



**VICTORY**  
Lutheran College



# 2017 ANNUAL REPORT



# Our College Mission

To provide excellence for all in a Foundation to Year 12 Christ-centred community, inspiring tomorrow's leaders.

# Our College Vision

A Christian Community – Together in Excellence  
Learning today – Leading tomorrow

## CONTACT DETAILS

<b>Address</b>	28 Drage Road Wodonga VIC 3690		
	PO Box 822 Wodonga VIC 3689		
<b>Principal</b>	Mr John Thompson		
<b>College Chairperson</b>	Mr Adrian Gutsche		
<b>Telephone</b>	02 6057 5859		
<b>Email</b>	reception@vlc.vic.edu.au		
<b>Website</b>	www.vlc.vic.edu.au		
<b>Registered School Number</b>	1937		

## COLLEGE DETAILS

<b>School Type</b>	Non-government		
<b>Range</b>	Foundation - Year 12		
<b>Location</b>	Inner Regional		
<b>Enrolment</b>	716		
<b>Primary</b>	380	Male	185
		Female	195
<b>Secondary</b>	336	Male	162
		Female	174
<b>Teaching Staff</b>	58 (51.2 FTE)		
<b>Support Staff</b>	32 (22.2 FTE)		
<b>Indigenous</b>	Staff	Nil	
	Students	8	
	Primary	3	
	Secondary	5	



# Introduction

As part of our funding agreement with the Australian Government, Victory Lutheran College is required to ensure that specific "School Performance Information" is made publicly available to the College community. This information has been provided to the College community throughout the year in other forms such as the 'Voice of Victory' College newsletter, the Prospectus, information nights, Year Level handbooks, Open Days, the website and 'Stepping Stones', our annual College magazine.

The Annual Report provides a snapshot of the life of our College in 2017. It is an example of what we have achieved collectively and as a whole. It is a reflection of the dedicated service of our staff, the enthusiasm of our students and the trust of our parents. It is a snapshot of a Parish dedicated to Christian education and a College Council committed to excellence in education.

While Annual Reports and the My School website provide a glimpse into our achievements, the value of our College can only be truly measured by the success of individuals, the passion of our staff and the guiding hand of a loving and honest God. As you read this document, we hope you come to appreciate the true colours of our College, measured just as much in values and ethics as amongst quantitative data.



# College Context

Victory Lutheran College is a school of the Lutheran Church of Australia educating students from Foundation through to Year 12, located in West Wodonga.

Victory Lutheran College, as part of Wodonga Lutheran Parish, provides an important ministry to the local community of Wodonga and surrounds. Centred on excellence in education, students are supported as they discover and embrace their individual talents.

Victory Lutheran College welcomes and values students and families from the Wodonga and surrounding community who wish to educate their children in a sound Christian environment.

As a school of Lutheran Education Australia, Victory Lutheran College shares the mission of all Lutheran schools and aims to encourage and support students, informed and sustained by the word of God, to develop their God-given talents so that they may shape and enrich their world.

The College endeavours to set up and maintain a framework of Christian attitudes and relationships which will permeate and integrate its entire life and work, thereby helping it to grow as a caring community.



This provides a strong basis for the initiative of lifelong learning fostered in Lutheran Schools which encourages living in a community and reflecting characteristics of God through core values, especially love, justice, compassion, forgiveness, service, humility, courage, hope, quality and appreciation.

The junior years (Foundation to Year 5) classes provide the necessary grounding in Literacy and Numeracy where children are encouraged to learn together and from each other. Learning is centred on the key disciplines and ensures that students are also given the opportunity to explore their talents through Music, Drama, Visual Arts, Languages Other Than English (Indonesian) and Physical Education.

Bridging the primary and secondary school is the middle years, incorporating Years 6 to Year 9. It is most important that these students connect with caring teachers and are presented with opportunities for learning suited to their individual and varying learning styles and consider alternate ways of thinking. As the students come to discover more about themselves as learners, they also learn to explore their relationship with others and within the world.

In the senior years, students in Years 10 - 12 develop pathways that suit the individual and explore their post-schooling options. In partnership with local educational institutions, senior students can develop a pathway that leads them to tertiary education, apprenticeships, traineeships or the workforce.

Foundations are established and possibilities envisioned. Our students are given every tool to succeed and every key to the next door.





# Student Outcomes

Victory provides a well-resourced and supportive learning environment. We aim to challenge students to reach their potential by having high expectations and providing quality teaching and learning practices.

Every year, students in Years, 3, 5, 7 and 9 complete NAPLAN (National Assessment Program in Literacy and Numeracy) in Reading, Writing, Language Conventions – Spelling, Grammar & Punctuation, and Numeracy to establish the proportion of students achieving the national benchmarks.

The 2017 NAPLAN student learning data indicated that Victory Lutheran College compares very positively with other students across the nation. Our College's results indicate an increase in student achievement levels across literacy and numeracy over a five-year period, and the trend is upward. Overall, our NAPLAN data was above state averages across all areas, with some results being well above state averages.

Victory Lutheran College uses NAPLAN data as one of a series of measures to assess student learning. This data also assists in identifying strengths within our curriculum and areas for growth. We are able to track data over a number of years and use this to analyse the effectiveness of specific programs.

In 2018, NAPLAN at Victory Lutheran College will be completed online for all students, with the exception of writing for Year 3.

The success of a number of 'school-wide' teaching and learning initiatives is evident as we review the student learning data, and the positive impact of planning and supporting individual learning needs is apparent.

At the commencement of 2017, we embraced Visible Learning as a school wide approach. This has included whole school professional learning provided by an external provider, focused on our own school context the student learning data. With our learning dispositions well established, our teaching staff are consistently reviewing the impact of their teaching to ensure every student, in all learning areas, achieves a minimum of 12 months progress over a school year.

In 2018, we continue our Visible Learning journey to implement teaching and learning practices that are evidence based that have the highest effect on student learning.

NUMBER OF STUDENTS PARTICIPATING IN NAPLAN AT YEARS 3, 5, 7 & 9 IN 2017					
	2013	2014	2015	2016	2017
Year 3	47	50	42	48	49
Year 5	51	46	46	53	48
Year 7	68	61	72	61	65
Year 9	34	48	60	57	66

**NB:** Please note figures are an average across all testing days.

## PROPORTION OF STUDENTS MEETING THE NATIONAL MINIMUM STANDARDS AT YEARS 3, 5, 7 & 9 IN 2017

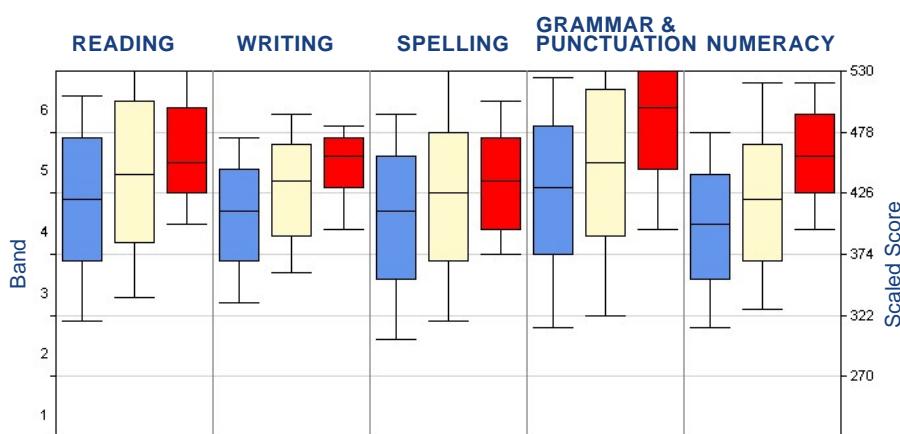
	Year 3	Year 5	Year 7	Year 9
Reading	100%	98%	98%	100%
Writing	100%	100%	98%	94%
Spelling	100%	96%	97%	100%
Grammar & Punctuation	100%	100%	98%	97%
Numeracy	100%	100%	97%	100%

**NB:** % at or above National Benchmarks

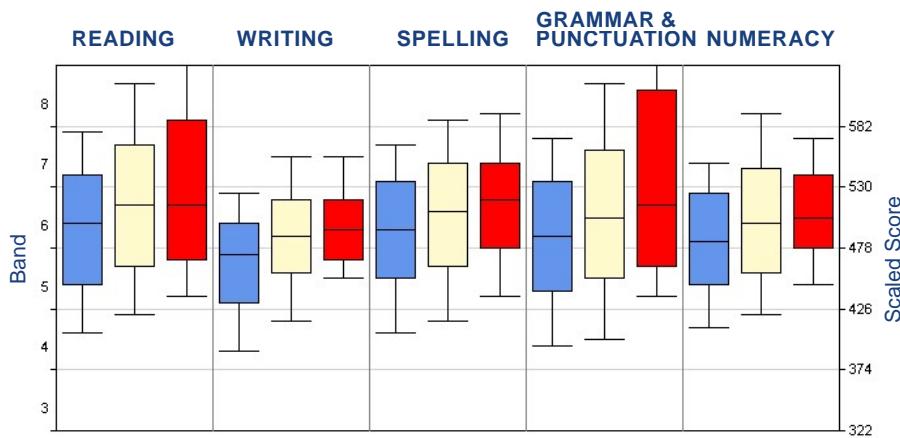
## AVERAGE STANDARDISED RESULTS FOR YEAR 3 IN 2017

The following graphs summarise the performance of students in the 2017 NAPLAN assessment program.

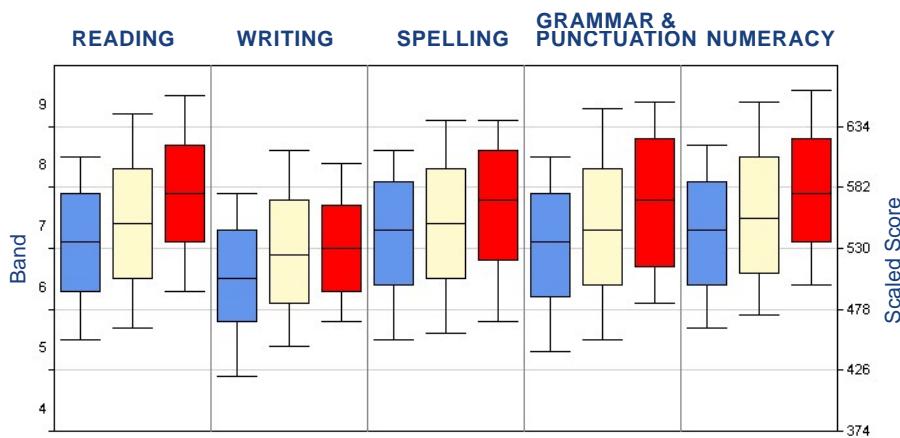
Blue = National  
 Cream = State  
 Red = Victory Lutheran College



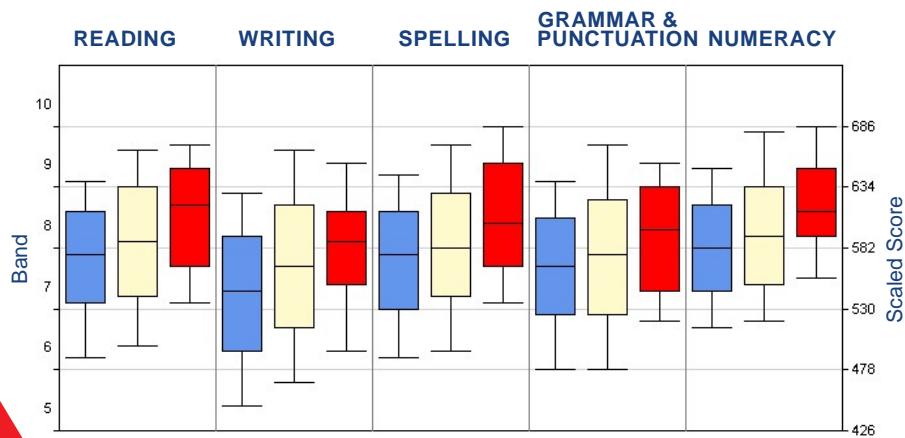
## AVERAGE STANDARDISED RESULTS FOR YEAR 5 IN 2017



## AVERAGE STANDARDISED RESULTS FOR YEAR 7 IN 2017



## AVERAGE STANDARDISED RESULTS FOR YEAR 9 IN 2017



# Senior Secondary Outcomes

97% of our students successfully completed their VCE, and as a College, we are proud of the way in which they approached their studies and exams.

The College was pleased with the ATAR results achieved by its 2017 students:

- 10% of students achieved a score over 90;
- 40% of students achieved a score over 70;
- 67% of students achieved a score over 60.

The average ATAR score for the College in 2017 was 68.07 and is the highest average of any of our cohorts previously. The median ATAR was 66.5. This is something that we expect to continue to improve in the future as larger cohorts of students come through the College. 69% of the 2017 cohort applied for tertiary places.



## 2017 VCE RESULTS

VCE Median Study Score	31	(+2)
Percentage of study scores of 40 and over	11%	(+10.3)
Percentage of VET units of competency completed	98%	(+1)

(#) is the increase from 2016 Results



The following list represents the number of students who completed VET Certificates in 2017.

#### VET CERTIFICATE 2

Animal Studies	1
Building & Construction	1
Furnishings (Furniture Making)	6
Hospitality	1
Sport & Recreation	7
Vetamorphus (Youth Ministry)	3

#### VET CERTIFICATE 3

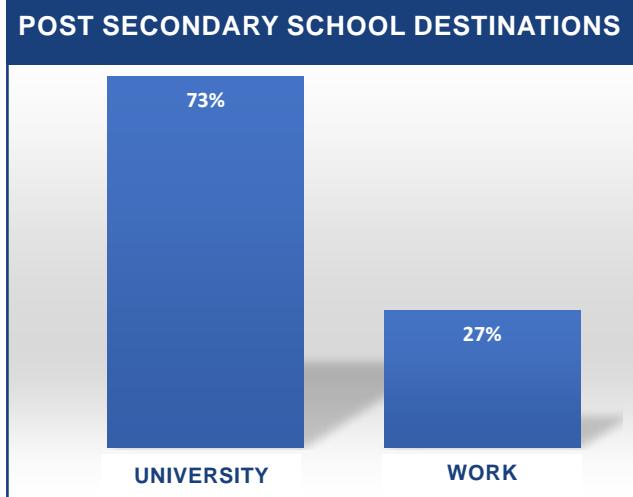
Children's Services	1
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There has been a marked increase in the number of VET enrolments over the past three years due to the College introducing new VET programs with the youth ministry program Vetamorphus commencing in 2017.



# Post-Secondary School Destinations

The following represents the post school destinations of our 2017 Year 12 cohort. The College congratulates each student and wishes them every blessing as they move into a new phase in their lives.



## UNIVERSITY COURSES OFFERED

In 2017, more than 70% of our Year 12 students applied for University courses and all received one offer or more including 80% of our graduates receiving their first preference and 100% were offered a place in their top three preferences. Our students' post school placements continue to be varied, with Nursing courses being the most popular in 2017 at 14.7%, followed by Science 11.8%.

UNIVERSITY COURSE	2015 (%)	2016 (%)	2017 (%)
Science	0.0	26.1	11.8
Sports Science	0.0	17.4	5.8
Nursing	15.8	13.0	14.7
Business/Commerce	0.0	8.7	0.0
Osteopathy	5.3	8.7	0.0
Health Science	0.0	4.4	5.8
Education	21.1	4.4	2.9
Arts	10.5	4.4	2.9
Law	0.0	4.4	0.0
Criminal Justice/Criminology	0.0	4.4	2.9
International Studies	0.0	4.3	0.0
Psychology	5.3	0.0	2.9
Engineering	10.5	0.0	5.8
Architecture	5.3	0.0	5.8
Business/Event Management	16.6	0.0	2.9
Music/Audio Production	5.3	0.0	5.8
Aviation	5.3	0.0	0.0
Medical Imaging	0.0	0.0	0.0
Information Technology	0.0	0.0	2.9
Allied Health/Applied Science	0.0	0.0	2.9

## TAFE COURSES OFFERED

None of our 2017 graduates elected a TAFE pathway, but either chose to go to University, pursue active employment or take a gap year.



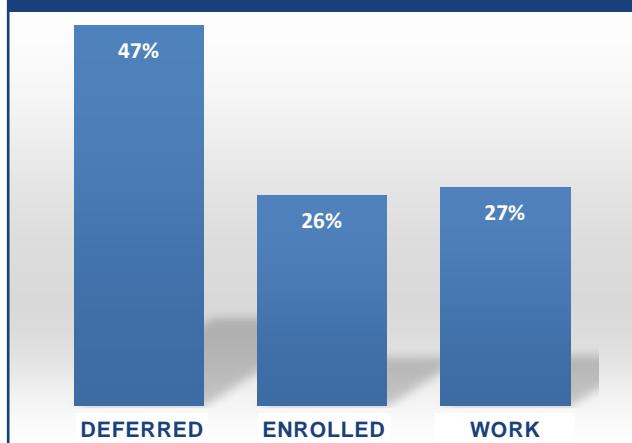
From the previous tables, it can be seen that with a small cohort of students it is difficult to map accurately if there is a leaning by Year 12 students into a particular course area at University, but there does appear to be a growing trend of students looking to undertake courses in Science and in the Health Sciences. It is interesting that there continues to be a large proportion (47%) of students taking a gap year and that no students chose to undertake TAFE studies. While this information will become clearer in the years to come, at the moment there is considerable variation in the students' choices.

Data also shows for 2017 that 22% of students chose to apply for courses at metropolitan Universities and 78% at regional Universities, which is a near opposite to our 2016 data.

## PROPORTION OF YEAR 12 STUDENTS DEFERRING

Of the 73% of students who were offered a University placement, only 26% chose to commence their studies in 2017.

### PROPORTION OF STUDENTS DEFERRING



## PROPORTION OF YEAR 9 STUDENTS RETAINED TO YEAR 12

<b>2014</b>	64%
<b>2015</b>	47%
<b>2016</b>	55%
<b>2017</b>	71%

In 2014, Victory Lutheran College had 41 students enrolled in Year 9. Of the 41 students enrolled, 29 went on to graduate in the Year 12 Class of 2017. This indicates that the retention rate from 2014 to 2017 was 71%. This was an improvement on the previous year, and we expect this will improve further as the College continues to establish itself as a leading educational provider in the local market place.

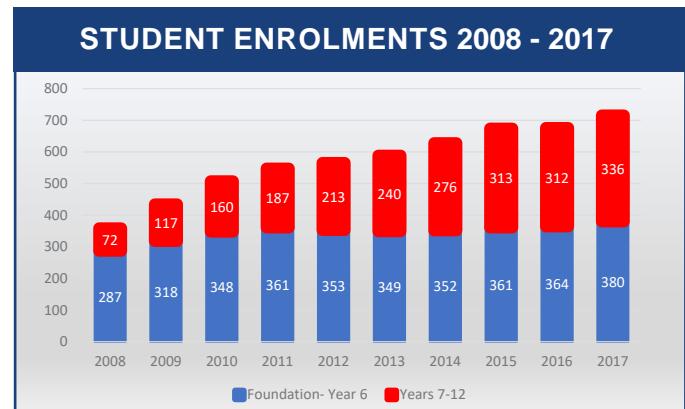




## Student Enrolments

The 2017 Census Enrolment Figure was 716 students, with 380 students in Foundation to Year 6 and 336 students in Year 7 to Year 12.

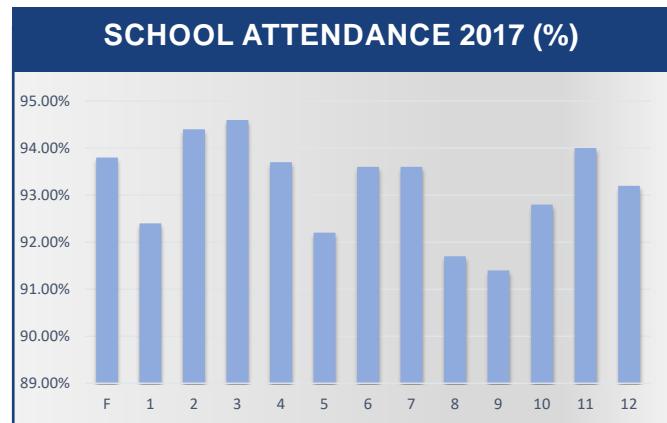
The graph opposite highlights the growth in student numbers over the last 10 years. The continued increase in enrolments is largely due to the introduction of a triple stream into the Middle Years in 2012. The growth of enrolments has steadied but continues to trend upwards.



## Student Attendance

The percentage figure for the average student attendance rate shows the proportion of days that each student attended school over the whole year. In 2017 the total student attendance rate was 93.2%, representing a 6.8% absentee rate for the whole 12 months. There was a total of 8,958 student absent days across the College, with an average of 12.5 days per student.

Absences from school include sickness, family holidays taken outside of school holiday periods, bereavements, professional appointments and unexplained absences. All absences from school are required to be explained in writing by a parent/guardian.





# Staff

## STAFF ATTENDANCE

The attendance rate for teaching staff in 2017 was 96.8%.

The above figure outlines the average attendance rate per teaching staff member and demonstrates a strong commitment of staff towards the profession and the College. The figure includes absences due to personal leave and leave without pay.

## STAFF RETENTION

The staff retention rate in 2017 was 98%. Of the 58 teachers employed at the College, 4 staff members departed and of the 32 non-teaching staff, 3 staff members departed at the end of 2017.

<b>Teaching Staff who resigned and/or moved to other employment</b>	1.7%
<b>Teaching Staff retired</b>	0.0%
<b>Non-Teaching staff who resigned and/or moved to other employment</b>	0.0%
<b>Non-Teaching staff retired</b>	3.1%

We wish all the staff who departed in 2017 God's richest blessings for the future and thank them for their service, time, effort and care during their time with us at Victory Lutheran College.

Staff who were on extended leave (e.g. long service leave, leave without pay or maternity leave) have not been included in the calculation.

As the College has grown, it has been wonderful to employ new staff. This has provided regeneration, new ideas and fresh opportunities for our students.

While there are many positions available on offer elsewhere in the community each year, it is heartening not only to have the stability in staff but also be in a position to attract highly capable staff in new positions.

## WORKFORCE COMPOSITION

Of the 58 teaching staff, 19 were male and 39 were female. There were no indigenous employees at the College in 2017.

## STAFF QUALIFICATIONS

As required by the Victorian State Government, all teaching staff have current registration with the Victorian Institute of Teaching and all non-teaching staff have current Working with Children Checks.

Teacher Qualifications of the Teaching Staff at Victory Lutheran College in 2017 are as follows:

<b>Degree - Masters</b>	7
<b>Post Graduate - Certificate</b>	6
<b>Degree - Bachelor</b>	57
<b>Diploma</b>	15
<b>Diploma - Post Graduate</b>	19
<b>Certificate II</b>	1
<b>Certificate III</b>	2
<b>Certificate IV</b>	6

Victory Lutheran College is committed to supporting and improving teacher standards and will continue to offer and promote opportunities for further formal, tertiary study.



## EXPENDITURE AND TEACHER PARTICIPATION IN PROFESSIONAL DEVELOPMENT

Professional Learning includes all formal and informal activities that have been undertaken internally at Victory Lutheran College and externally at various venues, sourced from various providers.

Review and development of the educational program at Victory Lutheran College is an ongoing process, ably led by the College's Director of Teaching and Learning, Mrs Kathryn McAuliffe.

Staff members continue to participate in a range of professional development activities that refine teaching practice, develop knowledge and skills, introduce new educational initiatives and equip staff to meet the learning needs of students.

All staff at Victory Lutheran College undergo scheduled professional development in Child Safe Standards Valuing Safe Communities training, First Aid, CPR, Asthma and Anaphylaxis Management, Mandatory Reporting and Occupational Health and Safety.

Overall spending on professional development in 2017 was \$130,369. This figure includes individual, whole school and role specific professional development activities, but does not include the cost of replacement teachers. This figure represents an average of \$2,247 expended on each teaching staff member for professional development over the last 12 months, up on the preceding 12 months due to the College's Visible Learning partnership with Corwin Australia.





# Student, Staff and Parent Satisfaction

At Victory Lutheran College, the level of satisfaction is reported and gained through the College newsletter, parent/teacher interviews, Parent Information Sessions, Parent Forums, the College magazine, assemblies, services, staff meetings, annual reviews and student leadership meetings.

In 2017, the College completed a survey from key stakeholders within our community including students, staff and parents/guardians. Results of the survey gave a five point scale from Strongly Disagree (0) to Strongly Agree (4). This identified areas of growth and successes which will assist us in constantly improving governance in line with our College's Vision: A Christian Community – Together in Excellence – Learning today – Leading tomorrow.

## OUR STUDENTS SAID:

- I feel safe at this school (3.1 out of 4)
- This school encourages me to be a good community member (3.1 out of 4)
- My teachers care about me (3.1 out of 4)
- My teachers tell us what we are learning and why (3.2 out of 4)
- This school celebrates student achievements (3.0 out of 4)
- I use computers and other technologies at this school for learning (3.4 out of 4)
- This is a good school. I would recommend it to others (3.3 out of 4).

*More than 65% of Years 4 to 12 students completed the 2017 'Survey my School' Survey.*





## OUR STAFF SAID:

- This school is a good place in which to work (3.2 out of 4)
- I get a lot of satisfaction from working in this school (3.2 out of 4)
- I believe my work at this school is important (3.4 out of 4)
- I believe my work makes a difference to our students (3.4 out of 4)
- I have the resources I need to do my job (3.2 out of 4)
- The school provides access to professional development which helps me to perform my role well (3.0 out of 4)
- I understand why we are taking the change initiatives in our school (2.7 out of 4)
- School leaders at this school know me as a person and care about my well-being (2.9 out of 4)

***More than 82% of our College Staff (teaching and non-teaching) completed the 2017 'Survey my School' Survey.***

## OUR PARENTS SAID:

- My child is happy going to this school (3.2 out of 4)
- The school is a safe place for my child (3.3 out of 4)
- My child's teacher is approachable (3.2 out of 4)
- This school takes a balanced approach in providing an all-round education (3.0 out of 4)
- The school's expectations of students are clear (3.0 out of 4)
- This school is well equipped (3.2 out of 4)
- I am happy with the school's facilities (3.3 out of 4)

***A total of 240 parents/guardians completed the 2017 'Survey my School' Survey.***

In 2017, staff again recognised an increase in the involvement of parents/guardians at information nights and parent/teacher interviews. This is indicative of the wonderful support that the parents/guardians provide to the College community and the important partnership that exists between home and school. This has been helped by the continuation of an online booking system for parent/teacher interviews, allowing parents/guardians to make choices about when they would like their interviews and with which staff members.

The College regularly reports on events, programs and activities that have a positive impact on the well-being of all members of our community. At all times, we endeavour to inform the community of events to build community spirit, recognise excellence and provide incentives for the future.

# Finance, Facilities and Resources

The Finance Committee of the College meets on a monthly basis and reports directly to the College Council. The members of the 2017 Finance Committee were:

- Mr Trevor Ierino, College Council Member and Finance Committee Chair
- Mr Merv Keller, College Council Member
- Mr Peter Lade, College Council Member
- Mr Adrian Gutsche, College Council Chair
- Mr John Thompson, Principal
- Mr Glenn Wright, Business Manager

A summary of the financial statements for 2017 follows. This summary provides a snapshot of the financial position of the College. The College remains in a viable position and is pleased to be able to offer ongoing, affordable Christian education to the local community throughout Wodonga and surrounding communities.

In 2017, the College undertook no major building projects but will commence a Year 5/6 Collaborative Learning Centre in 2018 for the start of 2019.

## VICTORY LUTHERAN COLLEGE SUMMARY FINANCIAL INFORMATION

### YEAR ENDED 31 DECEMBER 2017

INCOME	\$	%
Tuition Fees	2,927,619	27.1
Commonwealth Government Recurrent Grants	6,147,238	56.9
State Government Recurrent Grants	1,496,525	13.9
Other Income	228,451	2.1
<b>TOTAL RECURRENT INCOME</b>	<b>10,799,834</b>	<b>100</b>

### EXPENDITURE

Salaries & Related Expenses	7,691,715	73
Tuition Payments	630,886	6
Other Operating Expenses	1,127,468	11
Financing & Depreciation	1,041,012	10

**TOTAL RECURRENT EXPENDITURE 10,491,081 100**

### CAPITAL

Capital Income	10,140
Capital Expenditure	294,534
Loan Balance - Capital Purposes	5,885,542





# College Council 2017

## COUNCIL MEMBERS

<b>Chairperson</b>	Mr Adrian Gutsche
<b>Vice-Chairperson</b>	Mr Trevor Ierino
<b>Treasurer</b>	Mr Merv Keller
<b>Secretary</b>	Mrs Susan Jacob
<b>Principal</b>	Mr John Thompson
<b>Business Manager</b>	Mr Glenn Wright
<b>Parish Pastor</b>	Rev Jaswanth Kukatlapalli
<b>Parish Members</b>	Mrs Tammy Gutsche Mr Peter Lade Mrs Claire Roennfeldt Mrs Jenny Simboras
<b>Parent Members</b>	Mrs Jane Robb Mr Trevor Ierino

The College Council membership consists of volunteers from the Wodonga Lutheran Parish, parent body of Victory Lutheran College, College staff (Principal, and Business Manager - Ex Officio) and Parish Pastor (Ex Officio). The College Council met throughout the year with 10 meetings in 2017; as well as additional sub-committee meetings as required, which equates to a considerable commitment to the ongoing governance and sustainability of Victory Lutheran College.

The main focus for the College Council was the continued oversight of the governance of the College and the continued plans for developing the College into the future.

The planning of the College Council is fundamental to the vision and direction of the College for the future and the opportunity for all students as they explore their individual learning pathways. We thank the members of our College Council for their service, time, effort, direction and strategic thinking.



# Mission and Ministry

Central to the mission and ministry of the College is the teaching and learning of Christian Studies. In 2017, students from across the whole College have continued to bear witness to our faith through the weekly teaching of Christian Studies. This was supported by the Christian Studies Curriculum Framework and staff have continuously developed new and enlightening units to meet the outcomes of the curriculum framework.

Weekly worship continued to be a focal point for our students, staff, parents and wider community. Led by our local Pastors, staff and students, our worship services were a highlight which continued to allow each student to develop their faith journey. This was supported by staff devotions, morning devotions in classes, Care Groups, and opening and closing services during the year.

Staff continued to be enriched in their faith journey, including the ongoing support of the Equip program for Christian Studies teachers. 2017 saw the next

group of teachers graduate from this important program developed by Lutheran Education Australia in conjunction with the Church and schools.

Serving our community continued to be a focal point throughout the College with activities spread across the academic year. These included the Year 9 Service program, the support of Meals on Wheels in Wodonga, fundraising for local, national and international programs and support of families in need. A major focus for students was on raising funds and resources for local, national and international charities.

In 2017, we established a sister school partnership with a senior secondary school in Gunungsitoli on the island of Nias, Indonesia. We are looking forward to building upon this connection with exchanges between our two communities in 2018.

We extend our thanks to Pastor Jaswanth for his service to our Parish, and in particular, our College during 2017 while the College Pastor position was vacant.





# Conclusion

Life at Victory Lutheran College continues to be exciting and energising. Each day is filled with new and varied learning experiences. We are fortunate to be part of such a wonderful College community; enthusiastic students, committed staff members and supportive parents and guardians.

We achieve nothing without the grace and blessing of God. We thank Him for the privilege we have to serve together in this place. We thank Him for the opportunities we have each day to mission and minister to our community.

I thank all members of the Victory community for their support during this past year.





**VICTORY**  
Lutheran College  
FOUNDATION TO YEAR 12

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