HOLY TRINITY LUTHERAN SCHOOL
ANNUAL REPORT
2015

School sector: Independent
School address: Trinity Drive Horsham, Victoria
Total enrolments: 370
Year levels offered: Prep to Year 8
Co-educational or single sex: Co-educational

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 2014. This was Stage 1B of the Middle School precinct and consists of 3 GLAs, a seminar room, a large collaborative learning area, student amenities, outdoor learning area, hard-court basketball and netball courts and landscaping. The cost of the project was approximately $2.2 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.

In the history of Holy Trinity Lutheran School, 2014 will go down as being a very special year. After years of planning, rigorous analysis and hard work, the introduction of a Middle School finally commenced. Our Middle School consists of Years 7,8 and 9 and will be added concurrently until all year levels are operational in 2016. Our foundation Year 7 class consisted of 22 students and our two foundation staff members were Mr Jason Przibilla, Head of Middle School, and Mrs Sally Kuchel.

Equally important, this year the School Council resolved to commence the process of planning and making application for the introduction of the Senior Years of education; Years 10, 11 and 12. The projected timeline is to commence with Year 10 in 2017. At the time of writing this report, we are preparing to make a major submission to the Lutheran Education Victoria, New south Wales and Tasmania (LEVNT), its Business Committee and finally, the Council of Lutheran Education Victorian District. It is anticipated that a final decision will be made by the...
The essence of schooling goes beyond buildings and at Holy Trinity Lutheran School and 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.

**STUDENT ENROLMENTS**
With the introduction of Year 8, the continuation of a strong Prep intake of 48 students and strong growth in other year levels, our student enrolment as at the Commonwealth census date was 370. Our school is double streamed except for one Year 6 class and our single Year 8 class.

At this point in time we have no indigenous students and two (2) students in receipt of Commonwealth Special Needs funding.

**Student attendance: of a possible 194 student days, the average student attendance rate was 94.5%**

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

**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 ICT are provided for children on a weekly basis in all year levels. We have also introduced Mandarin as our second language with students in Years 4, 5, 6, 7 & 8 receiving weekly lessons from our LOTE teacher, Miss Anna Habel.

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 Program – 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. These tests form just a part of a range of assessment tools and competitions that, when combined with teacher observations, help inform us of each child’s performance and achievement. The NAPLAN results also provide us with important trend data that assists us in the review and planning of our teaching and learning strategies.
Results for 2015
Graphics in red are the results of the students from Holy Trinity Lutheran School. The other graphics represent state and national achievements.

School Summary Report

HOLY TRINITY LUTHERAN SCHOOL
National Assessment Program - Literacy and Numeracy Tests 2015
Year 3 - Gender: All, LBOTE: All, ATSI: All

![Box plot for Year 3](image)

School Summary Report

HOLY TRINITY LUTHERAN SCHOOL
National Assessment Program - Literacy and Numeracy Tests 2015
Year 5 - Gender: All, LBOTE: All, ATSI: All

![Box plot for Year 5](image)
School Summary Report

HOLY TRINITY LUTHERAN SCHOOL
National Assessment Program - Literacy and Numeracy Tests 2015
Year 7 - Gender: All, LBOTE: All, ATSI: All

National Standards Data - % of students at or exceeding minimum National Standards

<table>
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<tr>
<th></th>
<th>Reading</th>
<th>Writing</th>
<th>Spelling</th>
<th>Grammar</th>
<th>Numeracy</th>
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<td>2014</td>
<td>2015</td>
<td>2013</td>
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</tr>
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<td>100</td>
<td>100</td>
<td>98</td>
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</tbody>
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All students in Years 3 to 8 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 for 2015 are listed below:

Primary School – (Yrs 3-6)

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<tr>
<th></th>
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<th>Maths</th>
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<td>1</td>
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<td>8</td>
<td>5</td>
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<td>Credit</td>
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<td>20</td>
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<tr>
<td>Merit</td>
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Middle School – (Yrs 7 & 8)

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<th>English</th>
<th>Maths</th>
<th>Science</th>
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</thead>
<tbody>
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</tr>
<tr>
<td>Credit</td>
<td>3</td>
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</tr>
<tr>
<td>Merit</td>
<td>4</td>
<td>8</td>
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Learning Support Programme
Our Learning Support Programme has continued to support over 50 students through modified literacy and numeracy programmes delivered on a one-to-one basis, small group or within their classroom setting. Students are identified as requiring assistance through our comprehensive diagnostic assessment programme or via teacher referral. Literacy support in phonics and reading is closely aligned to our whole school approach of using THRASS and Sound Waves.

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. We have also introduced a Year 1 & 2 choir for those young students who love to sing and perform. This choir meets during lunchtime.

Our school continued to participate in the RACV Energy Breakthrough Challenge which is held in Maryborough during November. This year we entered the HPV section with our Year 5 & 6 students preparing and driving the Horsham Hurricane and Holy Trinity Thunder. Our Year 7 & 8 students participated in the EEV (Energy Efficient Vehicles) section which is a 24 hour event. To our students credit they performed wonderfully well and came first and third in their section.

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

Our Middle School students continued to perform extremely well and represented the school at a State level in Volleyball and Badminton. They also performed strongly at a regional level in soccer and basketball.

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.

We are extremely proud of our school aerobics teams, Energetix and Littlegetix, and under the watchful eye of coach Amanda Wik and teacher Mrs Harvey, they have continued to train and compete successfully at a State level.

Other opportunities where our students can become involved include:
- Chess Club
- Vegetable Garden Club
- School concert
- Chapel / worship services
- Student Representative Council
- Visits to Sunnyside Retirement Village
- Junior Red Cross
- Choirs
- Arts week
- ALWS Awareness day
- Buddy programme

In 2015 we performed our annual school musical, this year called ABBA-solutely Snow White, which proved to be a huge success. With over 40 students in the cast and backstage, backed up by a number of hard working staff and a number of parents, the show was a vibrant celebration of singing, dancing and acting to the music of ABBA.
Students in Years 3 to 6 can be elected by their peers to be members of the Student Representative Council. The SRC organized 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, national 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.

The Middle School provides its students with leadership opportunities as Ambassadors or as members of its SRC. This year they have been extremely proactive and busy in raising money for local and national charities, promoting the notion of service through class activities and representing the school in outside events.

Global Citizenship
Our focus on international service is a highlight on the school’s calendar. Following our seventh 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.

Our 11 day tour of Hong Kong included visits to museums, Disneyland, night markets, Tai O fishing village, the Giant Buddha, Ocean Park, an International Show Jumping event, shops and many more places of interest. This year we spent one night on camp with students from LSL and LCK and this was a wonderful time of fun and fellowship. We also had the opportunity to sample many of the culinary delights and some brave students ate fish eyes, duck heads, chicken feet and other strange delicacies.

The visit to Horsham by our friends from Hong Kong was a wonderful highlight for them as they experienced many aspects of Australian life including: surfing, golf, visit to the Grampian Zoo and fishing. The time they spent in classrooms and in being involved in everyday school life was an excellent time of fun, fellowship and cultural exchange. Our families who played host to the students and staff left a lasting impression of generosity, love and care that resulted in many tears as our visitors said goodbye.

Following on from our 2014 visit to San Agustin Elementary School and Pampanga Agricultural College (PAC) in the Philippines, we conducted our third School Community Service trip during the September holidays. This tour consisted of a group of 6 staff and 8 parents. 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, general maintenance tasks around the school and cooking up a storm for the students and local parents. 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 participated in a number of educational forums, both formal and informal, as we looked to review our current policies, programmes and procedures, and plans for the future. This year in particular, we were led by a visiting educational consultant who directed our thoughts towards what the future of schooling will look like in the next five years and beyond as we consider the notion of extending into Years 10, 11 and 12.
The parents were extremely positive about the staff and their commitment to the school and students’ learning, the learning programmes, the choice and diversity of extra-curricula activities, the discipline, the level of communication and the reporting of student outcomes.

Areas of concern or attention included the provision of counseling or the services of a psychologist, car parking and traffic around the school, development of our school grounds – especially playground equipment and playing fields for the Middle School, further use and the provision of ICT throughout the school, and more consistent feedback at a classroom level on the progress of their child.

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. Pastor Jonathan continued to work in the school, and along with Pastor Gus, made himself available to staff, students and parents for counselling and conducted staff studies on alternate Tuesday afternoons. Sadly, Pastor Jonathan and his family returned to the USA at the end of term 3 and our best wishes and prayers go with him.

A school counsellor, Mrs Anne Penny, was employed in term 4 as she forms a vital part of the Pastoral Care team.

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 plans are well underway to make application to the appropriate church and educational bodies for the implementation of the senior years of secondary education here at Holy Trinity. At this point, we are hoping that a decision will be made early next year.

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 has continued through the services provided by LEVNT. This gives tremendous insight into the expectations of Council members and the Council as a whole.

STAFF

The positive, professional 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 2015 the following staff were employed:

- Full time teachers: 18
- Part time teachers: 7
- Non-teaching staff (full time): 1
- Non-teaching staff (part time): 10

It is very pleasing to note that we will retain all of our current staff for the 2016 school year, although Mrs Engert will be on Maternity Leave, and we welcome Ms Natalie Lienert, Ms Meagan Silvers and Ms Chloe Davis to the Primary school teaching staff.

The Middle School welcomes Ms Alicia Schneider, Ms Liz Doyle, Ms Tanya Mock, Mrs Amanda Przibilla and Mr Matthew McLoughlin.

This year we also welcomed Mrs Anne Penny as our School Counsellor and in the short time she has been with us, she has impressed us with her compassion, empathy and professionalism. Other welcome additions to our staff next year will be two extra teacher aides for our Prep classes.

**Out of 197 School Days in 2015, the average staff attendance rate was 98.3%.**

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 the year 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 Workplace, Health and Safety requirements and this is revisited regularly throughout the year during staff meetings as a standing item on the agenda.

During 2015, Professional Development focused on the introduction and consolidation of Middle School programmes, the continued development of Accerlus as our student reporting format, Student Welfare, Special Needs, the use of iPads and other devices within the school, System Administration training, compliance, other subject area conferences and workshops, and our regional Lutheran teachers’ conference in Tarrington.

The total amount spent on Professional Development was $25,981 with the average expenditure per staff member in 2015 being $812.

All teachers currently have full registration with the Victorian Institute of Teaching and all have been awarded their Bachelor of Education. Two teachers have now attained their Masters of Education. Four 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
Under the leadership of Marnie Milbourne, the PTFA has had another busy year. They have raised a significant amount of money that has been spent on resources for the classrooms and in the school grounds. These have included more iPads, sporting uniforms, assistance with HPV and EEV equipment, hands on maths equipment and sporting equipment.

Our major fundraisers this year included a return to catering for the Wimmera Field Days and catering for major events in our school hall. Minor fundraisers included a Come and Try night for local traders and Pie Drive. Money has also been raised through the catering arm of the PTFA as they have provided a range of delicious dishes for a range of school and community events. 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 – 2015

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<th>Description</th>
<th>Amount</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Net Tuition Fees</td>
<td>$861,470</td>
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<tr>
<td>Operating Grants</td>
<td>$3,568,806</td>
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<tr>
<td>Capital Grants</td>
<td>$720,000</td>
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<tr>
<td>Donations – Capital &amp; Other</td>
<td>$9,184</td>
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</tr>
<tr>
<td>Interest &amp; other Income</td>
<td>$225,533</td>
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<tr>
<td>Interest from Related Entities</td>
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<tr>
<td>Total</td>
<td>$5,384,993</td>
<td>100%</td>
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Holy Trinity continues to grow and develop as a major educational provider in the Wimmera Region. Our enrolments next year will be close to 423 and as we come to the end of this year we can continue to have faith in the long term success and viability 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