

JERVIS BAY CHRISTIAN COMMUNITY SCHOOL

Annual Report

for the School Year

2008

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OUR VISION

“To know and live in Christ’s wisdom as an educational community, so children may achieve their potential, become effective contributors to society, and be active members in the Christian church.”

SCHOOL MOTTO

‘Christ Our Wisdom’

“My purpose is that they may be encouraged in heart and united in love, so that they may have the full riches of complete understanding, in order that they may know the mystery of God, namely Christ, in whom are hidden all the treasure of wisdom and knowledge.”

Colossians 2:2,3



We believe learning can best take place in a supporting community environment where school and home share common values and expectations for students. Jesus Christ is the source of true wisdom, and students are encouraged to:

- Know Christ and His wisdom in all areas of their lives,
- Realise that they have great and unique God-given potential,
- Discover their abilities and develop them for personal fulfilment, the benefit of others and for the glory of the Lord Jesus Christ.

School Board

During my 12 months study leave from January 2008 to January 2009, Catherine Abbott was Board Chair and Moya Shevlin my alternate under paragraph 36 of the constitution. I place on record my thanks to both Catherine and Moya.

Resolve Consultancy

David Bartlett of Resolve Consultancy visited the school in 2008. He recommended that, with the lower than expected enrolment of the school, and the continually escalating cost of development on the new site, that the school remain on site, continue to develop the current facilities until the school enrolment can support relocation costs.

Chaplain

Mike Hoffman was appointed school chaplain under the previous Federal Government funding arrangements. He is employed 2 days per week and serves the entire school community.

Federal Government Economic Stimulus Measures for Schools

The Federal Government's schools fiscal stimulus has faced the board with urgent action due to the time constraints of applying. As it is, any reception of these grants (in the order of \$250,000 + \$50,000) would necessitate their expenditure on the current property. This affects the life and ministry of the church, which would need to be fully consulted.

The Christian Faith of Our School

All schools have a philosophical basis and grounding, either explicit or implied. Our school is explicitly motivated by and grounded upon Jesus Christ, as are many others in Australia and globally. The key to effectively communicating Christ in a school is the presence of motivated Christian adults. Our school needs to think this matter through carefully. Effectiveness in this area brings many benefits: the clear spiritual benefits of people knowing Christ, as well as a greater grounding of the whole school community in the foundation of the school. All school communities are stronger when they more broadly embrace their basic and core commitments. To this end, staff and volunteer in-servicing via the principal is a key component in the continual strengthening of the school.

Prayer

I would like to make a clear distinction between "values" which are held by the broader community, expected by government agencies, and to which we are also committed, and the distinctiveness of the gospel. The board continues to value the prayer of the wider school company and the church (as the school's legal owners) in maintaining its distinctive Christian nature.

Rev. David Griffin

Board Chairman

BEYOND THE CURRICULUM

Extra curricular activities held from time to time at JBCCS include:

- ✓ Inter-school sport
- ✓ Indonesian language lessons
- ✓ Cross-country running
- ✓ Choir
- ✓ Athletics carnivals
- ✓ Specialised Gymnastics Instruction
- ✓ Swim school (as the need arises)
- ✓ Eisteddfods
- ✓ Community service
- ✓ Verse speaking
- ✓ Public speaking
- ✓ Band
- ✓ Chess Competition
- ✓ Cooking



STAFF

JBCCS is proud of its gifted and caring teaching and support staff. Our experienced and dedicated staff are fully qualified and are committed Christians who are active members of their particular local church. Quality relationships between staff, students and parents are fostered in a friendly environment.



The school currently has three classes divided into, Kinder and Year 1, Years 2/3 and a Year 4-6 class. Our school has the additional services of:

- A special needs Literacy/Numeracy teacher
- Qualified volunteer staff supporting the students in Mathematics and Literacy.

All teachers hold a Bachelor of Education and the Principal, a Masters in Education. Professional Development has focussed on teacher competencies in computing; use of interactive whiteboards; teaching of writing genre; Further Development of the school Mathematics Curricula. All staff are involved in 2 weeks of in-service during the holiday times each year when Christian Education, Curricula writing and yearly planning issues are covered. Staff averaged 7.5 sick leave days in 2008. We have been able to retain all of our excellent team of staff over the last 5 years.

LEVEL OF STAFF, PARENTAL AND STUDENT SATISFACTION WITH THE SCHOOL

In a survey conducted in 2005 , the parental returns showed that:

- 100% of parents held at least, a 'satisfactory' level of satisfaction.
- 85% of parents held a 'High" level of satisfaction in the school.

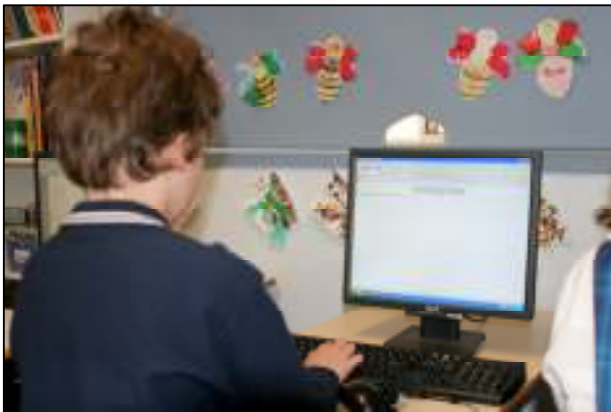
In a survey conducted in 2006 , the student returns showed that:

- 100% of Yrs 4-6 students were at least "satisfied with their schooling.

There has been 100% retainment of all staff: 5 teachers; 2 administration staff 1 cleaner over the past 5 years!

FACILITIES

With an enrolment of 50 students in 2008, our current three classrooms amply cater for the balanced K-6 education program.



A separate area is devoted to an electronically catalogued library which generously serves the borrowing and research needs of the K-6 students, and provides staff with teaching resource requirements.

A designated and richly resourced Support Unit for Literacy and Numeracy has been

established alongside our similarly extremely well resourced library.

All facilities are accommodated on the site of the Jervis Bay Baptist Church, corner of The Wool Rd and St George Avenue.

All facilities comply with Australian Government and NSW Government Acts and Regulations.



SCHOOL PERFORMANCES IN STATEWIDE & NATIONAL TESTS

Literacy and Numeracy National Assessment Results for 2008 (LANNA Tests)

Yr 3 Results:

Literacy: Reading: All but one student achieved results above the National Benchmark

Numeracy: All but one student achieved results above the National Benchmark

Collectively, our Year 3 students achieved above the state average for non-government schools in both Literacy and Numeracy.

Yr 5 Results:

Literacy: Reading: 100% of students achieved results above the National Benchmark

Numeracy 100% of students achieved results above the National Benchmark

Our Year 5 students achieved above the state average for non-government schools in both Literacy and Numeracy.

Our Class Assessments have indicated that all students of 2008 made gains in their Literacy & Numeracy.

In 2007 all students in Yr 3 and in Yr 5 achieved above the benchmark in Numeracy and Literacy.

University of NSW Competitions

The following number of students participated in the Primary Schools Competitions run by the University of NSW. Approximately 60,000 to 85,000 students from Australasia participate in any one of the competitions.

Special Achievements in each Competition:

Science	4 Credit ,1 High Distinction
Writing	5 Credits, 1 Distinction
English	3 Credit 1 Distinction, 1 High Distinction
Mathematics	5 Credits, 2 Distinction, 1 High Distinction
Spelling	2 Credit, 1 High Distinction

CLASS SIZES AND STUDENT POPULATION/EXIT DESTINATION

The school had an enrolment of 51 students at the end of 2008.

Class composition and sizes were as follows:

Kinder/ Year 1:	16 students
Years 1 – 3:	20 students
Years 4 - 6:	15 students

Most of our year 6 students progress to Nowra Christian School, where our school has a joint fee reduction for our families who have more than one child enrolled between the 2 schools.

Student Attendance

The average attendance of students over the past 3 years is as follows:

2006	95.50%
2007	96.42%
2008	97.20%



INITIATIVES PROMPTING RESPECT AND RESPONSIBILITY

JBCCS has implemented a nurturing and training program for students aimed at developing moral maturity. It is a joint venture involving parents and staff in the formulating of the program and in the in-servicing of teaching staff and parents in the principles and methodology.

Outcomes for the students include:

- Development of self-control and personal responsibility for relationships with peers, authority figures and towards property and nature.
- Development of respect for God, authority, age, peers, self, property and nature
- Learning 1st time obedience
- Learning appropriate interrupt procedure.
- Appreciating the preciousness of others, and “those coming after us”
- Practicing taking personal responsibility for their own education and the care of their own and school equipment.

SCHOOL POLICIES

ENROLMENT POLICY

We believe that.....

- Parents are responsible for the raising of their children in His way and in providing them with a Christian world view. (Deuteronomy 4:9, 6:7, 11:9, 32:46; Proverbs 22:6; Psalms 78: 1-8; Matthew 19:14.)
- Parents can delegate authority to teachers to train their children. (Ephesians 4:11-12.)

Therefore we aim to

- Assist Christian parents, and parents who seek Christian education, in the schooling of their children with a Christian worldview, delivered in a Christian and caring environment.
- Provide education which is an extension of the prime education received in the home.
- Have a clear, gospel based, focus that supports the home environment and teaching.

We will do this by

- Holding an enrolment policy where either:-
 - a) at least one parent is an active member of a Christian church;
 - or
 - b) the parent/s, though not active members of a local Christian church, are supportive of the Christian perspective as embraced by the school.
- Considering all applications regardless of church or denominational affiliation.
- Endeavouring to aid disadvantaged students where possible.
- Ensuring that the school has adequate and/or appropriate resources to educate applicants with special needs.
- Giving priority to siblings of students already enrolled.
- Providing courses for parents/guardians who, would like their children to be enrolled but, feel they themselves have not met the criteria requiring Christian understanding and church fellowship.
- Setting appropriate limitations on age requirements for commencing school. Applications for enrolment of Kindergarten children who will not turn five before April 30th will generally not be considered.
- Setting appropriate limitations on special needs of children within the one class.
- A ceiling of 30% of students from unchurched families per class.
- A temporary extension to 60% of students from unchurched families. This extension is provided until April 2011 with an annual review.

Gender Policy

There is no preference given to either gender on applying for enrolment.

ENROLMENT CONDITIONS

Enrolment at JBCCS is subject to the following terms and conditions:

1. That the parents will agree to allow the child to share fully in the life and programme of the school including all Christian activities including devotions.

2. That the parents will support the aims of the school and order their own lives and home so that the child will be given every opportunity to grow up in Christ.
3. The parents undertake to provide the child with all necessary equipment of a personal nature that may be required to enable the child to benefit from the education offered.
4. The parents undertake to provide the child with the correct uniform, approved by the school, and to ensure that the child is always sent to school neatly and modestly dressed in the required uniform.
5. That the parents accept the right of the school to employ such discipline as it deems wise and expedient for the child and agree to uphold, in every way possible, the school's authority and right to administer appropriate discipline in accordance with the policies of the school.
6. That all fees are payable in advance (within the first 14 days of each term). A late payment charge may be levied if fees are not paid on time. (Note: In cases where this requirement would cause hardship, alternative arrangements may be discussed with the Bursar.)
7. That the parents will give at least one term's notice of termination of enrolment and failure to do so may render them liable for one term's fees.
8. That the school may suspend or terminate enrolment at its discretion for failure to comply with these conditions or other serious breaches of the school's rules and regulations.

ENROLMENT PROCEDURE

1. Application

At the time of enquiry a School Prospectus and Enrolment Form are issued. If the parent wishes to proceed, the Enrolment Form should be returned fully completed and signed, with a copy of the children's birth certificates, a pastor's reference, and a non-refundable application fee of \$30 per student. (Application fee will be refunded if the school rejects the application).

2. Interviews

Parent interviews are held with both parents (where applicable) and

- i) the Pastor
- ii) the School Principal – all relevant reports, immunisation records, and previous school attendance documentation, should be brought to this interview.

3. Notification

Parents are notified in writing of the outcome of their application. Outcome may result in:

- a) Approval and class placement offered
- b) Approval and child's name placed on a waiting list
- c) Unsuccessful application

If an application is received without a Pastor's reference parents are encourage to:

- i) consider regular church attendance, and
- ii) completing "Christianity Explained" or "Growing Kids God's Way"

STUDENT WELFARE POLICIES

SUMMARY: The well-being of every student is a priority for all staff.

CODE OF CONDUCT

Students and families of our School Community are required to support teaching that is in line with this code and its implications.

1. Love, respect and honour God
2. Love, respect and honour your teachers
3. Love and respect your fellow pupils

4. Respect the property of others
5. Respect the truth
6. Learn all you can
7. Look after the school
8. Earn the school a good name
9. Be in the right place at the right time with right equipment
10. Work and play safely with consideration for others

DISCIPLINE POLICY

Definition of Discipline:

'Discipline is the process of assisting others in developing a commitment to Christ-likeness by driving out foolishness and building wisdom within the context of loving relationships.'

God tells us ...

- It is every parents' responsibility to discipline their child (Proverbs 13:24, 29:15)
- To train up a child in the way they are to go (Proverbs 22:6, 20:11)
- That correction is necessary and beneficial (Proverbs 13:24, 22:6, 23:13) but motivated by love (Hebrews 12:5-9)
- Parents delegate authority to teachers to train their children (Ephesians 4:11-12)
- That it is the attitude/action being corrected whilst the child continues to be accepted (Ephesians 6:1-2, Corinthians 13)
- We are to 'disciple' in love, in a consistent, self controlled way, without denigration or bias (Ephesians 6:1-2; Matthew 18:21-35; Proverbs 13:24, 22:15, 23:13-14; Luke 6:40)

Aims:

- Encourage children to recognise the central importance of right relationships between people as an expression of a right relationship with God
- Encourage a healthy understanding of sin and the responsibility we have for our own sin
- Develop an understanding that such attitudes and behaviours as: self discipline, respect towards authority, responsibility, and courtesy, are pleasing to the Lord and are therefore justified in themselves and not just an expectation of society
- Provide a secure environment for all students to grow and learn in

- Demonstrate discipline with strong expressions of love, acceptance, commendation and encouragement to build in students a strong and healthy sense of self worth
- Grow spiritually maturing children to become more like Christ

Methods and Procedures:

- Setting, and upholding, clear rules and guidelines so that expectations are known by the students and parents.
- Using encouraging and correcting methods for all children.
- Maintaining high expectations of performing to the best of their abilities in social, academic and sporting areas at school and home.
- Showing trust in students and their abilities and giving opportunities to develop individual responsibility.
- Utilising a range of methods in order to best deal with each child on an individual basis in accordance with the Discipline grid.
- Code of conduct, devotions, Bible studies, philosophy and principles in accordance with the Growing Kids God's Way grid.

Corporal punishment disclaimer:

- Due to the provisions of the **Education Reform Amendment (School Discipline) Act 1995**, corporal punishment is expressly prohibited in this school as part of its Discipline Policy.
The school does not implicitly or explicitly encourage parents to administer corporal punishment with regard to school discipline issues.
- Teachers will deal with the children for most discipline measures at a classroom level. Currently these are set out in the Discipline grid for inappropriate behaviour.
- Parents will be kept informed of any action, positive or negative, that the individual teacher or school feels necessary for both encouragement or correction at home, and parents are informed of the matter by the classroom teacher at the beginning of the process.
- Where a matter requires referral, the concern is passed on to the Principal for further consultation.
- Any corrective strategy that is used is made relevant to the offence.
- Where no solution can be found to a child's problems, the Principal and/or the School Board has the right to require that the child be removed from the school either temporarily or permanently.

ANTI-BULLYING POLICY

Jervis Bay Christian Community School has 'zero tolerance' to bullying, as students and staff are exhorted to only speak words, and act toward others in ways, that are helpful and *build-up* others.

Anti-bullying measures include:

- a) Positive approach of modelling by staff, senior students and class leaders as well as instruction through lesson format.
- b) Negative measures listed in the discipline policy.

CRITICAL INCIDENT POLICY

JBCCS, through its vast array of voluntary, school community, Church and wider community help, is committed to providing the necessary assistance to students and families in the event of a major accident, death or loss.

The school will:

- Have planned to provide the utmost care and support to students during a traumatic occurrence, as well as, immediately following and where needed, over an extended period of time.

EVACUATION POLICY

JBCCS has an evacuation Procedure which is reviewed and practiced annually.

STAFF CODE OF CONDUCT

Staff must:

- Always behave in a professional and Christ-like manner with students, parents and colleagues.
- Ensure for each student an environment that is safe and secure; physically and emotionally.
- Not be involved in acts of physical, emotional, psychological or verbal abuse of students.
- Model appropriate dress, language and behaviour at all times
- Respect individual and cultural differences of students.
- Maintain an acceptable standard of supervision and discipline.
- Know how to keep students safe in a time of emergency.
- Carry out risk assessments for major changes of routine and be particularly attentive to student safety and sense of security when conducting excursions and school camps.
- Make the Principal aware of any students who are perceived to be in danger or harm as required by law.

INDIGENOUS EDUCATION POLICY

- JBCCS affirms in its curriculum and practices, that all mankind, indigenous and non-indigenous, are made in the image of God and are equal in God's sight
- The school affirms that indigenous Australians called Australia home long before others.
- We are sorry that later arrivals did not always recognise indigenous stewardship of this country and caused much hurt, some of which continues.
- We commit to walking alongside each other and learning from one another as indigenous and non-indigenous brothers and sisters while we take responsibility for our children's education.
- We, who are non-indigenous, undertake to assist, encourage, pray and join in the human struggle with those of us who are indigenous, but never to dominate.

COMPLAINTS AND GRIEVANCE RESOLUTION POLICY

Parents need a means by which to raise matters of concern regarding their child's schooling. The school office provides parents with a list of protocols whereby they can make their concern known to the appropriate person.

HOMEWORK POLICY

Rationale

Homework is employed as a learning activity because it....

- Develops a sense of independence and responsibility to the student's own education.
- Provides a means for formal parent active involvement in the direct supervision and learning of the child
- Develops home study skills

Content and Time Duration of Homework

The following homework is planned for 4 nights a week:

Kinder:	Reading ; 10 mins
Year 1:	Reading, Spelling: 15 mins
Year 2:	Reading, Spelling, Math's: 15 mins.
Year 3	Reading, Spelling, Math's: 20 mins.
Year 4	Reading, Spelling, Math's: 20 mins.
Year 5	Reading, Spelling, Math's: occasional English, research or Science activity : 25 mins.
Year 6	Reading, Spelling, Math's: occasional English, research or Science activity: 25 mins

STAFF SELECTION POLICY

God tells us ...

- Our leaders and teachers should set an example
- Teachers should be committed Christians
- To work to the best of our ability
- That He gives us gifts that we should use

Therefore we aim to ...

Employ teaching staff that are gifted Christian teachers with a genuine heart for children and Christian education

- Ensure that all staff, regardless of position, are committed Christians

We will do this by ...

- Carefully interviewing and selecting staff for JBCCS
- Being specific in the requirements of anyone that is employed at the school
- Setting criteria but remaining flexible in God's leading with regards to employees
- Ensuring that staff are suitably qualified by asking for proof of qualification at the time of interview

What procedure will be used?

1. Application forms are sent to those expressing interest in the position
2. Applicants are culled using set criteria
 - unsuccessful applicants are informed of the decision
 - successful applicants are given interview times
3. Interview questions are set by Board members
4. Interviews:
 - a) Interviewing panel to consist of Principal and representative/s from Board/staff.
 - b) Interviewing panel to have copies of teacher's application form, resumé and other relevant documents at least one week prior to interview and to have read them
 - c) It is also important for Board members to consider their feelings and impressions concerning the applicant
 - d) Determine desirable qualities
5. The interviews will proceed as follows:
 - a) Open in prayer
 - b) Length approx. 45 mins to 1 hour
 - c) Opportunity for questions both ways
 - d) Specific Board members to ask specific and pre-determined questions
 - e) Any documentation requested is to be shown/viewed

- f) Close in prayer by both applicant and chairman
6. The interviewing panel to deliberate following interview/s and make recommendations to Board.
7. The Board reconvenes to make a final decision after careful prayer and thought, within one week of last interview.
8. Applicants are informed of the outcome of their interview
 - a) Successful applicants are offered the position and given 1 week to notify the Board of their decision. Contracts are sent to be signed within 1 week of acceptance. A negative reply results in, either re-advertising or, offering the position to another applicant until the position is filled
 - b) Unsuccessful applicants are informed of the decision

Casual Staff

- Enquiries from casual teachers, and names of known casual teachers, is collated by the Board
- Teachers are asked to attend an interview with Principal, if they are interested, to determine their suitability. Teachers deemed suitable are listed for future casual work.

Ancillary Staff

- Ancillary staff for major positions of responsibility such as secretary, teachers aide, bursar etc. will go through the same process as teaching staff
- Staff for cleaning, gardening, etc. can be employed at the discretion of the principal

NOTE: ALL POLICIES ARE CURRENT FOR 2008 AND DUE FOR REVISION WITHIN THE NEXT 3 YEARS. FULL COPIES ARE AVAILABLE FROM THE SCHOOL OFFICE.

SCHOOL IMPROVEMENT ACHIEVEMENTS FOR 2008

Electronic Interactive Whiteboard has been introduced into the education delivery, and our ICT specialist teacher is being trained in the use of the technology and has integrated the use of interactive whiteboard into the education delivery of a number of Key Learning Areas.

A Specialist Instructor has been employed to train students in Gymnastics during Term 3.

A number of improvements to the school facilities were achieved including:

Recarpeting the Yrs 4-6 classroom, Library and Support Unit.

Further soundproofing the K/1 and Yrs 2/3 classrooms;

Affixing wall-runner to each classroom to expand displayboard area.

Repainting interior of all classrooms, Library and Support Unit.

Complete repainting of toilets;

Revamping of gardens

New play 'Construction site'.

The Principal and School Board are currently organising to facilitate the next 3 Year Strategic Plan of the school.

SCHOOL DETERMINED IMPROVEMENT TARGETS FOR 2009 AND BEYOND

The school board, executive and staff are working together to make the following improvements:

To have a Covered Outdoor Learning Area (COLA) built to provide an outdoor eating and learning area in wet and sunny conditions.

To replace the administration facility with a much larger building adding offices, greater room for reception, office working area and teachers' preparation area.

Provide a sports shed for sports equipment.

Provide a building for the use of a Library and Support Unit.

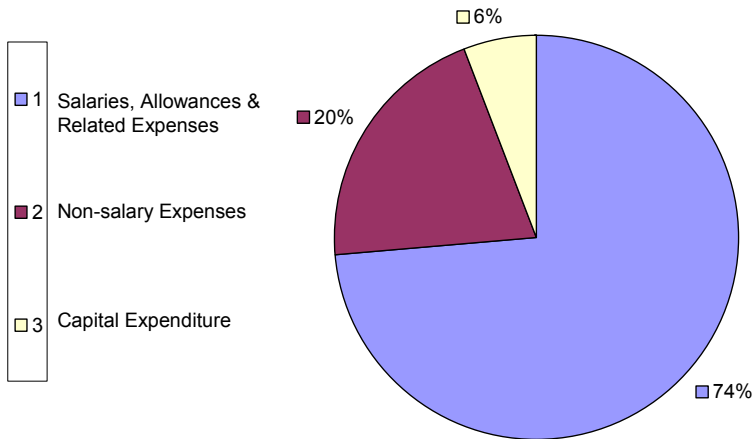
To have electronic interactive whiteboards installed in all classrooms.

To install reverse-cycle air-conditioning/heating in all buildings.

The school board has a long-term plan to see the school relocate onto a larger site.

SUMMARY FINANCIAL INFORMATION

Recurrent/Capital Expenditure 2008



Recurrent/Capital Income 2008

