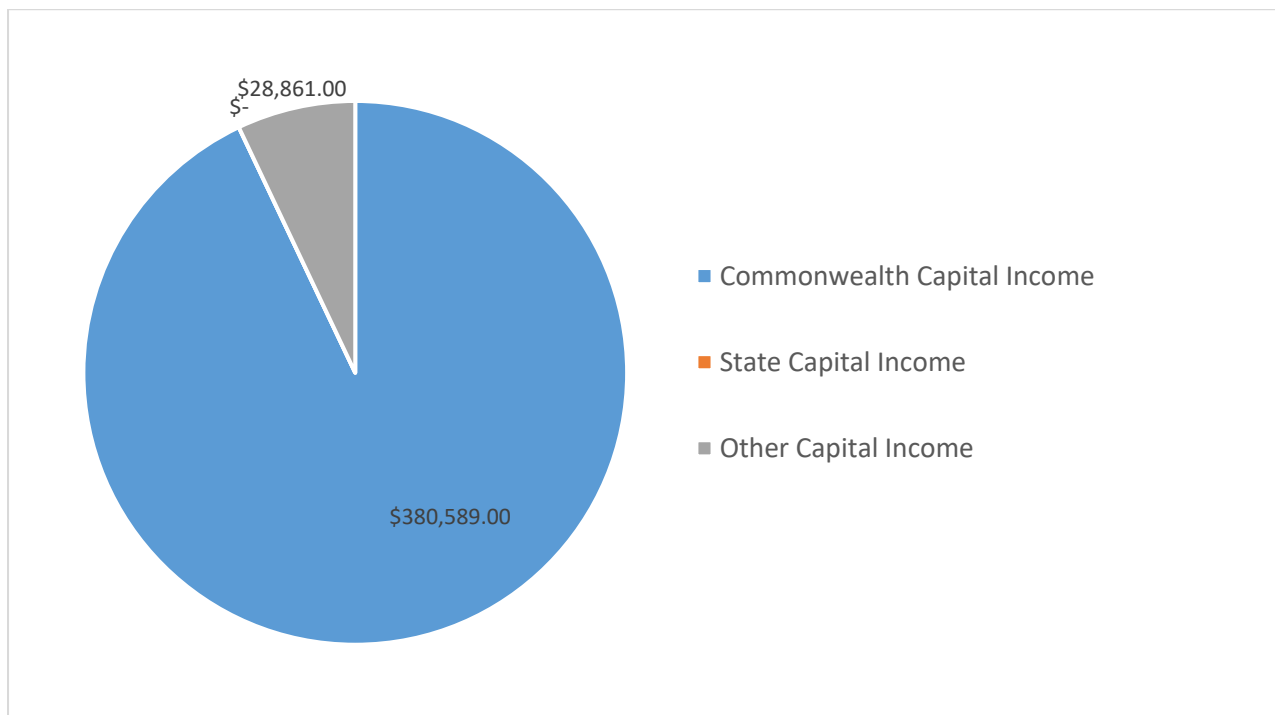
8. Recurrent and Capital Income

The information provided in the graphs below represent Recurrent Income and Capital Income for the 2022 year.

Recurrent Income 2022



Capital Income 2022



9. School Governance

Dr Craig Benson very capably served our school community as School Board Chair during 2022. We thank all members of the School Board for their willingness to serve our school during 2022 and for generously giving of their time and skills. In particular, we thank Mrs Sheryl Barker and Mr John Braun for their contributions to the School Board. Mrs Barker and Mr Braun will be retiring from the School Board at the end of 2022.

10. Mission and Ministry

Pastor Mark Greenthaner, our School Pastor, Ms Jacinta Fry and Mrs Sarah Derham, Counselling and Wellbeing, have continued to support the various mission and ministry programs the School offers to our community. We thank them for all they do each day. As a school community we are truly blessed to have them working among us and caring for us.

Worship is central to life at Good Shepherd. It has been a challenge getting together for whole School worship during 2022 due to the restrictions imposed by COVID-19. We thank Pastor Mark and teachers for their dedication to providing virtual worship opportunities during the majority of 2022. In Term 4, we were delighted to join together again as a school community for whole school worship, with a renewed appreciation of the opportunity to come together.

Our Pastoral Care programs offer encouragement and support to students, staff and their families in their general wellbeing and in times of crisis. Parent-supported Share Care Groups operate within each class. A number of classroom programs focusing on personal identity, resilience and social skills have been co-ordinated and led by our Head of Counselling and Wellbeing. Counselling support is available, where appropriate. We recognise and acknowledge the daily care and pastoral support given to students by their classroom teachers.

Service learning activities are very well supported by our students, staff members and school families. The work of Australian Lutheran World Service continues to have a regular focus in the School calendar. We support the work of the local Maroondah Community Assist and encourage awareness of and support for a number of other service organisations and charities at varying times during the year. Our students and staff also continue to support two international sponsorship children through our weekly Chapel offerings.



11. Conclusion

2022 has been a year of renewed appreciation for the “normal”. These last few years have taught us how important it is not to take things for granted. The privilege of work and education, the freedom to travel and to socialise, the opportunity to worship together as a community, the comfort of a hug, a handshake or even a smile. Thankfully, we have had a School year that has returned to something approaching “normal”. I thank God that we have had a relatively uninterrupted year of learning and living during this past year.

We achieve nothing without the grace and blessing of God. We thank Him for the privilege we have to serve together at Good Shepherd, and for the opportunities we have each day to mission and minister to our community. As Principal, I thank the members of our school community for their support during this past year.

Respectfully submitted,

Greg Schneider
Principal