“Train up a child in the way he should go, and when he is old he will not depart from it.”

Proverbs 22:6
## Contents

**Message from the Principal**  
5

### Section 1: Professional Engagement  
10

- Staff Attendance  
10
- Staff Retention  
10
- Staff Professional Development  
11
- Professional Development Expenditure  
13
- Professional Development Summary List  
13
- Teacher Qualifications  
16
- Experience of Staff  
16

### Section 2: Student Outcomes  
17

- Student Attendance  
17
- Student Retention  
17
- Year 3 National Benchmarks  
18
- Year 5 National Benchmarks  
18
- Year 7 National Benchmarks  
18
- Year 9 National Benchmarks  
18
- Year 12 ATAR Scores  
19
- Year 12 Post school destinations  
19

### Section 3: Satisfaction Surveys  
20

### Section 4: Income breakdown by Source  
23
Message from the Principal

2014 was our 35th Anniversary year. It was a year of celebrating how far God had led us as a school over those years. We continue to be thankful to Him, especially in His continued blessing and care of our students, staff and families.

Our vision statement is always at the forefront of our thinking and planning:

‘Covenant College strives to be a vibrant Christ-centred community where parents and teachers serve in partnership to nurture in each child a passion for learning and an uncompromising desire to live according to God’s word.’

Our desire is to honour Christ in all that we do and our aspiration to achieve excellence in education is driven by this statement.

We continued to underpin this vision, with ongoing training for our teaching staff through a full day of professional development with Bob Johnson where we discussed God’s Story - a program from Christian Education National [CEN]. Several teachers continued with their Masters in Christian Education, our devotion time as a staff continued to focus on strengthening our Biblical understanding and how that impacts our teaching. Understanding how and what to teach from a Christian Worldview is essential for our staff as they completed many and varied professional development courses across the year through different providers, and as we continued to teach the new Australian Curriculum.

In 2014 Covenant College student numbers continued to grow and alongside that, we also added new staff members: Joshua McEwen (Vice Principal and Head of Senior School), James Crisapulli (Year 1/2C), Jane Blakston (Sign and Foundation teacher and Learning Support), Marieta Navidinejad (Canteen and Catering), George Ter Horst (Bus Driver), Nathan Plumridge (PE/Music teacher), Sally Guscott (Food Tech teacher), Leah Mulroyan (Senior School English teacher), Heidi Timberlake (Learning Support), Sarah Whitfield (Year 9 teacher), Lauren Zuidema (Year 9 teacher), Lydia Pearce (Administration) and Helen Peace (Administration). Covenant’s building program also continued with the new Year Nine precinct opened for use, the opening of ‘The Cage’, our undercover soccer field, and the start of the Trades Skills Centre to be opened in 2015.

It has been exciting to see the continued development of a mission outlook from our students with connections being made with Covenant Christian Academy in the Philippines. 2014 saw a reciprocal visit of their Principal, Ellen Visey, who was able to attend the National CEN Principal’s Conference in Geelong and spend a week at Covenant meeting staff and students. Our Board Chairman David Manning and I visited the CCA during our annual student mission trip. These visits were funded by the DEECD Sister School Grants Program and enabled us to spend time with the respective school Boards and schools. As a school, we were also able to fundraise and contribute to the reconstruction and help needed after a devastating typhoon that hit the Rizal area of the Philippines in July, as well as supporting some students and teachers financially and connecting with them personally through different class groups at their Academy.
Our Year 9 Outback program continued to be dynamic while equipping our students, based on five cornerstones: Servanthood, Discipleship, Character of Christ, Leadership, and Excellence. The Year 9 Community Development Camp was located in the heart of the Grampian Ranges, where the students were challenged with the importance of effective communication as well as cooperation and strategies for working well in community. In July they also assisted Blaze Aid with fence repairs and tree planting following devastating fires and in November went on their annual expedition into the Victorian High Country.

2014 saw the first Art and Design Exhibition at Covenant for many years, with students from all levels of the school contributing their works. Our Art Department continued to grow and our students produced excellent work. It was fantastic for families to see how visits to Art Galleries and inspiring Art classes produces great artists.

VCE Literature ‘Author Day’ saw Mr Stok in full costume as Miguel Cervantes and our Literature students dressed up and came as Jane Austen, Beatrix Potter, F. Scott Fitzgerald, Georges Bataille and John Green. The students visited classes and spoke about their characters’ lives and work in literature. Poetry also made a big impact during the year with a poetry workshop and the Poetry Slam lunchtime experience. The Junior school had visits from a policeman, a nurse and a paramedic as part of their SOSE unit on community. Our VCAL students and two staff also made their way to Wandong to help ‘Blaze Aid’ with fire relief work. Year 9 students entered the Wooden Boat Festival art competition with congratulations going to Erin King for winning first prize and to all Year 9 students for their entries.

Our College Chess team competed at the Geelong Regional Chess Championships where Annwen Killey, one of the few girls to compete in the competition, finished as the highest-ranking female.

Music recitals, Year 6 Band program, Junior Strings program and the Concert Band Interschool Workshop and Performance continued to make an impact on the enjoyment students gained from music lessons and performances. The Sound of Music was performed five times, which for the students in the production was just not enough. The students, staff and parents and others involved, proved what a fantastic, talented and versatile body of students we have. Thank you to Mr Krivan and to many volunteers for another superb performance.

Our 2014 College Captains were Brandon Efthimiou and Hannah Plumridge, Vice Captains George Kikos and Bessie Mikelsons. Middle School Captains were Isaiah Middleton and Elisabeth Krivan and Junior School Captains were Tamara Payne, Adelle Mustard, Ellen Holman and Michael Long.

Our Sporting prowess continued to grow under the leadership of Mr Nat McEwen (Sport) and Samantha Demetriou (Physical Education). Covenant competes at a local, regional, state and national level through different sporting associations; Geelong Independent Schools Sporting Association [GISSA], Christian Schools Sporting Network [CSSN], Corio District Primary Students Sporting Association [CDPSSA] and Victorian Primary School Sports Association [VPSSA]. The Covenant Warriors were 2014 GISSA Tournament Champions in both Junior Boys Soccer (Year 7/8) and Junior Mixed Tennis (Year 7/8), as well as winning the 2014 CSSN Primary Cross Country Championships and the 2014 SSV District Primary Athletics Championships. The Covenant College Netball Academy (CCNA) was launched, with four Covenant College teams competing regularly across 2014.
Our 35th Anniversary celebration took place with our MPC being transformed into a ‘Remember When’ Gallery with photos and memorabilia from the past. The night was well attended by past students, staff and families who were all amazed at how wonderful the MPC looked and how delightful it was to step into the past and catch up with people they may not have seen since attending Covenant. The transformation was organised by Jane Blakston (teacher) and Christine Schaddee (past teacher and current parent).

I would again this year, like to thank our dedicated staff of 2014; Administration, Bus Drivers, Groundsmen, Cleaners, Teachers, Community Development, Leadership and Board Members for their work and their passion for Christian Education, which is seen in whatever area they work. I thank our families for their support of the staff and the students who make it a joy and a blessing as we journey together.

_Ultimately all thanks goes to God for His hand on Covenant College, with His love, protection, empowering, blessing and constant challenge to us to live according to His will._

_S.C. (Signed)_
community

relationships

influence
Section 1 Professional Engagement

Staff Attendance
The average number of days that teaching staff were absent was 5.7 days in 2014 which represents a 97.1 attendance rate.

Staff Retention
From the 50 full-time and part-time teachers in 2014, 48 teachers continued their employment at Covenant, which represents a 96.0% staff retention rate.

The main reasons for this level of staff retention included teachers starting a family; and career changes. We would like to take this opportunity to again thank our staff for their commitment to Christian Education, their students and Covenant College.

At Covenant College there were 27 female and 23 male teachers in 2014. There were 34% between 18 and 29 years of age, 42% between 30 and 45 years of age, 18% between 46 and 59 years of age and 6% who are 60 years and over.

There were no teachers who had an Indigenous background.
Section 1  Professional Development 98%

Staff Professional Development

From the 50 full-time and part-time teachers in 2014, 49 members of the teaching staff participated in Professional Development [PD] in 2014.

Professional Development takes many forms and contexts. At Covenant College, the broad categories of PD undertaken in 2014 included:

A Summary List Of The Professional Development Courses and Seminars undertaken in 2014

- 12 Steps to Effective Use of an Interactive Whiteboard in your Numeracy Program
- 2014 Kitchen Assistants Conference
- 2014 Lab Tech Conference
- ACHPER Conference
- ACHPER Primary Health & PE Conference
- Advanced Wilderness First Aid
- AEV State Conference $250
- Agriculture Course
- Analysing Your School’s VCE Results
- Annual Conference, Home Economics Victoria
- ATOM Conference
- Autism Spectrum Disorder with Jill Crompton
- A-YA Wadauji Workshop
- Barwon Valley School, Create Aids
- Bronze Medallion
- Bus Maintenance Expo
- CEN AGM - Canberra
- Cert 1 Write to Read
- Cert 2 in Agriculture
- Cert 2 in Horticulture
- Certificate 2 in Agriculture
- Certificate IV in Training & Assessment
- Christian Education Induction Seminar
- Christian Schools Teacher Librarian Conference
- Contract of Employment PD
- CPR and Anaphylaxis Update Training
- CPR Update
- CSA National Policy Forum 2014
- Curriculum Conference
Section 1 Professional Development 98%

- DATTA Conference
- DEECD VET/VCAL Briefing 2014
- Developing Leaders Conference
- Diabetes at School and Preschool 2014
- Diploma of Agriculture
- Discovery Conference
- EBO Coaching
- Educating and Managing Boys
- Educational Leadership
- Effective Questioning, Leanne Palmer
- Effectively Working with Non-Funded Students with Special Needs
- Emergency Fire and Training
- Empowering children in service, Roselyn Owen
- Explore Conference
- FAR Labs Schools Science Workshop
- First Aid Level 2
- First Aid, Asthma Management and Anaphylaxis Management
- Food & Technology SAT Information Day
- Geelong Regional Agribusiness Tour
- Geelong Regional Laboratory Technician of LTAV Meeting
  - Globally Harmonised System
- Golf Teacher Professional Development
- Health Eating and Food Literacy in Secondary Schools
- Healthy Eating Info Session & Cooking Demo
- Home Economics Victoria Annual Conference
- How to Effectively Teach Advanced Writing Skills
- HTAV Conference
- HTAV VCE Unit 3 Conference
- Human Resources Training
- Induction Seminar for Beginning Teachers New to Christian Education
- Intentional Teaching
- Interactive Whiteboards
- Kitchen Assistants Induction
- Kodaly Back to School
- Legal Studies - Teacher’s Tool Kit VCE Legal 2014
- Listening and Living the Sermon on the Mount
- LWFA Upgrade
- Mastering Food Specialisation for the Australian Curriculum Workshop
- Masters of Christian Education
- Maths Tool Kit Professional Development - Rob Vingerhoets
- MAV Annual Conference - La Trobe University Bundoora
- Maximising Year 12 English Results
- Meet the Examiners
- Motivating and Managing students with particular needs
- New Examination Conduct and Administration
  - Training for Newly Appointed Chief Supervisors
- New Users
Section 1 Professional Development 98%

- One Day PD - Transforming Schools
- Professional Development and Appraisal
- Revised Study Design PD
- Schools Cataloguing Information Services Workshop
- Street Art
- Successful engagement with Vocational Education & Training in Schools
- Surf Rescue Certificate
- TAE Recertification
- Teaching Non-Funded Students with Special Needs
- Teaching Students with Down Syndrome
- The notion of threshold quality and the design of assessment grading tools for language
- Tough Questions
- Update LL+N unit in TAE Cert 4
- Up-front communicating, Brett Ryan
- VCAA & DEECD VET and VCAL Briefing 2014
- VCE Chemistry Professional Development
- VCE Food Technology 2014
- VCE Literature 2015
- VCE Unit 2 Media - New and Returning Teachers
- VCV Conference
- Victorian School’s Garden Awards
- Visual Communication Victoria VCD Unit 2 and 4 Seminar
- VTAC Briefing
- Webinar - Canapes & hors d’oevres
- Webinar Series Term 3 - Maths & The Australian Curriculum
- Women Teaching Boys Workshop

Professional Development Expenditure $937.89

The total amount of $46,984.42 was spent on Professional Development, which represents an average of $937.89 per teaching staff member.
supportive

encouraging

nurturing
Section 1 Professional Development

Teacher Qualifications

Teacher Qualification/s %

<table>
<thead>
<tr>
<th>Qualification</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Degree With Masters</td>
<td>6.1</td>
</tr>
<tr>
<td>Double Degree With Post Graduate Qualifications</td>
<td>4.1</td>
</tr>
<tr>
<td>Double Degree</td>
<td>18.4</td>
</tr>
<tr>
<td>Degree With Post Graduate Qualifications</td>
<td>46.9</td>
</tr>
<tr>
<td>Degree</td>
<td>14.3</td>
</tr>
<tr>
<td>Teachers’ College Qualification and Other</td>
<td>10.2</td>
</tr>
<tr>
<td></td>
<td>100.0%</td>
</tr>
</tbody>
</table>

Experience of Staff - Years of Experience in Training %

<table>
<thead>
<tr>
<th>Experience</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>20 years and more</td>
<td>18.6</td>
</tr>
<tr>
<td>15 to 19 years</td>
<td>11.6</td>
</tr>
<tr>
<td>10 to 14 years</td>
<td>18.6</td>
</tr>
<tr>
<td>5 to 9 years</td>
<td>25.6</td>
</tr>
<tr>
<td>Less than 5 years</td>
<td>25.6</td>
</tr>
</tbody>
</table>
|                                   | 100.0%

Staff Appraisals

It is the policy of Covenant College to conduct ongoing staff appraisals, both in a formal and informal manner. These are undertaken to encourage staff in their work and to develop ongoing goals.
Section 2  Student Outcomes

<table>
<thead>
<tr>
<th>Item</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Student Attendance</td>
<td>92.8%</td>
</tr>
<tr>
<td>Student Retention</td>
<td>54.76%</td>
</tr>
</tbody>
</table>

Summary:

- On average, students from Prep to Year 11 are in attendance at school nearly 92.8% of the time. Below is the breakdown of the students’ attendance for each year level.

<table>
<thead>
<tr>
<th>Level</th>
<th>2014 % of Attendance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Foundation</td>
<td>94.1</td>
</tr>
<tr>
<td>Year 1</td>
<td>93.9</td>
</tr>
<tr>
<td>Year 2</td>
<td>93.5</td>
</tr>
<tr>
<td>Year 3</td>
<td>93.8</td>
</tr>
<tr>
<td>Year 4</td>
<td>93.8</td>
</tr>
<tr>
<td>Year 5</td>
<td>93.5</td>
</tr>
<tr>
<td>Year 6</td>
<td>92.4</td>
</tr>
<tr>
<td>Year 7</td>
<td>94.5</td>
</tr>
<tr>
<td>Year 8</td>
<td>91.6</td>
</tr>
<tr>
<td>Year 9</td>
<td>92.5</td>
</tr>
<tr>
<td>Year 10</td>
<td>90.7</td>
</tr>
<tr>
<td>Year 11</td>
<td>89.0</td>
</tr>
</tbody>
</table>

- Management of student non-attendance – if a student is marked with an unexplained absence at roll call, an SMS is sent to the parent informing them their child has not arrived at school and asks them to contact the school. In the event of long term, unexplained absences, the Head of School will follow up directly with the family.

- 54.76% of the 2010 Year 9 students graduated in the 2013 Year 12 class.
The Victorian Curriculum & Assessment Authority (VCAA) administers the National Assessment Program Literacy and Numeracy (NAPLAN), providing an indication of how well the literacy and numeracy skills of students are developing. Students across Australia in Years 3, 5, 7 and 9 undertake the testing.

### Year 3 National Benchmark Results

<table>
<thead>
<tr>
<th>Subject</th>
<th>2013</th>
<th>2014</th>
<th>% Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reading</td>
<td>100</td>
<td>88</td>
<td>-12.1</td>
</tr>
<tr>
<td>Writing</td>
<td>100</td>
<td>100</td>
<td>0.0</td>
</tr>
<tr>
<td>Maths</td>
<td>100</td>
<td>97</td>
<td>-3.0</td>
</tr>
</tbody>
</table>

### Year 5 National Benchmark Results

<table>
<thead>
<tr>
<th>Subject</th>
<th>2013</th>
<th>2014</th>
<th>% Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reading</td>
<td>98</td>
<td>97</td>
<td>-0.5</td>
</tr>
<tr>
<td>Writing</td>
<td>91</td>
<td>95</td>
<td>3.7</td>
</tr>
<tr>
<td>Maths</td>
<td>98</td>
<td>100</td>
<td>2.2</td>
</tr>
</tbody>
</table>

### Year 7 National Benchmark Results

<table>
<thead>
<tr>
<th>Subject</th>
<th>2013</th>
<th>2014</th>
<th>% Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reading</td>
<td>98</td>
<td>100</td>
<td>2.1</td>
</tr>
<tr>
<td>Writing</td>
<td>96</td>
<td>98</td>
<td>2.1</td>
</tr>
<tr>
<td>Maths</td>
<td>98</td>
<td>100</td>
<td>2.1</td>
</tr>
</tbody>
</table>

### Year 9 National Benchmark Results

<table>
<thead>
<tr>
<th>Subject</th>
<th>2013</th>
<th>2014</th>
<th>% Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reading</td>
<td>100</td>
<td>98</td>
<td>-2.2</td>
</tr>
<tr>
<td>Writing</td>
<td>93</td>
<td>87</td>
<td>-5.7</td>
</tr>
<tr>
<td>Maths</td>
<td>98</td>
<td>100</td>
<td>2.3</td>
</tr>
</tbody>
</table>

---

2 Annual NAPLAN Results for Reading, Writing, Spelling and Numeracy benchmarks for Year 3.
3 Annual NAPLAN Results for Reading, Writing, Spelling, and Numeracy benchmarks for Year 5.
4 Annual NAPLAN Results for Reading, Writing, Spelling and Numeracy benchmarks for Year 7.
5 Annual NAPLAN Results for Reading, Writing, Spelling, and Numeracy benchmarks for Year 9.
Section 2 National Benchmarks

What were our Year 12 ATARs for 2014?
Average ATAR (Australian Tertiary Admissions Ranking) score was 64.16

Where did our 2014 Year 12 students go?

<table>
<thead>
<tr>
<th>Career Pathway</th>
<th>#</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Received a University Offer</td>
<td>13</td>
<td>48.1</td>
</tr>
<tr>
<td>Received a Tafe Offer</td>
<td>7</td>
<td>25.9</td>
</tr>
<tr>
<td>Tertiary Online Correspondance</td>
<td>1</td>
<td>3.7</td>
</tr>
<tr>
<td>Traineeship</td>
<td>1</td>
<td>3.7</td>
</tr>
<tr>
<td>Apprenticeship/pre-apprenticeship</td>
<td>2</td>
<td>7.4</td>
</tr>
<tr>
<td>Permanent Part-time Employment</td>
<td>1</td>
<td>3.7</td>
</tr>
<tr>
<td>Not Currently Employed</td>
<td>2</td>
<td>7.4</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>100.0</td>
<td>100.0</td>
</tr>
</tbody>
</table>

The University courses that our 2014 Year 12 students are now enrolled in include:
- Construction Management
- Criminology
- Education - Primary
- Engineering
- Engineering - Mechatronics
- Health Sciences - Nursing
- Information Technology
- Professional and Creative Writing

The TAFE courses that our 2014 Year 12 students are now enrolled in include:
- Aged Care
- Audio Engineering
- Criminology
- Outdoor Recreation
- Photography
- Visual Arts
Section 3  Satisfaction Surveys

Parent Survey - Parent Satisfaction 2014 ratings of various aspects of Covenant College

<table>
<thead>
<tr>
<th></th>
<th>Junior School</th>
<th>Middle School</th>
<th>Senior School</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic Program</td>
<td>8.4</td>
<td>8.2</td>
<td>8.0</td>
</tr>
<tr>
<td>Quality of teaching</td>
<td>8.8</td>
<td>8.3</td>
<td>8.1</td>
</tr>
<tr>
<td>Learning outcomes</td>
<td>8.4</td>
<td>8.1</td>
<td>8.0</td>
</tr>
<tr>
<td>Safety &amp; discipline</td>
<td>8.9</td>
<td>8.5</td>
<td>8.6</td>
</tr>
<tr>
<td>Pastoral care</td>
<td>9.0</td>
<td>8.6</td>
<td>8.8</td>
</tr>
<tr>
<td>Building and grounds</td>
<td>8.9</td>
<td>8.7</td>
<td>8.7</td>
</tr>
<tr>
<td>Resources and materials</td>
<td>8.8</td>
<td>8.7</td>
<td>8.6</td>
</tr>
<tr>
<td>Transition</td>
<td>8.6</td>
<td>8.4</td>
<td>8.5</td>
</tr>
<tr>
<td>Communication</td>
<td>8.8</td>
<td>8.4</td>
<td>8.5</td>
</tr>
<tr>
<td>PT Interviews</td>
<td>8.9</td>
<td>8.5</td>
<td>8.1</td>
</tr>
</tbody>
</table>
Section 3  Satisfaction Surveys

**Staff Survey** - Staff Satisfaction 2014 ratings of various aspects of Covenant College

![Graph showing staff satisfaction ratings](image)
Section 3 Satisfaction Surveys

Student Survey - Student Satisfaction 2014 ratings of various aspects of Covenant College
Section 4  Income Source and Expenditure breakdown

Capital and Recurrent Costs - 2014

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Staffing Costs</td>
<td>4,798,932</td>
<td>5,438,839</td>
</tr>
<tr>
<td>Capital Expenditure</td>
<td>1,264,079</td>
<td>2,172,544</td>
</tr>
<tr>
<td>Operations Related Costs</td>
<td>1,146,390</td>
<td>1,374,941</td>
</tr>
<tr>
<td>Property Costs</td>
<td>741,808</td>
<td>841,019</td>
</tr>
<tr>
<td>Other Costs</td>
<td>32,400</td>
<td>0</td>
</tr>
<tr>
<td>Recurrent Government Funding</td>
<td>4,474,224</td>
<td>5,077,482</td>
</tr>
<tr>
<td>Private Income</td>
<td>2,030,416</td>
<td>2,401,014</td>
</tr>
<tr>
<td>Government Capital Grant Income</td>
<td>487,393</td>
<td>1,330,208</td>
</tr>
<tr>
<td>Other Income</td>
<td>31,073</td>
<td>12,000</td>
</tr>
</tbody>
</table>