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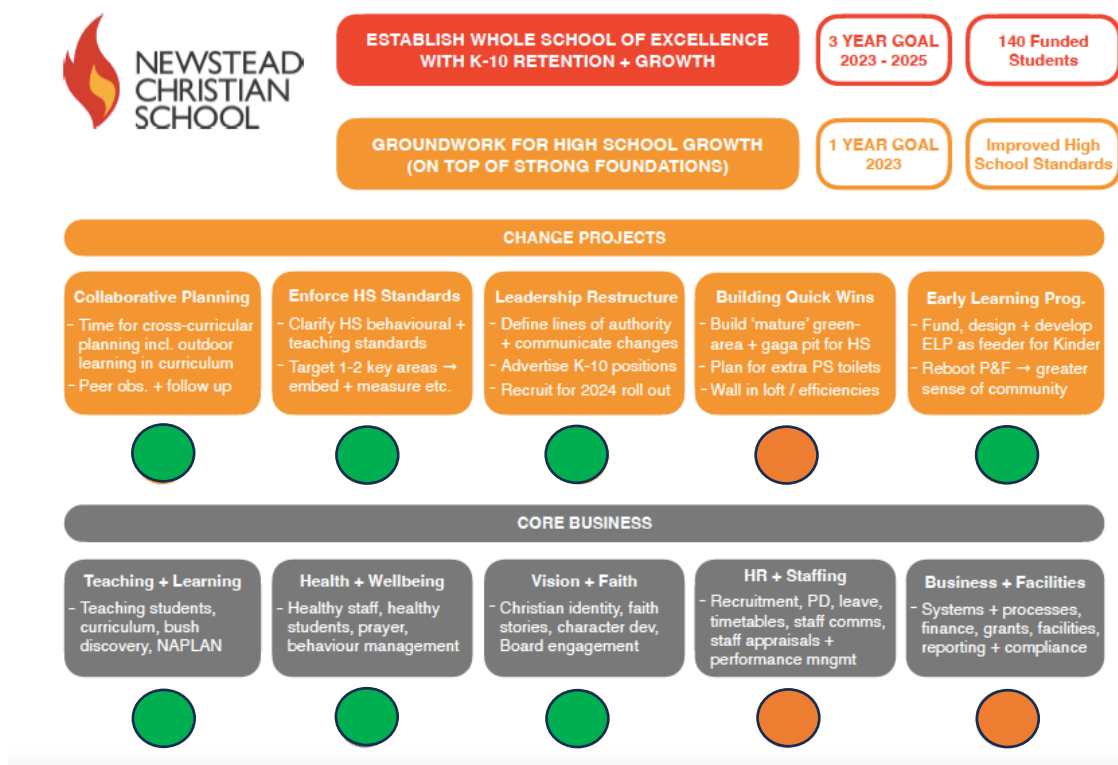
Vision Statement: Seeing our students educated, equipped and empowered for their God-given purpose in the world.

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 2024 were 98 students enrolled in Prep – Year 10, with 5 students in Kindergarten. The School is owned and operated by Newstead Christian School Inc. in the state of Tasmania. 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 2024 was 96%</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. We welcomed Mr. Bryce Roberts as our new 1/2 class teacher, and Mrs. Toni Tripptree to the role of Teaching Assistant. Our new Leadership Team took shape as Mr Samuel Nugteren joined us in the role of Director of Student Welfare, and Mr. Russell MacKenzie stepped into the role of Director of Teaching and Learning.</p> <p>In the course of the year, there were some personnel changes. Mrs. Samantha Reid finished at NCS at the end of Term One, Ms Sarah Cameron joined us as a part-time Teaching Assistant, and Ms Bridie Maynard joined our administration team. Mrs. Melanie Duffy sadly resigned from her role of Community Relations Officer, and Mrs. Melanie Nugteren was appointed to this position.</p> <p>At the beginning of Term Two, it was announced with sadness that, after much prayer, Ms. Diane Hooley had decided it was time to leave the school at the end of the year. It is to the goodness and glory of God that an excellent new principal was found in Mr. Glenn Mace. Glenn has many years of Christian school leadership experience and is already known to many of the NCS community from his time as interim principal when Diane was on sick leave for two terms in 2022. We thank God for His provision. Throughout the year, the culture among the staff was one of mutual support and compassion, fun, prayers, tears and laughter.</p> <p>Of our 30 employees, 27 were born in Australia, 1 was born in England, 1 in Singapore, and 1 in Malaysia. None of our workforce identifies as Aboriginal</p>

	or Torres Strait Islander.	
Teacher Qualifications	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:	
	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.
	Mr. Samuel Nugteren	B.Ed.
	Mrs Narelle Preece	B. Ed.
	Mr. Bryce Roberts	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)
Expenditure & Teacher participation in Professional Learning	In 2024, our staff engaged in a number of professional development opportunities. The key focus of the professional development budget was Literacy, especially Structured Literacy, in line with the State Government mandate to improve literacy outcomes for all.	
	In January, six members of staff which comprised of the Principal, the Director of Teaching and Learning, three primary school teachers, and a High School teaching assistant, took part in the five-day Yoshimoto Orton-Gillingham Structured Literacy basic training. In July, another primary teacher completed the same training, and three teachers took part in the Advanced Morphology training run by the same team.	
	Four teachers attended the 3-day International Transforming Education Conference in Perth, W.A.	
	One teacher achieved Full Registration status with the TRB in 2024.	
Student Attendance	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 2024 was 92% of the total number enrolled. The attendance for each Year Level is as follows: Prep - 88% Year 1 – 90% Year 2 – 93% Year 3 – 94% Year 4 – 93% Year 5 – 96% Year 6 – 90%	

	<p>Year 7 – 91%</p> <p>Year 8 – 90%</p> <p>Year 9 – 94%</p> <p>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 five of our Grade 10 students leaving Newstead Christian School in 2024 have progressed to further education and training. Four of them have continued to other schools or colleges, and the other has embarked upon training at TAFE. We wish each one of them well in their future endeavours.</p>
NCS Milestones for 2023	<ul style="list-style-type: none"> - Launch of Structured Literacy - Launch of Literacy Goal for NCS – <i>‘By the end of 2028, all students who have been at NCS since Primary School will be functionally literate when they graduate NCS Year 10.’</i> - Launch of new Leadership Team structure and personnel - Chips and chat with Mrs. Rowlands for Year 9 - Range of lunchtime activities extended to include library, choir, band, Lego club, Deconstruction. - Introduction of Communications Policy
NAPLAN	<p>In 2024, 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.</p>

Grammar and Punctuation	3	-	-	16.7	83.3	-	
	5	-	9.1	36.4	54.5	-	
	7	-	8.3	25	41.7	25	
	9	-	12.5	37.5	50	-	

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School Income by Funding Source	Income Jan – Dec 2024		
	Fees	\$339,809	13%
	Federal Recurrent Funding	\$1,784,623	69%
	State Recurrent Funding	\$427,223	16%
	Grants - AIST	\$12,156	.05%
	Office Income	\$26,831	1%
	Uniform sales	\$7,663	0.5%
	Total Income	\$2,598,305	100%