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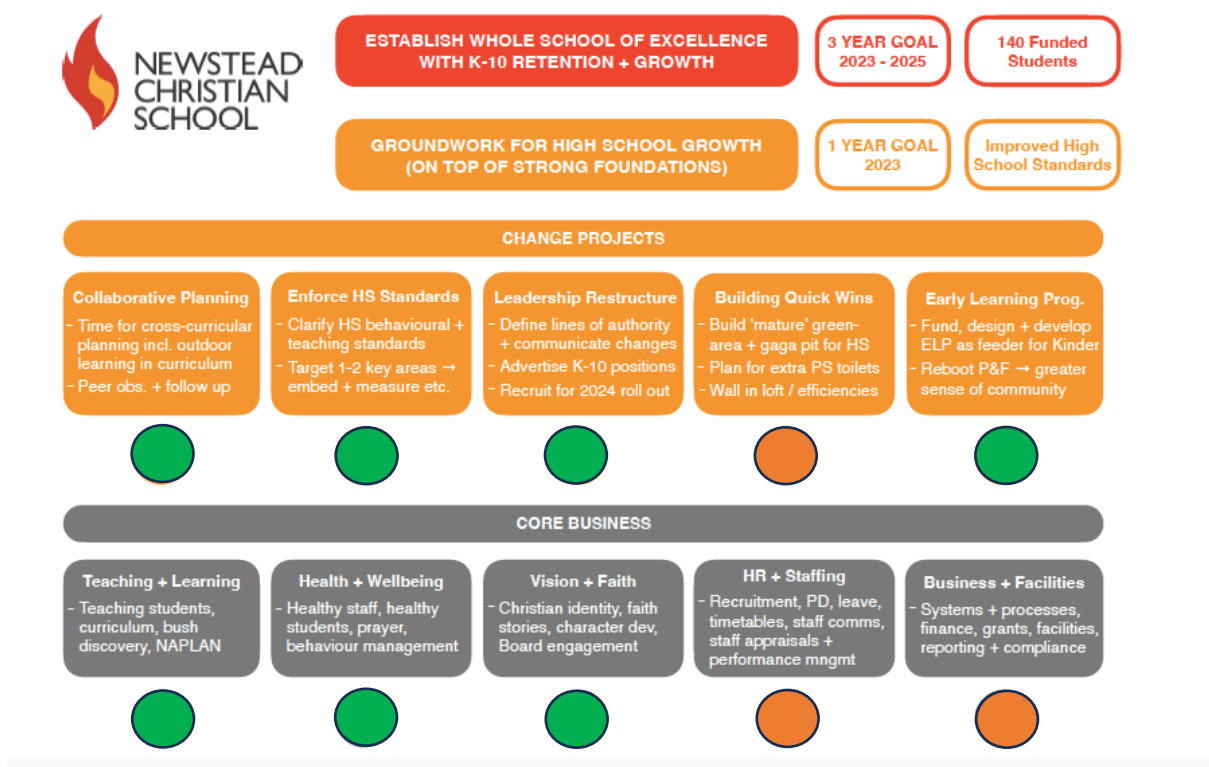
Vision Statement: To inspire every student to pursue excellence, to be equipped in faith, and to impact a changing world for Christ.

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



<p>The School</p>	<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 2025 were 92 students enrolled in Prep – Year 10, with 11 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>
<p>Staff Attendance</p>	<p>The average, daily rate of attendance for teaching staff at Newstead Christian School in 2025 was 95.25%</p>
<p>Staff Retention</p>	<p>The year began with a calm and positive atmosphere as students and staff returned, quickly settling back into routines and reconnecting after the break. There was a clear sense of purpose across the school community, highlighted by the smooth transition in leadership from Di Hooley to Glenn Mace. It was evident that everyone was ready to re-engage with the new leadership change and get back into teaching and learning.</p> <p>Alex Nielsen stepped back from her part-time Year 5/6 teaching role at the end of Term 1 to pursue other employment opportunities. She continued, however, in her role teaching High School Art classes. Mrs Karen Barns was appointed as the successful applicant and took on the part-time position for the remaining three terms of 2025. At the conclusion of the year, Mrs Barns decided to resign her role.</p> <p>Jane Roy joined NCS staff as a part-time TA covering the Year 3/4 class from the middle of the year.</p> <p>Throughout the year, the staff fostered a strong culture of mutual support and collaboration. Team members consistently worked together, sharing ideas, resources, and encouragement to ensure the best outcomes for students. There was a genuine sense of trust and collegiality, with staff readily stepping in to assist one another during busy periods or times of need. This positive and supportive environment not only strengthened professional relationships but also contributed to a cohesive and uplifting atmosphere across the school.</p> <p>Of our 30 employees, 27 were born in Australia, 1 was born in China, 1 in Singapore, and 1 in Malaysia. None of our workforce identifies as Aboriginal or Torres Strait Islander.</p>

<p>Teacher Qualifications</p>	<p>All teachers employed at Newstead Christian School in 2025 were registered with the Tasmanian Teachers Registration Board (TRB). Qualifications for all teachers who taught at Newstead Christian School are listed below:</p> <table border="1" data-bbox="531 219 1592 539"> <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>Mr. Glenn Mace</td> <td>B.Ed Hons,</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> </table>	Ms Jessica Beams	B.Ed, Masters of Human Movement	Mr. Steve Cooper	BA , Grad. Dip. Teach	Mr Ken Green	B.Ed.	Mr. Glenn Mace	B.Ed Hons,	Miss Abigail Jeysing	B.Ed.	Mr Russell MacKenzie	B. Ed.	Mrs Susan McCormack	Dip.Teach.B.Ed.	Mrs Alexandra Nielsen	B. Ed.
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<p>Expenditure & Teacher participation in Professional Learning</p>	<p>Throughout the year, school grounds and buildings were maintained to a high and presentable standard, ensuring a safe and engaging learning environment for students, staff and the wider NCS community. As enrolments increased, additional classroom resources and furnishings were provided to meet growing demand. The construction of a new toilet block has helped ease pressure on existing facilities. Maintenance and upkeep across the school were managed in a timely and sustainable manner.</p> <p>Consulting, planning and designing were key priorities throughout 2025. Work progressed on future building developments, alongside the creation of the 2026–2028 Strategic Plan, following the conclusion of the 2023–2025 Strategic Plan this year.</p> <p>In 2025, our staff participated in a range of professional development opportunities. The annual CEN State Conference was attended by all NCS staff, including teachers, teacher assistants, and finance and administration teams. This event continues to provide valuable opportunities for contemporary professional learning, building networks, and coming together as a unified community to support the ongoing delivery of Christian education.</p> <p>Both senior staff Directors continue to participate in statewide professional learning alongside colleagues from other CEN schools. This provides opportunities to explore best practices and support one another in similar senior positions.</p> <p>All teaching staff participated in Jobs Alike professional learning sessions, focusing on moderation processes and providing opportunities to collaborate, share ideas, and explore subject-specific content. These sessions supported consistency in assessment practices and encouraged deeper engagement with curriculum and teaching approaches across learning areas.</p> <p>Ongoing engagement with Independent Schools Tasmania (IST) provided valuable support, consultancy, and professional learning in current and relevant areas of education. This partnership helped equip NCS to effectively navigate the complex and diverse demands of teaching and learning within a modern educational environment.</p>																
<p>Student Attendance</p>	<p>Throughout the year, there was a strong sense of peace, excitement and shared purpose within the school community. It was often difficult to distinguish between students who were new to NCS and those who had been part of the school for many years, reflecting the welcoming and inclusive environment experienced by all. The average daily rate of attendance for students in 2025 was 90% of the total number enrolled.</p>																

	<p>The attendance for each Year Level is as follows: Prep – 94% Year 1 – 85% Year 2 – 90% Year 3 – 92% Year 4 – 93% Year 5 – 91% Year 6 – 93% Year 7 – 93% Year 8 – 85% Year 9 – 84% Year 10 – 90% Overall – 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>
<p>Year 10 Post School Destinations</p>	<p>All five of our Grade 10 students leaving Newstead Christian School in 2025 have progressed to further education and training. The five of them have continued to other schools or colleges. We wish each one of them well in their future endeavours.</p>
<p>NCS Milestones for 2025</p>	<ul style="list-style-type: none"> - Data confirmation through Naplan of the successful results of Structured Literacy across the school - NCS has taken a top spot for average results in Primary and Secondary areas in the state. NCS also topped the entire state for our average Year 9 results. - Establishing a Middle School Camp at Interlaken to transition Primary students into High School - Introducing a Year 9/10 Christian Living program that reaches out into our local community - The successful interstate excursion for our Year 9/10 students to Canberra - The installation and irrigation of green play spaces - Completing the construction of the new Primary toilet block - Redesigning and constructing the undercover awning between the Year 3/4 class and Music/5/6 classrooms as a learning and playing space - Repossession of the school house (The Scouse) and renovating it into the new Art Room, with an additional classroom and counselling room - Converting the old Art Room behind the Library into an enclosed classroom space for Learning Support, a general meeting room and classroom space - Screening the Library off from the Year 9/10 classroom with glass walls making it more private and isolating noise levels - Purchasing our own commercial coffee machine to build our community events and introduce our Year 9/10 students into hospitality field - Accessing the Evangelical Presbyterian Church as a place for whole school assemblies due to enrolment growth - The introduction of the School Dedication and Student Induction assemblies - Introducing Progress Reports in Term 1 along with an additional Parent Teacher evening for increased parent partnership and communications - Promoting NCS through the Billboard situated at the corner of Hobblers Bridge Road and Elphin Road - Moving away from paper-based parent communications/permissions and going fully digital on School Stream - Establishing NCS as a polling station for the Federal Election - Providing access to equine therapy opportunities to support students with higher levels of need - Redesigning and creating a clearer undercover pathway to establish a sense of openness and an area for student play - New Playgroup program to increase and build community

- The introduction of the Pre-Kinder six-week program in Term 4 concluding with a Kinder Kick off Dinner for parents/carers
- Year 9/10 girls competing in the Netball Grand Final.
- Redesigning and planning for renovated Admin Block and Tech space
- NCS being selected as a finalist for the Tennis Tasmania Awards
- Consulting, planning and developing the new Strategic Plan for the release in 2026-2028
- Revisiting and contemporising the NCS Vision Statement – ‘To inspire every student to pursue excellence, to be equipped in faith, and to impact a changing world for Christ’.

NAPLAN

In 2025, students in Grades 3, 5, 7 & 9 participated in the National Assessment Program in Literacy and Numeracy – NAPLAN. We value NAPLAN for the meaningful data it provides staff about each individual student, including their progress and any specific areas that may require additional support. At the same time, we acknowledge that NAPLAN does not capture the full picture of a student’s unique talents and strengths. It is also important to note that students identified as ‘needing additional support’ are already receiving targeted assistance. Our 2025 Naplan results continue to indicate great success across the selected range of grades. These results highlight the intentional focus NCS has adopted to lift learning outcomes across both Primary and High school levels. NCS has taken a top spot for average results in Primary and Secondary areas in the state and also topped the entire state for our average Year 9 results.

	Year Level	Exempt %	Additional Support %	Developing %	Strong %	Exceeding %
Numeracy	3	-	8.3	-	91.7	-
	5	-	25	-	75	-
	7	-	-	-	100	-
	9	-	-	16.7	83.3	-
Reading	3	-	8.3	16.7	25	50
	5	-	25	25	50	-
	7	-	-	-	100	-
	9	-	-	-	40	60
Writing	3	-	8.3	8.3	58.3	25
	5	-	-	-	100	-
	7	-	-	-	100	-
	9	-	-	-	40	60
Spelling	3	-	9.1	18.2	54.5	18.2
	5	-	-	33.3	66.7	-
	7	-	-	100	-	-
	9	-	-	-	83.3	16.7
Grammar and Punctuation	3	-	9.1	27.3	45.5	18.2
	5	-	-	-	100	-
	7	-	-	100	-	-
	9	-	-	-	38.3	66.7

School Income by Funding Source			
	Fees	\$349,273	13.5%

Income Jan – Dec 2025	Donations Future Capital Works	\$2,207	0.1%
	Fundraising	\$18,933	1%
	Federal Recurrent Funding	\$1,743,724	67%
	State Recurrent Funding	\$444,603	17%
	AIST Grants	\$23,462	1%
	Uniform Sales	\$13,615	1%
	Total Income	\$2,622,065	100%