## HOLY TRINITY LUTHERAN SCHOOL
### ANNUAL REPORT
#### 2013

<table>
<thead>
<tr>
<th>School sector:</th>
<th>Independent</th>
</tr>
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<tbody>
<tr>
<td>School address:</td>
<td>Trinity Drive Horsham, Victoria</td>
</tr>
<tr>
<td>Total enrolments:</td>
<td>274</td>
</tr>
<tr>
<td>Year levels offered:</td>
<td>Prep to Year 6</td>
</tr>
<tr>
<td>Co-educational or single sex:</td>
<td>Co-educational</td>
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## INTRODUCTION

A desire for a more effective Christian education for children of the Horsham Lutheran Parish saw the establishment in 1976 of a Lutheran Primary School Investigating Committee. The recommendation of this Committee in 1977 to commence a school in the Church Sunday School Hall for the school year of 1978 was unanimously passed.

Horsham Lutheran Primary School was officially dedicated on Sunday 5th February, 1978 and 3 staff and 58 students commenced on 6th February, 1978. Construction on the Trinity Drive site commenced on 25th October, 1978 and was completed on 8th June, 1979.

The school has undergone a number of building programmes since the school first opened with the most recent one being completed in 2012 as part of the Commonwealth Government’s Building the Education Revolution. The building consists of a large multi-purpose hall, kitchen, amenities and library. The cost of the project was approximately $2.5 million.

In 2008, which was the 30th anniversary of the school, the School Council recommended to the Church Council that the school name be changed to Holy Trinity Lutheran School, Horsham. It was considered that this name better reflects the association, relationship and links with the congregation of Holy Trinity Lutheran Church. This recommendation was duly adopted at the annual meeting of the congregation.

The essence of schooling goes beyond buildings and at Holy Trinity Lutheran School we value each child as a unique gift of God with their own strengths and weaknesses. We offer a quality Christian education within a caring and nurturing environment which provides opportunities for children to develop appropriate values and their own sense of identity.

## CURRICULUM

Holy Trinity Lutheran School offers a broad and comprehensive curriculum with particular emphasis on Maths and English. In addition to this focus on the “basics”, stimulating developmental programmes in Sport / PE, Music, Drama and Computers are provided for children in all year levels on a weekly basis. We are a school of the Lutheran Church of Australia and as such encourage and support our students to develop a relationship with God. The Christian Studies programme is a major component of our curriculum and leads our students on their journey of faith.
Academic Results
The National Assessment Programme – Literacy And Numeracy (NAPLAN) and national minimum standards for literacy and numeracy assesses student achievement in reading, writing, spelling, grammar and punctuation, and numeracy. NAPLAN reports show the result of each child’s performance compared to other Australian students in their year level and the average score on the NAPLAN tests.

Results for 2013
School Summary Report
National Assessment Programme - Literacy and Numeracy Tests 2013
Year 5 - Gender: All, LBOTE: All, ATSI: All

Graphics in red are the results of the students from Holy Trinity Lutheran School. The other graphics represent the national achievements.

School Summary Report
National Assessment Programme - Literacy and Numeracy Tests 2013
Year 3 - Gender: All, LBOTE: All, ATSI: All

Graphics in red are the results of the students from Holy Trinity Lutheran School. The other graphics represent the national achievements.
National Standards Data - % of students at or exceeding minimum National Standards

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<tbody>
<tr>
<td>Year 3</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
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<tr>
<td>Year 5</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
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All students in Years 3 to 6 participate in the English, Maths and Science International Competitions and Assessments for Schools (ICAS) programme conducted by the University of New South Wales. Our results are listed below:

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<th></th>
<th>English</th>
<th>Maths</th>
<th>Science</th>
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<tbody>
<tr>
<td>High Distinction</td>
<td>2</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Distinction</td>
<td>4</td>
<td>5</td>
<td>7</td>
</tr>
<tr>
<td>Credit</td>
<td>16</td>
<td>17</td>
<td>35</td>
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Student attendance: of a possible 191 student days, the average student attendance rate was 97.98%

All non-attendance must be explained by parents. If parents have not contacted the school in person, by phone or note, the Principal or his delegate contact the parents to investigate any unexplained absences.

Extra-curricula Activities
These activities provide important opportunities for our students to extend their learning and improve their development in key areas. During this year our Year 4 choir practised on a weekly basis and performed admirably at many local community events.

In 2013, for the fifth time, our school participated in the RACV Energy Breakthrough Challenge which is held in Maryborough during November. Both of our teams, the Horsham Hurricane and Holy Trinity Thunder, were entered into the Human Powered Vehicle section of the competition. Our student team, plus a support group of parents and staff, spent many hours training and modifying our vehicles in readiness for lap after lap of intense competition.

Our athletics squad performed strongly with a number of students progressing from inter-house and interschool to district, State and National competition. Interschool sport is keenly contested by our students and they thoroughly enjoyed competition in football, soccer, netball, T-ball and volleyball.

Students from Years 2 to 6 participated in our outdoor education programme which ranges from an overnight stay at school, organized camps within the Grampians region, and a four day camp in Melbourne. These camps are directly linked to areas of the curriculum and provide wonderful opportunities for the students to learn and grow.

Students continue to participate in and enjoy the Active Afterschool Hours Care programme. Some of the activities this year included basketball, aerobics, cycling, dance, cricket and hockey skills.
We are extremely proud of our school aerobics teams and under the watchful eye of coach Amanda and teacher Miss Harvey, they have continued to train and compete successfully at a State level.

Our students also have the opportunity to participate in lunchtime activities such as Junior Red Cross, Chess Club and Camera Club.

In 2013 we performed our very first school musical, Alice in Wonderland, which proved to be a huge success. With over 45 students in the cast and backstage, backed up by 5 hard working staff and a number of parents, the show was a vibrant celebration of singing, dancing and acting.

Students in Years 3 to 6 can be elected by their peers to be members of the Student Representative Council. The SRC organizes many of the school fundraising activities such as Crazy Hair Day, Movie Afternoons, our School Disco and HTLS Got Talent, with the proceeds used to help others in our local and international community. The SRC continued the support of a child sponsored through World Vision, the Cancer Council, the local Christian Emergency Food Centre and the local Christmas Giving Tree.

Our focus on international service has expanded and developed to become a highlight on the school’s calendar. Following our fourth Year 6 Hong Kong tour and our visit to Tsang Shing Siu Leun School and LCK School, we were able to play host to a group of students, staff and parents from these two Lutheran schools. The visit to Horsham by our friends from Hong Kong was a real eye opener as they experienced many aspects of Australian life including visits to a local dairy farm and the Grampians zoo. They also went surfing in Warrnambool and horse riding at Daylesford. They concluded their tour with a final dinner at a local Horsham restaurant and a tour of many of the features of Melbourne. The time they spent in classrooms and in being involved in everyday school life was an excellent time of fun, fellowship and cultural exchange.

Following on from our 2012 visit to San Agustin Elementary School and Pampanga Agricultural College (PAC) in the Philippines by four HTLS staff members, a group of 5 staff and 8 parents were involved in our first community service tour in September of 2013. The staff members were involved in conducting professional development sessions relating to Literacy as well as conducting model teaching lessons and providing feedback to our Filipino colleagues. The parents were kept busy with painting, repairing and general maintenance tasks around the school. Surpassing everything else we achieved on a professional or maintenance level, were the relationships and friendships that will encourage us to return for a number of years.

PARENTAL, TEACHER AND STUDENT SATISFACTION

Parent satisfaction with the school continues to be very high. Our parents were involved, along with teachers and students, in the 2013 Better Schools Survey conducted by Insight SRC on behalf of Lutheran Education Australia. Parents rated the school in the categories of Community Engagement, Learning Opportunity, Staff Engagement, Student Engagement, Peer Relations and Student Behaviour. The results of the survey built on our strong results in 2011 and places us in the top 25% of Australian schools.

Through the survey, parents were extremely happy with school improvement, our range of extracurricular activities, students’ behavior and its management, teacher morale, the stimulating working environment and engagement of their students, social skill and the safe and caring environment the school provides.
The 2013 Aggregate indicator scores for Staff Climate, Teacher Climate, Student Engagement and Community Engagement appears as Appendix 1.

PASTORAL CARE
The central aspect of our school programme continued to be our worship through weekly chapel times on Fridays, and through our daily class devotions. Weekly Chapel services are organized by classes with either the school Pastor or a staff member leading worship.

The values for Australian schooling and those identified by Lutheran Education Australia are at the core of pastoral care in our school. Our class teachers and other staff members continue to be the main pastoral carers for each student. Our Buddy system and Share Care programme offer support and foster a sense of belonging within our school community. This year we welcomed Pastor Jonathan, who along with Pastor Gus, makes themselves available to staff, students and parents for counselling and conducts staff study on alternate Tuesday afternoons.

SCHOOL COUNCIL
The school has been extremely fortunate to have had a very committed and stable School Council that, under the chairmanship of Mr Richard Nagorcka, has continued to give sound leadership and financial and strategic direction to our school. I would like to thank the members of the Council for giving of their time and for a job well done.

After much planning and hard work, it is pleasing to report that our plan to implement a Middle School (Year 7, 8 & 9) will proceed and commence with a single Year 7 in 2014. All planning requirements have been approved and the necessary registration gained from the VRQA. The building contract was awarded to Plazzer Brothers and everything was completed on time for a successful commencement in 2014.

The School Council continues to see the wide skillset of members and the long term stability of Council numbers as extremely important to the success of the Council. Governance training is ongoing and a workshop / training session delivered by LESER is planned for 2014.

STAFF
The positive and friendly atmosphere around school continues as members of staff commit themselves to working in teams to provide the very best educational opportunities for the students. Many of the programmes already mentioned could not have been instigated or run if not for the dedicated and committed staff here at Holy Trinity Lutheran School.

In 2013 the following staff were employed:

- Full time teachers: 12
- Part time teachers: 6
- Non-teaching staff (full time): 2
- Non-teaching staff (part time): 7

It is very pleasing to note that we will retain all of our current staff for the 2014 school year and welcome Miss Jennifer Klinge to Year 4, Miss Anna Habel as the teacher of Chinese and Art, and Mrs Gen Kreymborg as our Learning Support teacher.

Out of 193 School Days in 2013, the average staff attendance rate was 98.39%.
All staff at Holy Trinity Lutheran School are encouraged to access in-service and other professional learning activities each year. Our school is committed to developing its staff to meet the demands of our profession.

All staff were trained in LEA’s Valuing Safe Communities at the beginning of 2013 to ensure compliance with the Lutheran Church of Australia (LCA) requirements for workers within the Church. The staff has also been trained in Anaphylaxis and Asthma management, Education for those with Autism and Evacuation & Emergency Procedures through EMQ. During the initial staff meeting at the beginning of the year, staff is briefed on OH&S requirements and this is revisited regularly throughout the year during staff meetings as a standing item on the agenda. During 2013 Professional Development focussed on the introduction of iPads for teachers and students, the introduction of a new student reporting system (Accelerus), Student Welfare, Teaching and Learning for the Middle School, Numeracy in the junior primary classes and Special Needs.

The total amount spent on Professional Development was $22,991 with the average expenditure per teacher in 2013 being $1,277.

All teachers currently have full registration with the Victorian Institute of Teaching and all have been awarded their Bachelor of Education. Two teachers are currently studying for their Masters of Education. Five of our teachers are involved in further study in Christian Studies through the EQUIP programme as an ongoing commitment of all staff to continue to learn and grow their knowledge and understanding of Christian Studies.

No indigenous staff members are employed at the school.

**PTFA**

The PTFA has had another busy year and a significant amount of money has been raised to spend on resources for the students. These resources included a class set of iPads and recharging trolley, more books for our junior primary reading programme, hands on maths equipment, sporting goods and a commitment to build a gazebo and update our gardens.

A major fundraiser this year was our second annual Trivia Night and a special thank you goes to those who took on the responsibility for organizing this mighty effort. Other fundraisers have included our participation at the Garden Festival, a delicious pie drive, Book Fair, Christmas Tree Festival and working at the Wimmera Field Days. Not only are these wonderful fundraisers, but they showcase the camaraderie and sense of community that is Holy Trinity.

May God continue to bless those parents who work tirelessly for the students and for this school. Whether you help out in the classrooms, on committees, on camps and excursions, in the canteen, uniform shop, or in any other way, you have helped to develop the foundations of the school and you are truly wonderful role models for our students.
FINANCIAL PERFORMANCE
Income sources – 2013

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
<th>%</th>
</tr>
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<tbody>
<tr>
<td>Net Tuition Fees</td>
<td>$ 541,085</td>
<td>18.52%</td>
</tr>
<tr>
<td>Operating Grants</td>
<td>$2,272,633</td>
<td>77.81%</td>
</tr>
<tr>
<td>Capital Grants</td>
<td>$ 0</td>
<td>0%</td>
</tr>
<tr>
<td>Donations – Capital &amp; Other</td>
<td>$ 62</td>
<td>0.01%</td>
</tr>
<tr>
<td>Interest &amp; other Income</td>
<td>$ 107,113</td>
<td>3.66%</td>
</tr>
<tr>
<td>Interest from Related Entities</td>
<td>nil</td>
<td>0%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$2,920,893</strong></td>
<td><strong>100%</strong></td>
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Holy Trinity continues to grow and develop and enrolments next year will be close to 325 and as we come to the end of this year we can continue to have faith in the long term success of Holy Trinity Lutheran School. There is a strong commitment by all involved in this school to keep the focus firmly on the children. As we look towards next year, we are committed to building on our strong foundations to become an even better school providing the highest quality of academic, co-curricular and service learning opportunities for our students.

What is done in this school is done for the children and dedicated to the glory of God. May God continue to bless our school.

Mr Jeff Gork
Principal
2013