

This report has been prepared to comply with Australian Government requirements.

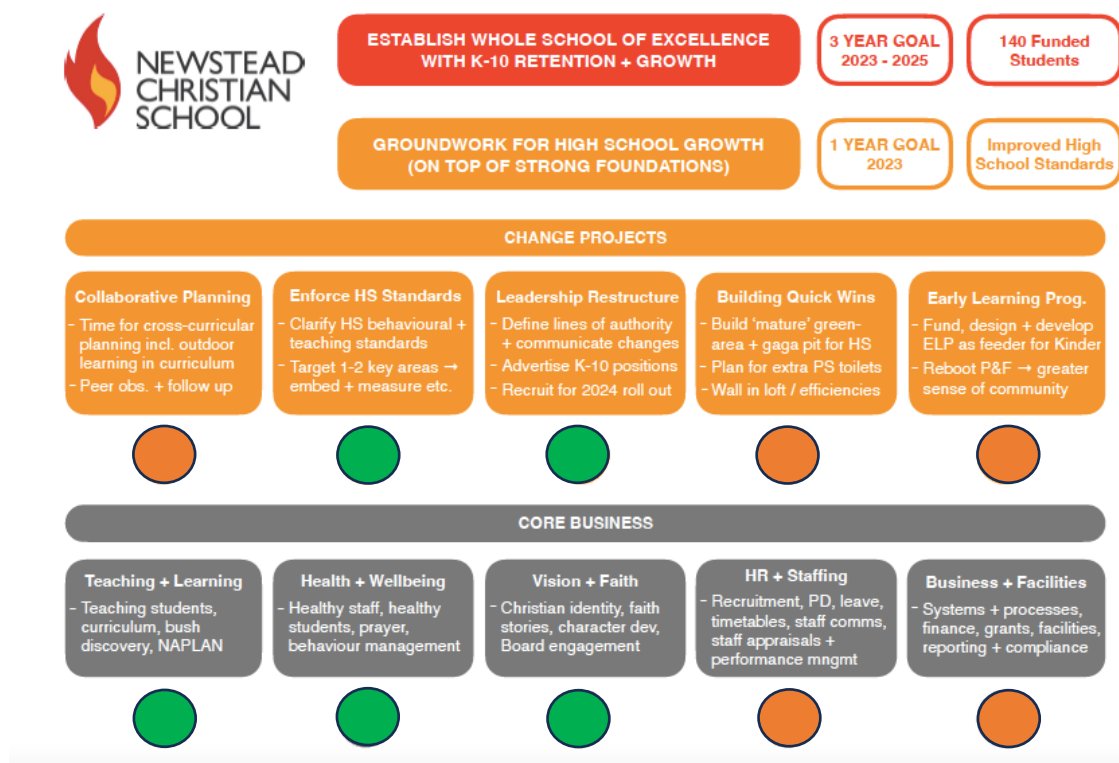
Vision Statement: Seeing our students educated, equipped and empowered for their God-given purpose in the world.

Mission Statement: To equip students by teaching the Australian Curriculum from a Biblical worldview and building faith, character, and skills to engage their calling in life.

Core Values:

- Character – NCS is all about discipling the character of the students by teachers who themselves are models of Godly character.
- Community – NCS is a community of parents, students and staff, working together to raise the next generations of children.
- Creativity – NCS is a place where individuality is celebrated, and unique callings are discovered.

Strategic Plan 2023 - 2025



The School	<p>Newstead Christian School is a vibrant Christian School situated in Newstead, a suburb of Launceston, Tasmania. The school is a Christ-centred, caring community and is registered for Kindergarten to Year 10. The census figures for August 2023 were 107 students enrolled in Prep – Year 10, with 10 students in Kindergarten. The School is owned and operated by Newstead Christian School Inc. in the state of Tasmania.</p> <p>The School teaches the Australian Curriculum from a biblical perspective, and seeks to equip our students, not just with knowledge and skills, but also Christ-like character. This is reflected in our motto – Equipped, Empowered to Serve.</p> <p>Our Core Values are -</p> <ul style="list-style-type: none"> • Our students and staff are continually growing in Christ-like character and reflect God’s love and power in the school, community and the nations. • Our school is anchored in the Word of God. • Our school is empowered and guided by the Holy Spirit and exercises the Spirit’s gifts in freedom. • Our school expresses kingdom values through dedication to community building both within and outside the school. • Our students excel in wisdom and education. • Our school fosters Godly and loving relationships underpinned by love, honour, acceptance and forgiveness. • Our school prepares and equips students for life in the 21st century taking with them biblical values for the workplace and global environment. • Our school recognizes the uniqueness of each individual student and seeks to educate them in these differences. <p>Our school believes in the God given potential for all students and provides an education for them to work towards it.</p>
Staff Attendance	<p>The average, daily rate of attendance for teaching staff at Newstead Christian School in 2023 was 98%</p>
Staff Retention	<p>The year began with a sense of peace and purpose as students and staff settled back in and we welcomed new students. Mrs. Samantha Reid joined the staff as the Art and Drama teacher and we continued to recruit a Chaplain and a Community Relations Officer. Russell MacKenzie became Head of High School to allow Jon Targett to focus on the role of Assistant Principal. Jess Beams took over the role of Head of Primary, replacing Susan McCormack who had decided to step down. Throughout the year, the culture among the staff was one of mutual support and compassion, fun, prayers, tears and laughter. Of our 26 employees, 23 were born in Australia, 1 was born in England, 1 in Singapore, and 1 in Malaysia. None of our workforce identifies as Aboriginal or Torres Strait Islander.</p> <p>As the year progressed, there were a number of personnel additions and changes.</p> <p>Kara Miller joined us in Term One in the newly created part-time position of Assistant Finance Officer. At the beginning of Term Two, Melanie Duffy joined the team as our part-time Community Relations Officer. This was a new position created as part of our strategic plan to improve the marketing of NCS in our local area and develop the sense of community. At the end of Term Two, Rebekah Madden finished in her role as Office Administrator. After an interim period, God faithfully provided a replacement in Nikki Kleyn who started in the role on 1st September and is an asset to our community. Ben Winwood returned as school chaplain two mornings a week from the beginning of Term Three.</p>

	<p>Towards the end of Term Two, the process of the leadership team restructure began with an announcement to the staff and community. This intention had been communicated to our whole community at the end of 2022 as part of the Strategic Plan. The recruitment process began, and we had a total of four applicants for the two roles of Director of Teaching and Learning, and Director of Student Welfare. Two applicants were internal candidates and, to ensure a fair and transparent process, the interview panel was made up of three experienced Christian Educators and Leaders from outside of the school community. After a rigorous process, the panel were unanimous in their recommendations of Russell MacKenzie for the Teaching and Learning role, and Sam Nugteren for the Student Welfare role.</p> <p>At the end of September, as part of our annual planning process, the following staff let it be known they would be finishing at NCS at the end of 2023: Heidi De Nardo, Stephen Pearce, Teenette Van Dyk, and Heather Pannowitz. For each of these staff members, the reasons for leaving were positive, with a sense of God calling them to something new.</p> <p>At the end of 2023, two teachers asked to reduce their hours and, for this reason, we began the recruitment process for a new Year 1/2 teacher to begin in 2024. We had a number of strong candidates and were very pleased to be able to offer the position to Mr. Bryce Roberts.</p>																												
Teacher Qualifications	<p>All teachers employed at Newstead Christian School in 2023 were registered with the Tasmanian Teachers Registration Board (TRB). Qualifications for all teachers who taught at Newstead Christian School are listed below:</p> <table> <tr> <td>Ms Jessica Beams</td><td>B.Ed, Masters of Human Movement</td></tr> <tr> <td>Mr. Steve Cooper</td><td>BA , Grad. Dip. Teach</td></tr> <tr> <td>Mr Ken Green</td><td>B.Ed.</td></tr> <tr> <td>Ms. Diane Hooley</td><td>BA Hons, PGCE</td></tr> <tr> <td>Miss Abigail Jeysing</td><td>B.Ed.</td></tr> <tr> <td>Mr Russell MacKenzie</td><td>B. Ed.</td></tr> <tr> <td>Mrs Susan McCormack</td><td>Dip.Teach.B.Ed.</td></tr> <tr> <td>Mrs Alexandra Nielsen</td><td>B. Ed.</td></tr> <tr> <td>Ms. Melanie Nugteren</td><td>B.Ed.</td></tr> <tr> <td>Mrs Narelle Preece</td><td>B. Ed.</td></tr> <tr> <td>Mrs Samantha Reid</td><td>B.A., Grad. Dip. Teaching</td></tr> <tr> <td>Mrs. Sue Rowlands</td><td>B. Ed –Physical Education Tasmanian Teaching Certificate Post Graduate Diploma in Counselling</td></tr> <tr> <td>Ms. Vivian Tan</td><td>B.A Linguistics Dip. Ed. (Singapore)</td></tr> <tr> <td>Mr Jon Targett</td><td>B.Ed</td></tr> </table>	Ms Jessica Beams	B.Ed, Masters of Human Movement	Mr. Steve Cooper	BA , Grad. Dip. Teach	Mr Ken Green	B.Ed.	Ms. Diane Hooley	BA Hons, PGCE	Miss Abigail Jeysing	B.Ed.	Mr Russell MacKenzie	B. Ed.	Mrs Susan McCormack	Dip.Teach.B.Ed.	Mrs Alexandra Nielsen	B. Ed.	Ms. Melanie Nugteren	B.Ed.	Mrs Narelle Preece	B. Ed.	Mrs Samantha Reid	B.A., Grad. Dip. Teaching	Mrs. Sue Rowlands	B. Ed –Physical Education Tasmanian Teaching Certificate Post Graduate Diploma in Counselling	Ms. Vivian Tan	B.A Linguistics Dip. Ed. (Singapore)	Mr Jon Targett	B.Ed
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Expenditure & Teacher participation in Professional Learning	<p>In 2023, our staff engaged in a number of professional development opportunities. Some of them are mentioned below.</p> <p>In Study Week in July, eight staff members attended the CEN state conference in Hobart. The theme was Flourishing in a Digital Age. In this week, all staff also completed a First Aid refresher course.</p> <p>Three staff members attended the CEN Teaching and Learning/Developing Leaders conference in Melbourne August 15-18. Two teachers, one from High School and one from Primary, attended the IST Writing Project which took place over four days, one each term.</p> <p>Two of our primary school teachers also took part in the five-day Yoshimoto Orton-Gillingham Structured Literacy basic training. This was part of the School's plan to change how we teach literacy across the school and enabled</p>																												

	<p>these two teachers to pilot this approach in their classes.</p> <p>Two teachers achieved Full Registration status with the TRB in 2023. A third began the process and will work to complete it in 2024.</p>
Student Attendance	<p>Throughout the year there remained a sense of peace and purpose at school and it was often hard to differentiate between students who were new to us and those who had been at NCS for a long time. The average daily rate of attendance for students in 2023 was 92% of the total number enrolled.</p> <p>The attendance for each Year Level is as follows: Prep - 93% Year 1 – 93% Year 2 – 96% Year 3 – 95% Year 4 – 85% Year 5 – 90% Year 6 – 87% Year 7 – 90% Year 8 – 92 % Year 9 – 85% Year 10 – 90%</p> <p>Non-attendance is managed by the Office person in conjunction with the teachers. If a student has not arrived in class by 9:30am and the parent/guardian has not contacted the school informing us of the absence, we will then contact them directly.</p>
Year 10 Post School Destinations	<p>All seven of our Grade 10 students leaving Newstead Christian School 2023 have progressed to further education and training. Six of them have continued to other schools or colleges, and the other has embarked upon an apprenticeship. We wish each one of them well in their future endeavours.</p>
Community Surveys	<p>In November 2022, data was collected from parents, students, and staff as part of our Strategic Planning. The results are summarised below. Interestingly, there was a lot of cohesion across the different groups. Parents, staff and students were very satisfied with:</p> <ul style="list-style-type: none"> - Christian ethos and discipleship in the school - Lack of bullying - Caring, dedicated, and skilled staff - Outdoor learning opportunities - Individualised learning and holistic approach - Affordability - Smaller class sizes - Strong sense of community <p>They were less satisfied with:</p> <ul style="list-style-type: none"> - The standards and academic rigour in the High School - Communication - Low numbers of students in the High School. <p>These responses were pivotal in the development of our Strategic Plan 2023-2025 which can be found on our school website at ncs.tas.edu.au/wp-content/uploads/2023/06/Strategic-Plan-2023-2025.pdf.</p>
NCS Milestones for 2023	<p>Relaunch of the Parents' and Friends' Association Launch of weekly Playgroup Introduction of two new roles: Assistant Finance Officer and Community Relations Officer</p>

	Inaugural annual community bush dance Piloting of Structured Literacy approach
NAPLAN	In 2023, students in Grades 3, 5, 7 & 9 at NCS participated in the National Assessment Program in Literacy and Numeracy – NAPLAN. We celebrate NAPLAN for the useful data it provides the staff for each individual student, their progress, and any specific areas that may need additional support. At the same time, we recognise that NAPLAN does not provide a complete picture of each student's individual talents and strengths. It is worth noting that those students identified as 'needing additional support' are already receiving this.

	Year Level	Exempt %	Additional Support %	Developing %	Strong %	Exceeding %
Numeracy	3	10	10	30	50	-
	5	-	20	80	-	-
	7	-	-	10	80	10
	9	-	-	-	100	-
Reading	3	10	-	20	70	-
	5	-	-	-	80	20
	7	-	-	20	50	30
	9	-	-	-	100	-
Writing	3	12.5	-	-	87.5	-
	5	-	-	-	100	-
	7	-	-	10	70	20
	9	-	-	33.3	33.3	33.3
Spelling	3	10	20	20	40	10
	5	-	20	20	40	20
	7	-	10	-	50	40
	9	-	-	33.3	50	16.7
Grammar and Punctuation	3	10	10	50	20	10
	5	-	-	40	60	-
	7	-	-	20	60	20
	9	-	-	16.7	50	33.3

School Income by Funding Source	Income Jan – Dec 2023		
	Fees	\$349,332	13.6%
	Federal Recurrent Funding	\$1689,911	67%
	State Recurrent Funding	\$427,299	17%
	Grants - AIST	\$27900	1%
	Office Income	\$22,919	1%
	Uniform sales	\$9,049	0.4%
	Total Income	\$2,526,410	100%