



School Profile

Hilliard Christian School commenced in 1901 with some rented rooms in Harrington Street, Hobart, as an initiative by the Hobart Seventh-day Adventist Church. At the same time, schools were also established in other churches, including Collinsvale. From this small start (and moving around the greater Hobart area), the school moved in 1982 to the current site in West Moonah. The school is operated by Adventist Schools Tasmania (Ltd).

The school operates levels from Kindergarten (4-years old) through to Year 10.

Enrolment Data¹

Level	2020	2019
Kindergarten	17	19
Primary	114	100
Secondary	60	47
Totals ²	191	166

It is pleasing to see the diversity of students at Hilliard Christian School, with many cultures represented, providing rich and exciting opportunities for students to interact with people from different languages and backgrounds.

Enquiries are welcome for all students who wish to study and learn within an environment shaped by Christian beliefs, values and lifestyle. We are intentional in our desire to help students grow academically, physically, emotionally and spiritually, and enable them to make positive choices in life. We provide a family atmosphere, where students are provided with personal and academic challenges, and individual attention is given to each student.

The school has four core values of Belonging, Integrity, Respect and Perseverance. These values impact the teaching, interaction and discipline of the school.

- 1 Enrolment data for Primary and Secondary students is taken from the Annual Schools Census.
- 2 Funding for Kindergarten students is not provided by the Federal Government.



Principal's Message

The Year 2020 is a notable one for the school for several reasons. Firstly, for the satisfactory re-registration of the school, giving us a four-year term. In the letter advising us of this, the Registrar of Education of Tasmania wrote, "The Board noted that the school was fully compliant in all areas of the Registration Standards. This is a very pleasing and excellent outcome given the registration difficulties experienced only four years ago. Those involved in the school's overall improvement and in assisting the school to fully meet the standards are to be commended." This success is a credit to the school's leadership team, the teachers and the support from Adventist Schools Tasmania, and in particular, Mrs Sandra England (a retired teacher and administrator from Victoria who provided support for the school during the registration process).

Later in the year, we went back to the Office of the Education Registrar and applied for registration to offer Year 11 & 12 starting 2021. This was also achieved, led by Miss Lee Menzie and supported by Dr Julie Rimes.

2020 will also go into human history as the COVID year. As a result of the COVID-19 Coronavirus, significant interruptions occurred during the school year. As noted elsewhere in this report, the National Assessment Program (also known as NAPLAN) did not operate this year. There was also a lockdown for part of the year, and while school staff were deemed essential workers, there were significant challenges in dealing with an online cohort rather than in-class students. The teachers did incredibly well in keeping material up using either Google Classroom or Class Dojo. Along with Google Meet or Zoom classes and resources like YouTube, quality classes were presented to students. Praise God for having provided the technology in 2019 that facilitated this online learning.

Of the many challenges that came out of COVID, one identified by the parents in the School Improvement Surveys was the loss of connection to the church. As the school deals with the new normal in a post-COVID world, this will be a challenge that we need to address.

We also obtained a further grant to fund our new development, with approval to build five classrooms and renovate some primary classrooms into a new Science laboratory. We look forward to these happening next year. We have put the project to tender.

We continue to look forward to an exciting future.

Best wishes

Stephen Littlewood



Staff Details

Teacher Retention Rate

	Total	Number Left	Retention Rate
Full-Time Teachers	11	4	64%
Part-Time Teachers	7	3	57%

Teacher Qualifications

Overall, 18 teachers taught at Hilliard Christian School in 2020.

Their qualifications include (highest one only listed)

Doctorate	1
Masters Degree	4
Bachelor Degree	14

All teachers are registered with the Teachers' Registration Board in Tasmania.

Hilliard Christian School organises with staff to ensure that they have a current First Aid Certificate.

At present, there are no teachers who have an Aboriginal or Torres Strait Islander background.

Teacher Professional Learning

All teachers are required to be involved in professional learning activities. These take a variety of forms, including, but not limited to, whole staff professional development, Adventist Schools Tasmania's Professional Development and Appraisal process, curriculum focus activities along with attendance at worships, seminars and conferences, for individual or small groups of teachers. The school is also supporting provisionally registered teachers transition to full registration.

In 2020, the average expenditure per full-time teacher was \$1,082. However, this number underestimates the actual cost, as it does not include:

- Cost of the combined PD days in Campbell Town (3).
- Training is done on Programming and Units of Work
- Out of school hours meetings to review curriculum
- The professional reading that is undertaken by teachers.



Student Engagement Matters

Student Attendance and Management Procedures for Non-Attendance

The percentage figure for the average student attendance rate shows the proportion of days that each student, on average, attended school over the year. A larger percentage value means that students are attending school more.

Student Attendance Rates for Each Year Level in 2020³

Year Level	Attendance Rate (%)
Kindergarten	85.28
Prep	89.27
Year 1	89.29
Year 2	88.50
Year 3	89.33
Year 4	89.09
Year 5	80.96
Year 6	88.21
Year 7	90.95
Year 8	88.15
Year 9	85.67
Year 10	86.95



Families are requested to advise the school when their child is absent. If the school has not received a message or call about an absence by 9:30 am, the School's LMS will send out an SMS to families advising them that their child is missing. Repeated absences are documented so that appropriate action can be taken by the school and its representatives to encourage school attendance by each student. Such action could be as simple as a discussion with the child and parents/guardians to support them in adjusting their behaviour. In extreme cases, we will work with the non-attendance at school section of the Office of the Education Registrar.

Results of National Assessment Tests in 2020

Due to the COVID-19 Coronavirus pandemic, there was no National Assessment Testing in 2020.

Value Adding

Hilliard Christian School exists to add value to the education experience of our students and the experience of the wider school community. Value is added by extending the statutory curriculum requirements imposed on schools by our ethos, culture and environment, and by additional experiences provided by the school.

What follows is a range of activities undertaken during 2020 that added value to the educational experience of the students attending Hilliard:

Curriculum Related Activities

- Standardised PAT testing for all levels
- STOMP
- Learning Support including the MultiLit program for students needing this
- Guest presenters, including on how to be cybersafe.

Co-curricular Events

- Swimming lessons for each year level
- Swimming Carnival
- Athletics Carnival
- Internal Cross-Country event
- Remembrance Day

³ These numbers have been calculated based on the non-compulsory school attendance days due to COVID-19.

Pastoral Care

- Opportunity for students to meet with the school psychologist.
- Community Events
- Dedication service
- Speech Night
- Orientation Days
- Open Days
- Parent/Teacher Interviews
- Seminars for parents (conducted online due to COVID)

Due to the COVID-19 Coronavirus pandemic, some events (like participation in ANZAC day, Harmony Day celebrations and the church services conducted in the local Seventh-day Adventist churches) were required to be cancelled.

School Improvement Program

Parent, Teacher and Student Satisfaction Survey

The number of parents responding in the parent-survey responses increased from the previous year. The feedback provided to the school ranked Hilliard Christian School in the top 25% of schools in Australia for 12 out of the 19 categories (63%). The others were all in the middle 50% of Australian schools. Some of the areas where Hilliard ranked the highest include:

- Stimulating Learning
- Teacher Morale
- Approachability
- Behaviour Management
- School improvement
- Transitions
- Homework
- Connectedness to School

The lowest one was extra-curricular activities.

Overall, staff were also positive about the school, responding well, with teacher confidence, IT resources and respect for students ranking in the top 20% of schools. Consistently across the survey, the staff responded positively at a higher rate than they did in 2019.

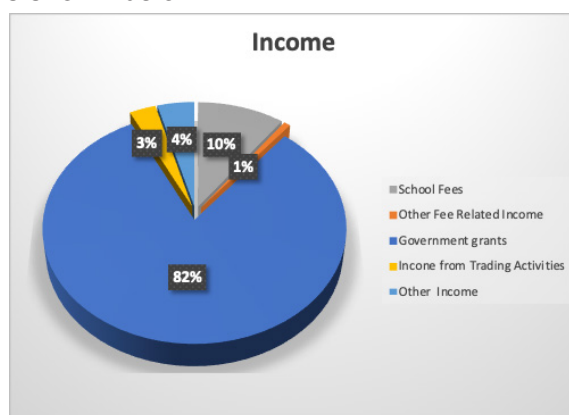
The students were positive their safety, connectedness to peers and student motivation. However, as was anticipated due to COVID-19, they noted that their emotional well-being and the relationship with teachers was not as good as the previous year.



Financial Information

A summary of the school's financial performance for 2020 is shown below

Income	
Student tuition	353,084
Other student income	21,330
Government grants	2,819,616
Trading income	105,343
Denominational Allocations	117,484
Investment income	6,667
Other incomes	23,409
Total income	3,447,013

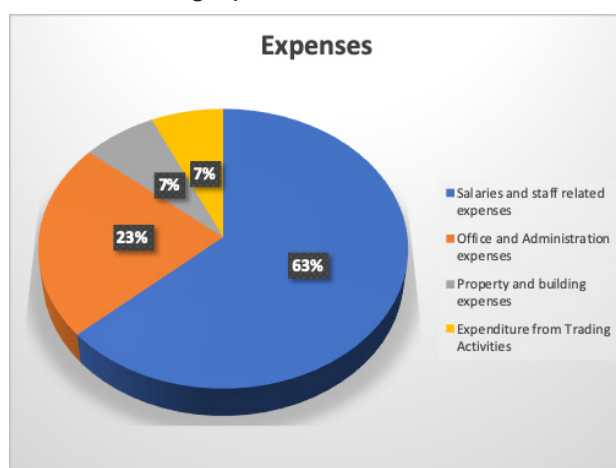


With a total expenditure of \$3,299,793 this led to a surplus of \$147,220

The information for income is highlighted in the graph above, showing that the majority of the income comes from government grants.

Expenses were broken down as indicated in the graph below:

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Looking Ahead

Hilliard Christian School has a bright future—we are looking forward to building new classrooms and renovating the science facilities in 2021 based on the grant that we received from the Government for this purpose.

As well as this, we will see the start of a new era for the school with the commencement of the new Year 11 class.

This year, the verse I have chosen is a fitting one following on from a year impacted by COVID-19.

For he will conceal me there when troubles come;
he will hide me in his sanctuary.
He will place me out of reach on a high rock. Psalms 27:5 (NLT)

I believe that God has helped our school this year, and we give Him the glory.

Best wishes

Steve Littlewood