



ANNUAL REPORT 2013

BRIGHTWATERS

Christian College

INTRODUCTION

Brightwaters Christian College was established by Belmont Christian College for the commencement of the 2004 school year. The College was set up as a legally independent entity and became independent from Belmont Christian College in 2010. The College exists to provide a Christian education option for families from the southern end of Lake Macquarie. It has a dual focus - to support Christian parents in the education of their children and to outreach to non-Christian families with the message of Jesus Christ.

OUR SCHOOL

The school occupies the site of the former Brightwaters Christian Camp, a ministry of the Hunter District Baptist Association. Situated on about 3 acres of picturesque waterfront land, several substantial buildings and a playing field already exist on the site. Brightwaters has two substantial classrooms, each of which overlook the lake. The large Primary classroom is in the refurbished dormitory while the Infants classroom, housing the K-2 class, also has a research area and computer lab. Brightwaters also enjoys a hall/recreation room, which provides a multipurpose classroom and hall space. The COLA allows us to have all-weather, under-cover eating and playing area. Our library is fully functioning and a great asset in our school. .

Parents who wish their children to continue in Christian schooling beyond Grade 6 have the option of sending them on to the Middle Schools of either Belmont (church attending families only) or Charlton Christian College. Both colleges have an interview and conditions which are part of the enrolment process.

In mid 2006, the process of passing the governance and spiritual oversight of the school from Belmont Baptist to Morisset Baptist church was completed. The Board now comprises church members from Morisset and several seconded members from Belmont who provide continuity and experience.

OUR COMMUNITY

From mid 2006, the parent body also commenced a School Support Group. The group has grown into an enthusiastic and hard-working body of parents who have done some excellent fund-raising for the school.

We gradually introduce children to “big” school in our School Readiness Program during terms 3 and 4 of the year prior to starting school. This gives families time to interact with current families; allows the child time to adapt to the idea of entering and departing from the school with great memories; and time to gain confidence that “big” school is an exciting place to be where learning happens in a dynamic and fun way. This program has shown ongoing benefits which were again evidenced this year in confident and well prepared children who waved farewell to their families and entered class with no tears!

The children enter our school community in Kindergarten and depart in Year 6. We have an equal number of boys and girls, close to even grouping of infants and primary children. The children are representative of twenty four families who travel from as far as Awaba, Bolton Point, Cooranbong, Dora Creek, Mannering Park and Wangi Wangi to be part of our school. The school has a wonderful caring ethos where the younger children have attention paid to them by the older children, while the older children, in return receive acceptance and admiration for their kind and gentle ways.

Children who begin school in years 1-6 are paired with "buddies" who take time to introduce them to life at Brightwaters Christian College. This position of "buddy" is keenly sought after by the current students who are keen to make their new friends feel at ease and very welcome.

The school premises have been available to be used by community groups such as Morisset Girls' Brigade and the Seniors Group from the Morisset Baptist Church. The children are wonderful ambassadors when different groups come during the year. They are articulate and considerate in providing direction and assistance. This has been commented on by many of the visitors who look forward to visiting each year.

OUR STAFF

Mrs Tania Anway teaches English, Maths, HSIE and Science and Technology for Early Stage 1 and Stage 1; the whole school is joined together under her teaching for PDHPE and Creative Arts. Mrs Anway has a Diploma of Teaching and a Graduate Diploma of Christian Studies and a Graduate Diploma of Educational Studies. She had previously taught in the parent school, Belmont Christian College for ten years before taking time off from teaching to begin and raise her own family.

Miss Catherine Miller (who married and become Mrs Smith this year) teaches in a part time capacity and is responsible for Stages 2 and 3 for English, Maths, HSIE and Science and Technology. She also teaches Creative Arts (music) to the whole school. Mrs Smith completed her Bachelor of Art /Bachelor of Teaching Degree at University of Newcastle. Mrs Smith was a student at Belmont Christian College from 1989 till she finished Year 12 in 2001. She has previously worked in several casual positions in range of Public, Private and Independent schools.

Both Mrs Smith and Mrs Anway are registered with the NSW Institute of Teachers and are now working through the Maintenance phase of Professional Competence.

Mrs Cynthia Gilbert is our Teacher's Aide as well as being our casual teacher. Mrs Gilbert completed her Bachelor of Education (Primary) at Avondale College in 1996.

We have the following numbers of teachers in the following categories who are responsible for delivering the curriculum

- (i) Two have teaching qualifications from a higher education institution within Australia or as recognised within the National Office of Overseas Skills Recognition (AEI-NOOSR) guidelines
- (ii) None have qualifications as a graduate from a higher education institution within Australia or one recognised within AEI-NOOSR guidelines but lack formal teacher qualifications,
- (iii) None have qualifications as described in (i) or (ii) but have relevant successful teaching experience or appropriate knowledge relevant to the teaching context.

Such teachers must have been employed to "teach" in NSW before 1 October, 2004 (either on a permanent, casual or temporary basis), and as a "teacher" during the last five years in a permanent, casual or temporary capacity.

We employ an administration assistant, Miss Tracey Farleigh. Mrs Lynette Elston is our Business Manager. Both these ladies are part time and are dedicated to helping families feel part of the school, solve day to day issues that arise and manage all that is behind the scenes to help run our school successfully.

Mr Michael Anway is employed in two roles. His first role is as School Chaplain, funded through the National School Chaplaincy and Student Welfare Program. He is also our school cleaner and maintenance man.

All staff at Brightwaters Christian College are committed Christians of evangelical Protestant persuasion who subscribe to the College's Statement of Faith. They are committed to teaching and serving from a Christian worldview perspective.

OUR PROFESSIONAL DEVELOPMENT and LEARNING

Reverend Anway, Mrs Anway and Mrs Smith along with Mrs Elston and Miss Farleigh attended the midyear State conference which was held at The Civic Theatre. The keynote speaker, Dr Rod Wilson, from Regents College gave several keynote addresses which led to much discussion as to how we present God to our students and families. We can be “like God with skin on”. We were also given a very personal testimony from Dr Wilson about his family and their educational experiences having a child with her own challenges. These addresses have been pivotal in helping us assess how we treat our precious children who are part of our school who may have challenges of their own. Our school, under God’s divine leading, has an immense heart for all children, and the challenges that children face is done with grace, and we are confident that we walk closely with God in helping our most vulnerable find their value as God’s child.

The staff were the given the opportunity to attend various workshops which were targeted at each staffing area of interest. Mrs Anway was able to meet with Dr Wilson and other Principals in an informal time of reflection and thinking stemming from his keynote addresses. Mrs Smith attended a workshop conducted by Aimee Bloom and another addressing Multi-age/stage classrooms, behaviour management in the classroom as well as the vocal workshop led by “Idea of North”. Mrs Smith then returned to her class and our school full of many ideas from each of these valuable sessions.

Mrs Smith and Mrs Anway spent many hours in 2013 examining and considering how to best implement the new English syllabus. They received an AGQTP grant which enabled them to dedicate extra time toward this project, create resources which allowed our school to be well positioned as 2014 approached. The resources have been accessed by other schools as part of the AIS, and have also assisted colleagues who work in Department of Education schools.

Mrs Anway took the opportunity to attend a two day workshop with Live Life Well @ School, funded by the Hunter New England Health Service. This resulted in a \$2000 grant being received to target healthier lifestyles within the teaching and learning program, the school policy domain as well as involving the families within the school. 2014 will be the year when initiatives can be put into place and the grant expended.

Reverend Anway has been given time away from his chaplaincy role to attend his annual Pastoral Renewal Retreat which allows him a chance to reflect and consider how he fulfils his role as Chaplain for the College. This also acts as part of his ongoing accreditation for ministry within the Baptist denomination.

The attendance rate for all staff was 97%.

A MESSAGE FROM OUR PRINCIPAL

As a teaching Principal, it has been a privilege to be part of a College that values Bible centred learning, learning that challenges the mind, body and heart and values the importance of community. Overall Brightwaters Christian College had an incredibly successful year with the largest number of students in its nine year history.

This year we continued to grow numerically but more importantly, we grew as a cohesive group of people who continues to want the best for each other. We started the year with 37 children, had some children come while others left, but we finished the year with a group of 38. We had children join us from Preschool, home-schooling backgrounds as well as from interstate. Many of these families have joined our school based on positive feedback from other families. This is always very encouraging for the staff as they realise that they are making a difference for each child, whether it be academically, physically, emotionally or spiritually. It was exciting to hear that our families value the care and effort that is made by all the staff on their children's behalf.

Our families continued to be supportive in a wide range of areas. We have new and old families who have taken up the offer of being part of classroom activities in reading, sport, library and general assistance when there is a need. There are many families who are represented on a weekly basis in one capacity or another. There have been many instances where families have seen needs that other families have, and in practical ways, step in and offer assistance and support. This community provides a dynamic role model for the children to emulate. By being involved with others, at school, in social gatherings, of different generations, provides a strong foundation of genuine concern for others that bullying is practically non-existent. The rare instance when it appears is often a case of not understanding the needs of another child and is addressed promptly through our Peacemaker process. Some children who come to Brightwaters, in the later years of schooling, have needed help in overcoming the trauma of bullying and families have remarked on the change in their child when they feel safe.

Our families, children and staff are supported by a team of volunteers from the Morisset Baptist Church. Some are available weekly while others join us for working bees, and one off events. They assist with behind the scenes tasks, such as updating our website and keeping our local church community involved and aware of all that we do. There is a small but committed group of volunteers who drive our school bus and our children love every chance they have to have a turn riding in her. As part of our service to others, we take part in our annual May Mission Month fundraiser that is driven and promoted by a fantastic team of dedicated advocates for those who need help in countries such as Malawi and Mozambique.

This year the teachers spent time looking at the new syllabi that are being rolled out in 2014. They spent many hours considering the changes that are to take place and how best to implement these in a seamless transition between the old and new. As part of this process, they redesigned the report cards and rewrote the English syllabus policy while the Maths syllabus is in its final stage of editing. As the children saw the teachers as learners, they too, could see that effort is rewarded. The children often asked how our learning was going and it was wonderful to report then of success and struggle but demonstrate the attitude of aiming for the highest standard possible. The parents were involved during a briefing session that was part of the implementation process and many parents commented on how beneficial it was to be part of the process! The teaching staff spend many hours looking at how best to meet the needs of each child and prepare resources that often benefit an individual. Taking the whole school staff to State Mid-year conference and then spending time together allowed the staff as a whole to join

together, with their families, for a time of relaxation and reflection on how we operate as a school. This benefitted the whole school as they saw each staff member caring and valuing each other.

Our school Board has again been a cohesive and supportive group of dedicated volunteers who seek to build the College into a place where plans are considered and God's direction and leading are paramount in every decision. It has been a blessing to be part of a group of men and women who spend time going back to the foundation of why we exist and what our core purpose is so that we strive forward with determination and direction. This year we built upon what had started in 2012 and made plans for future growth with trigger points being identified as student numbers rise. The Board are always aware that while they make plans, it is God who wills and acts according to His good, pleasing and perfect will, and they rely upon Him.

It has been an incredible and busy year with our student population increasing and the cheerful sounds of happy children in the classrooms, and on the playground, being heard in abundance. Our children learn lessons that are valuable for everyday life while being prepared for their futures. They have been encouraged to be diligent, to strive for the best that God has in store for them, to overcome fears and look for ways that show growth and maturity when managing daily problems. They find ways to encourage each other, to use their gifts and talents, to help those who are younger or who struggle in their learning or social understanding. They bless us with comments such as, *"this is the best day ever"*, on more than one occasion throughout the year. The staff and families work together in so many ways and do so with joyfulness.

Being part of a school where God's Word is taken seriously and every effort is made to give Him glory in all that is done has resulted in a school, where ordinary people work together to do extraordinary things for our most valued children. We look forward to 2014 with expectation. Changes will occur, but we will be able to see God's blessing in each of these as we keep focussed on His constancy.

Mrs Tania Anway

CHAIRMAN'S REPORT ON 2013

It has been a privilege to continue as Chair of Brightwaters Christian College Board in 2013. Church elected members are David Schilder, Kerrie Farleigh, Tony Nott and I. Invited members are Greg Gilkison, Michael Budden and Ian Livingstone. Max Bywater continued as the Pastor's Representative and Tania Anway in her role as Principal. David Niven continued in the role of Company Secretary.

Throughout 2013 the teaching program was once again implemented by Mrs. Tania Anway and Mrs. Katie Smith. Both have done a wonderful job during this time, not only with their teaching duties, but with the myriad of legal and administrative tasks too many to mention. Underlying all of this is their commitment to Christian education and partnering with families to grow these precious children up in to Christ. On behalf of the Board I would like to give them both our sincere appreciation.

Lynette Elston continues to do a superb job managing the financial aspects of the college, and liaising with Tania, the Board, parents, and various government departments. Lynette goes above and beyond expectations in this role.

Mrs Cindy Gilbert finished her role as teachers' aide at the end of 2013. We wish her well in her future. This year we have seen Mrs Maria Halbesma support the teaching staff in this role. Welcome Maria!

Tracey Farleigh finished as the administrative assistant at the end of 2013, leaving in pursuit of full-time employment. Likewise, we wish Tracey all the very best for her future and thank her for her commitment to the college over a number of years.

Michael Anway has admirably continued to fill the roles of chaplain, property manager and maintenance officer. He comes alongside staff, students and families on a daily basis, and is an invaluable source of support and spiritual guidance to the team. His support of this ministry is so very much appreciated.

Our wonderful bus affectionately known as Calliope has served us well. We continue to be grateful for this provision from the church body. Moreover we greatly appreciate the voluntary services of some amazing bus drivers in 2013 namely David Schilder, Max Bywater, Cindy Gilbert, Hilton Moses and Ted Coulter.

A large number of church folk have been involved in supporting the college during 2013. This has included operating the uniform shop, organising and running the library, assisting within the classroom & office, & helping at working bees. It has been great to see the contact that has been built up between church & families.

Many thanks to the school support group as well for their contributions throughout 2013. Our families have also been fantastic, helping the college in so many ways. My apologies as I cannot possibly name everyone for fear of missing someone.

Last year saw our largest enrolment number. A graduating class of 5 headed off to high school. We thank each family for their trust in the school. We look forward to continue providing a comprehensive and holistic Christian education for each child we've been gifted with.

During our Board meetings in 2013 we considered the future growth of the college. We are very excited and purposeful in our role and the opportunity the Lord has given us. We have made plans for building developments when strategic enrolment triggers occur.

The biggest news we celebrated late in 2013 was in regards to our lease. In the past the Hunter District Baptist Association (HDBA) leased the property to Belmont Christian College, and we in turn sub-leased from Belmont. Last year we approached HDBA to have a direct lease with Brightwaters. We have been operating independently from Belmont for several years now and felt it time we take this step and also relieve Belmont of the formal responsibility. This met with their approval and no objection from the Belmont Board so was signed, sealed and delivered. This is for a ten-year period giving us security for the future. We are eternally indebted to Belmont for their vision, administration, financial and prayerful support over the years and endeavour to continue to have a close relationship with them as our sister school.

Finally we give praise, glory and honour to our Almighty heavenly Father for His faithful wisdom, guidance and provisions throughout this past year.

Katrina Mason
Chair

STUDENT ATTENDANCE

In 2013 we began the year with 37 and finished the year with 38. We had some movement of families coming to join the school and others who left. The number shown below indicates the overall student attendance of ALL children who were part of our school sometime during 2013. The average student attendance for the 2013 school year was 93.15%

	Kindergarten	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Total
Number of children	9	6	7	9	4	2	5	42
% of days attended	90.37%	95.92%	91.92%	93.98%	94.26%	95.91%	92.85%	93.15%

Non-attendance by children is monitored by the staff with notes asking for absence notes sent home after a two week non-explanation period of time. As we are still quite small, parents will often ring after a day's absence to inform us of any possible delay in returning to school e.g. ongoing sickness. (We usually ring our families each day checking that all is well and the whereabouts of the child. This practice has reassured our families that their child is important to us.) We have open lines of communication with our parents and they are always willing to supply the required documents for absence.

If, for any reason, we have not heard from a family after a week, Mrs Anway will ring the family and enquire as to the reason for the absence.

OUR COLLEGE PERFORMANCE

NAPLAN TEST SCORES YEARS 3, 5

Brightwaters Christian College uses the NAPLAN testing in years 3 & 5 to assess students learning and to be able to compare performance against national benchmarks. Results for 2013, showing comparison with 2012, are shown below. (Note that numbers relate to actual students, as percentages would be a meaningless statistic in this context.) Year 5 results will not be shown as the student results could identify the individual student.

Reading																
2012									2013							
	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8
Grade 3		1	2		1						2	1	2	1		
Grade 5				1		1	2									
Totals		1	2	1	1	1	2				2	1	2	1		

Writing																
2012									2013							
	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8
Grade 3			3	1							4	1	1			
Grade 5			1		1	2										
Totals			4	1	1	2					4	1	1	1		

Spelling																
2012									2013							
	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8
Grade 3		1	2	1							1	3	1	1		
Grade 5				1	1	1	1									
Totals		1	2	2	1	1	1				1	3	1	1		

Grammar and Punctuation																
2012									2013							
	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8
Grade 3		1	1	1	1						2	1	1	2		
Grade 5			1		1		2									
Totals		1	2	1	2		2				2	1	1	2		

Numeracy																
2012									2013							
	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8
Grade 3		1	1	1		1				1		2	1	1		
Grade 5				1	1	1	1									
Totals		1	1	2	1	2	1			1		2	1	1		

For added information see our school's site at:

http://www.myschool.edu.au/MainPages/SchoolProfileRep.aspx?SDRSchoolId=1300299_9760&DEEWRId=18090&CalendarYear=2010&RefId=uhvKqUainabenBojjMcQ4h06WHvRNYS3

OUR FAMILIES

Many of our school families belong to the School Support Group. This group meets once a term to contribute to the overall needs of the school and explore ways they can financially and practically assist around the school. They held a Read-a-thon (in conjunction with the Book Week). The group also held a BBQ at the local Bunnings just before Fathers' Day. This raised a substantial amount of money and was wonderful in raising our school profile in the local community.

OUR VOLUNTEERS

Our school was overwhelmingly supported by a team of approximately 50 people from within our families and local church. They assisted with the continued maintenance and development of our library, working bees around the school, within the classroom, in the office, driving our school bus and a variety of tasks that seem insignificant yet add to the wholeness of our school.

OUR YEAR

We had a very eventful year in 2013.

Our primary children participated in the Swimming Carnival together with the students from Belmont Christian College. We also take part in the Athletics Carnival with Belmont CC as well. For the first time, we joined the CSSA and took part in the State Cross Country and State level gymnastics. Our children who are sporting relished the opportunity to join others who are equally talented and compete in a friendly yet demanding way.

The Premiers Reading Challenge was successfully completed by some students with an enormous effort on all parts. We had a visit for the K-2 from the Responsible Pet Program which has had an obvious impact on children's awareness of handling unknown dogs. We also joined in different fundraisers, such as Biggest Morning Tea and May Mission Month for Global Interaction.

We pack a lot of activities and learning into each term. There are also excursions throughout the year which help with the learning that takes place in the classroom.

In term 1, we were blessed to have Mrs Kylie McCartney and Ms Megan Fairhall enter our school as practicum teachers from Avondale College. Ms Fairhall took part in the K-2 classroom during term 1 and then led the school in a unit on gymnastics. Mrs McCartney took part in the K-2 room. Mrs Mc McCartney then completed her 6 week prac in July with our K-2 class. Mr Anway took our two school leaders to the GRIP leadership one day conference which then benefitted our whole school as they embraced their role as leader. The first term's learning focussed on the concept of change and time. As a school we visited Tocal Historical Homestead to take part in activities which would have been common 100 years ago. The children dressed up, role played and found that life today is much more pleasant and easier than "*way back then*". The links were made to change as life cycles in animals for K-2 and "God has given us life" for the 3-6 class. Finally, at the end of term, we celebrated with Miss Miller, her marriage to Mr Smith. We were all invited to the wedding and what a glorious day it was!

Term 2 was focussed on units of work titled "Seasons of Change" in K-2 and "God is all powerful" in Years 3-6. Always during the learning times, children are being taught to ask "big" questions and seek out possible answers and how to research in a wide variety of ways. K-2 gained tickets to see and hear, "*The Wonky Donkey*" author and songwriter, Craig Smith at the Lake Macquarie Performing Arts Centre. This was such fun! We were also invited to visit Charlton Christian College to be part of the audience for Peter Pan, the musical. This was a joyful time to encourage our sister school. Mrs McCartney began her six week block with us at the end of term 2 and took the whole school for a dance unit of learning. We found that many children were hidden Mikhail Baryshnikov's and Margot Fonteyn's.

Term 3 saw the primary class complete two units of work including "Energy" and "Who Governs Us?" They went on their excursion to the IMAX as well as the Sydney observatory. They also designed and built models of rooms in a house which showed how energy is used and the sustainability. K-2 looked at "Changing Forms of Energy" and "People who help us". Together the whole school continued on with their Dance unit of work. We had quite a few visiting children from other schools during this term. Two girls were visiting from Dubai with their Australian family and became part of the school for six weeks. We were given a talk about life in Dubai and also were treated to a lunch which allowed us to sample the cuisine of that area. We also had a visit from the Principal's sister and family. The three girls came to school, shared their stories of life in a small country town school. Mrs Frahm used her

training in Zumbatomics to engage the children in another form of exercise, which was a huge hit. Mr Frahm, as a first year teaching student, visited the classrooms and was able to take small group activities. We finished the term with our annual VP for a day speech, elections and then the day where the VP was able to set their plans in action for the school. We had a crazy hair day, space theme and canteen all run by the students.

The Primary class were able to spend term 4 researching and taking part in activities centred on Egypt. They finished the unit with a day where they came dressed as Egyptians and every activity was Egyptian focussed. The Infants class finished the year with a close look at "Inventors and their Inventions". Finally we all left for a final excursion with bowling skills at the centre. We went lawn bowling at the local club. This was lovely to have some older bowling "experts" give their time to coach and encourage the skills of each child. For a change of pace, we went 10 pin bowling and then needed a lunch break, so found our way to the Eastern Tiger Restaurant at Cardiff. We had quite a lot of positive feedback from other patrons who praised our school for the good behaviour that was displayed.

We believe that children learn best by seeing and doing. These excursions are packed full of learning opportunities and times for making memories. Hands on and inquiry style learning allows the children to gain knowledge but to also see ways that the knowledge is employed by others and assess the use of this in many different ways. Each term the children wait in anticipation wondering where they will be off to next!

ENROLMENT POLICY

Enrolment Criteria

Enrolment is open to all students who are willing, and whose parents are willing, to accept and be supportive of the Christian ethos and practices of the school.

Parents seeking to enrol a child in the school must satisfy the Board that:

- a) They will support the school in the ways outlined on the enrolment application form which both parents must sign.
- b) Non Christian parents are respectfully encouraged to consider participating in a Christianity Explained or Alpha course. Church attendance is also encouraged.

Priority of Enrolments

Every effort will be made to place all children God sends to us.

If insufficient vacancies exist for the number of children for whom enrolment is sought, then the following should be the order in which enrolments are accepted:

- Siblings of existing students.
- Transfers from other Christian Schools.
- Other students to be accepted according to the chronological order of the completion of their enrolment applications.

All eligible children within a family are to be enrolled.

Minimum Age Requirement

- a) New children in Kindergarten must have reached the age of at least 5 by July of the year in which they commence school.
- b) The Board reserves the right to refuse the enrolment of a child who may have reached the age of 4 years and 9 months, if it is felt that the child is not ready for school.
- c) There will normally only be one intake of new Kindergarten students in a given year, ie enrolments later than the commencement of the school year will consist of transfers from other schools rather than children who have not previously attended school.

Prerequisites for Continuing Enrolment

- a) Fees must be paid in an ongoing and timely manner.
- b) Children and parents must be in cooperation with school policies and processes.

STUDENT WELFARE AND DISCIPLINE POLICY (Including PASTORAL CARE)

AIM OF THE POLICY

In practice, the process of discipline in a Christian College aims to train the whole person through instruction, example, correction and experience. This is carried out in the light of the teaching of God's Word and in the context of a loving community, toward perceptive understanding and judgment, spiritual maturity and effective membership of the body of Christ. This can simply be described as 'the getting of Godly wisdom'.

Discipline at Brightwaters Christian College is believed to be a God-given responsibility, which is an essential part of developing the whole child.

Discipline is a delegated responsibility, from parent to school.

Discipline, as practiced at Brightwaters Christian College, is based upon the two Biblical tenets of:

- a) Respect for Authority;
- b) Proper Use of Authority.

The basic code of conduct at Brightwaters Christian College is that each will respect the other; that each will act kindly and courteously towards others and that each has the privilege to ask questions of another, if done respectfully. This code can be summarised by the four key words of **Respect, Kindness, Obedience** and **Understanding**.

Proactively, Brightwaters seeks to develop positive relationships with students (and their parents) and to understand their needs. The school also provides numerous positive incentives for quality work and behaviour and ways of recognising outstanding achievement and effort. We believe that good discipline and welfare practice also includes establishing and communicating clear expectations and boundaries in terms of the ways in which children treat others, respond to authority and fulfil their academic responsibilities. When students willingly infringe those boundaries, best practice also mandates administering appropriate consequences. Such consequences will be administered with fairness and justice and any necessary disciplinary action will be linked as closely as possible to the act which has been committed.

Discipline procedures may include written or oral apologies, manual or written work, in-class 'suspension', lunchtime detention, etc. Parents will be notified of any significant discipline issues. They may, from time to time, be asked to assist with follow-up discipline at home.

Due to the provisions of the Education Reform Amendment (School Discipline) Act 1995, corporal punishment is not to be used in this school as part of its Discipline and/or Pastoral Care Policy. This includes the explicit or implicit sanctioning of the administration of corporal punishment by non-school persons to enforce discipline at school.

If school discipline is not sufficient for any student, the student will be suspended from school, pending a review of the situation. Expulsion is a discipline procedure which may be used at the discretion of the Principal.

GRIEVANCE POLICY

Brightwaters Christian College has a Grievance & Communication policy and procedure based on the key 'conflict resolution' principles of Matthew 18 (The Holy Bible). Parents and students are encouraged, in the first instance, to address minor concerns with the person most directly involved. For more significant concerns, an approach to the Head Teacher will be responded to within one working week. A final recourse is to take the matter, in writing, to the Grievance Committee of the Board, which will give a final determination as to the school's response.

ANTI-BULLYING POLICY

Brightwaters Christian College has an anti-bullying policy that is based firmly on the belief that we are created by God in His image and we are to love one another. (Matthew 22:37-39). To be a bully is to want another person to be hurt in a variety of ways, including but not limited to: physical, verbal, psychological, and via technological means.

Parents, students and staff are keenly aware of the repercussions that can occur if bullying is not addressed or dealt with in a timely and appropriate fashion. Students are monitored during their playtimes and are given advice when asked how to handle a situation that may become a bullying incident if left unchecked.

As a small school we have had very few, if indeed, any real instances of bullying yet we remain vigilant and proactive in our teaching so that all students feel confident that when they need help, it is available. Our Grievance Policy has been key in assisting those students who feel vulnerable to others in expressing their needs to each other and to the teaching staff and supporting parents who are in the classrooms.

Each instance of bullying is responded to, with questions and interviews and discussions between the affected parties, facilitated by staff. By so doing, each student is given strategies and a forum in which to become practiced and resilient and supported.

There are many opportunities for explicit teaching addressing the issue of bullying which allows each student the time to consider their behaviour towards others and how they can be a support in other places where bullying may occur, outside the school fence. Our students are always reminded that how they behave towards others can bring glory to God and honour His name.

(The Student Welfare and Discipline Policy, and the Complaints and Grievances Policy were reviewed during 2012 while the Anti-Bullying Policy was written and reviewed in 2013. There were no changes that were felt necessary to any of the documents. The full texts are available upon request from Mrs Anway, via the school office.)

RESPECT & RESPONSIBILITY

Brightwaters specifically addresses these issues through:-

- Our Christian Studies curriculum, highlighting key Biblical principles; our place and purpose in God's creation; individual differences and talents, stewardship, etc.
- Our Discipline & Welfare policy and procedures, which stress concepts such as 'choices ⇒ consequences'; taking responsibility for our own choices; independence; goal setting; looking after our own and others' belongings, etc.
- With the small numbers, taking opportunities for 'social coaching'; group reflection and discussion, peer support and leadership, etc.
- Nominating and conducting our annual VP (Vice Principal) for a day elections and then having the elected student act as VP for a day.
- Continuing the "Young Peacemakers" conflict resolution application of understandings.
- A semi-regular program of community service, both school and community-based (Lake Macquarie Waterwatch program at our local SQID)
- Display of the poster 'Values for Australian Schools'
- Genuine integration of these values throughout the class programs.
- The Chaplain addresses values weekly during his class times and fosters them during his time out on the playground.
- Consideration by the Board as to how best integrate the values into the mission statements and supporting documents for the College.
- The regular flying of The Australian flag.
- Weekly singing of the Australian National Anthem at assembly.
- Our school chaplain liaises between staff, students, and parents allowing for efficient and effective communication.
- The PDHPE program has a unit of work entitled "Living with others in a safe place" which examined wisdom in regards to safety but also the responsibility we have for caring for ourselves and each other.
- We welcomed in visitors from Morisset Baptist Church seniors. This contributed to the children's exposure to a variety of people of different ages that require differing degrees of respect and responsibility.
- Participation in several excursions throughout the year to locations such as Tocal, Lawn bowls, 10 pin bowling, school musicals and dining in public restaurants etc. which allow the children time and place to practise respect and responsibility with guidance and encouragement from their teachers and family members who attend with us.

SCHOOL-DETERMINED IMPROVEMENT TARGETS

2013 - 2014 GOALS	CURRENT STATUS
Establishment of a Marketing Committee – addressing areas that were most needed to be identified	Committee established and signage installed at the local pool. Other advertising under consideration. Consider use of Social media. Updated school website. New site name.
Following through on Integration funding applications plus funding applications for Literacy and Numeracy initiatives.	Funding implemented. End of targeted Integration funding in 2014. Use of general budget to meet these needs.
Achievement of a higher profile in the local community through participation in a range of community events.	Ongoing
Have a larger community presence in Morisset and surrounding suburbs. Re-examine Street Fair as well as how else to increase presence through consultative process.	Continued participation in Morisset Festival. Board recommendation to meet with external consultant.
Board governance addressing greater communication between interested parties	Use of Church notices, website, newsletter
Maintenance of School Policies to high standard and keeping staff aware of any relative changes.	Ongoing. Privacy policy updated and included on website
Increase profile of school within the context of Early Childhood centres and preschools.	School Readiness Program continued – return to Preschools in July 2013.
School grounds- landscaping. Increase access for wheelchairs and prams. Repair drainage around top classroom.	Ongoing maintenance and painting and clearing of residual camp equipment. Plans ready for council approval.
Implement new English and Maths syllabus.	First phase of implementation ready for evaluation end of 2014
Prepare new Science and Technology syllabus for 2015	Training of staff and writing new policy, scope and sequence etc.
Consideration and consultation towards implementing use of using I pads or Androids.	4 Samsung Galaxy 10” Tablets purchased with SSG funds
Board development program to update and consider vision; mission; mid – long range goals over key areas for College	Ongoing consultation process evaluating progress and implementation of goals
Building on community and relationships with key stake holders – College families, Morisset Baptist Church members, staff, and wider community.	Ongoing
Build and improve teacher quality in the classroom	Teaching staff attended training and participated in AGQTP project for new English syllabus in 2013. Rewrote policy, scope ad sequence, ready for 2014.
Build and improve teacher quality in the classroom	Ongoing teaching staff maintenance of professional competence using NSWIT/BOSTES standards.

Build and improve teacher quality in the classroom	Tania attended PDHPE 2 day training for Live Life Well @ School.
Build and improve Principal training and equipping	Principal attended Principal's Retreat in March
Update computers – install working windows operating system	12 new PC Dell laptop computers for school ready for installation in 2014. 6 in each classroom.
Install safety alarms around school buildings	Installed end of 2013.

PRIORITY AREAS FOR IMPROVEMENT FOR 2014

Teacher quality – implement the Australian English and Math syllabus. Prepare and purchase resources ready for implementation. Evaluate success of implementation.

Prepare for Science and Technology in 2015.

Teacher quality – Tania to complete her first round of accreditation at maintenance level.

Prepare teacher review and professional development processes that have a distinctly Christian perspective.

Access/explore possibilities for funding for students with disabilities.

Implement computer upgrade and installation.

Community access/participation

Re-examine local knowledge of school, how to improve school presence by outside consultant

CLIENT SATISFACTION

PARENT BODY

Parents were welcome to join our School Support Group which allowed parents to have an active role in supporting our school. Many expressed their desire for others to attend our school and have brought friends for a tour. The members of our parent body who have been with us for a longer time have expressed delight in the ongoing changes that they are seeing in evidence.

Each year we conduct a simple survey asking for feedback and evaluation on different programs within our school. Our parents voiced their desire for music lessons that could be held within the school, additional technology and more school community events to highlight a few. These have been addressed and 2014 is already shaping up for a year with more changes. The encouragement, as always, was that those who are part of the school family, would love to see more families experience the wonderful learning and atmosphere that is part of our school culture. We continue to ask God for His provision in this area.

A MESSAGE FROM OUR SCHOOL SUPPORT GROUP

Our goal is to strive for building relationships within our school community. We are not just families with children at a Christian school, we are Christian families who appreciate each other and who enjoy spending time together both inside and outside of school activities. Many of our families volunteer in various ways, including fundraising, helping out in the classroom or on excursions and really enjoy this level of interaction and activity with the School and its staff.

We meet each term and have been delighted to have the opportunity to help the school in various ways such as purchasing android tablets, a classroom whiteboard/teaching centre, and have assisted with the end of year functions such as the end of year school presentation evening and the funding for the Year 6 farewell.

Together we work for the benefit of our children and have been excited that Brightwaters Christian College embraces the concept of parenting in partnership with each family.

(School Support President and Secretary)

STUDENT BODY

We had a larger group of Kinder – Year 2 children throughout the year and this allowed the older children many more opportunities to be peer tutors and “buddies”. The older children would care for the younger children and offer assistance, even when not sought after.

Some of the older children developed their leadership skills as they attended the GRIP leadership training day with our Chaplain. They returned from this training and were able to pass on their excitement to their peers. Within any cohort in the Upper Primary, there always are some who struggle with skills such as appropriate behaviour and obedience to authority. We found that, with humour and clear expectations, our older students soon found ways to be themselves while maturing into well thought of young people.

The children love to learn and that learning takes place in a wide variety of ways, each addressing the diverse learning styles each child represents. From paper and pencil, hands-on, auditory, kinaesthetic, using technology... the list is as divergent as suits the needs of the lesson and child. The rapport each child has with staff is incredibly important and inspiring each child to embrace their own need to learn compels the staff to continually seek out best practice.

We have a number of families who chose our College as the best place for their child/ren with learning needs. It has been encouraging to watch the whole College embrace these children and identify them as friends. They are safe here and challenged to become part of the fabric of our College rather than singled out and targeted, as the parents believe, had happened in some of their previous schools. They are given the opportunity to shine, to find their gifting and to celebrate their achievements.

The children encourage each other to press forward even when the going is difficult and are encouraging when goals are achieved. Watching our children in context with other schools, they are strongly supportive of each other and take pride in each person's efforts and successes. They are each other's “cheer squad” and other schools have commented on how encouraging our children are.

We get to hear from our past students with regularity as they share their stories with us. Older children often come in for a visit when they have days off from their new schools, write and email us keeping us in touch with how they are going. They keep a strong identity with this being their “home” school. The children in K-6 who see these children reflecting on what they miss, what they learned and how they are using their gifts and abilities in their new schools, are encouraged to embrace the opportunities they have and strive to be like their friends from the past, while also learning that change is an exciting thing to be looked forward to with anticipation.

We might be a small school, which is steadily growing, but the impact we make, as a community, on the children’s lives is significant and long lasting. It goes beyond our gates and into their future.

Some of the children wrote their ideas on what they see, and identify as being great, about our school:

We have good friends.

We have VP (Vice Principal) day.

We get to have “Crunch and Sip”.

We learn lots of things.

We can plant plants.

We have lots of fun.

We play handball.

We earn jelly bean ticks and pegs for doing the right thing and helping out.

We have a rec room where we can play and dance and use the “foosball” table.

We are in a Christian Environment where we get to pray every day and tell God about things that we need His help with.

We come to working bees (And have water fights).

We have mixed classes and we can learn together and from each other.

We have a Wii that we can use (we bought this from recycled cans).

We have great teachers and we learn lots of things.

We have family games nights.

The friends are supportive and there is no violence.

We do fun things like sport and assembly.

We get to eat food at NAPLAN time. Mrs Smith feeds us yummy things like bananas and Weety Bites.

We have a great playground and equipment.

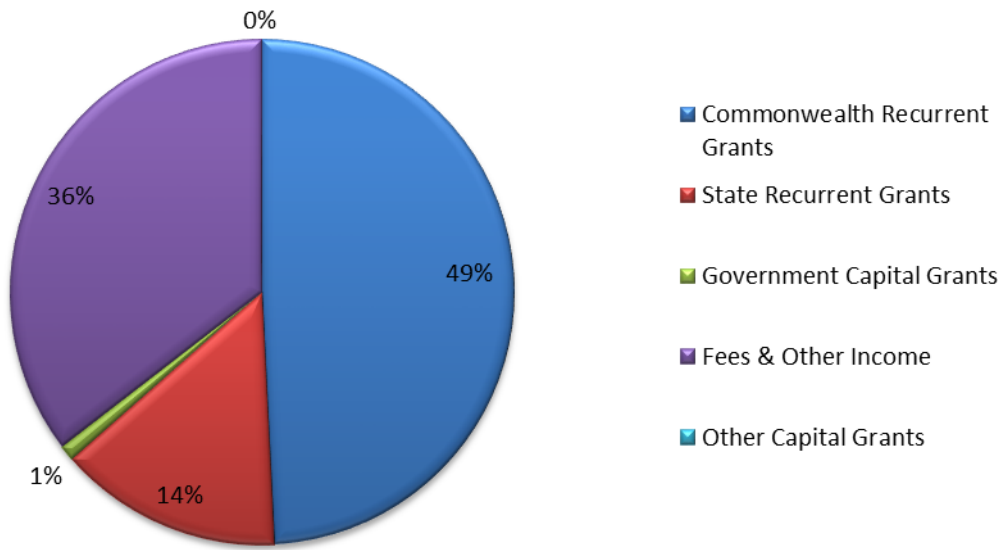
I like going on excursions.

I like lying down in school time.

These comments were a combination of many that we gained from asking the children about our school and were un-directed by teachers. Reading comments such as “no violence” and seeing what the children value, is an indication of what we are doing that is encouraging. How wonderful to read open and honest feedback from the students! (Mrs Anway)

Revised May 2014

Income Sources (2013) for Brightwaters Christian College Ltd



Expense Sources (2013) for Brightwaters Christian College Ltd

