

# Covenant Christian School

## 2010 Annual Report



## Chairman's Report

*This time last year I wrote to you about the wonderful blessings the school had received from the hand of God. Once again, with thankfulness to Him, I am able to do this again. As a school community we are once more enjoying God's abundant provision in matters financial, with our staff, our parents and students.*

However, as I write this I am very aware of the sad events that have happened amongst our community and that our lives and situations can change very quickly. We only need to remember the hurricanes, floods and fire around our nation and the earthquakes in Christchurch and Japan to see how lives can be changed forever within a matter of seconds.

Remembering that life can change quickly, it is our prayer that as a Board, an Association and school that we use our time and talents wisely and in a God honoring way, not only when things are going well but also when things get tough. We would ask that you continue to pray for us and with us, that the Board is focused on the things of importance. The time that our children or grandchildren spend at Covenant is short and it is our prayer that we are able to continue to provide for them an environment that leads them to glorify God, proclaim His gospel and to learn to go out into the fallen world and live life for Him.

### Our Year in Review

We have again seen the school finish the year with a healthy surplus. This surplus as well as the Government grants of the previous years will enable us to continue to improve the environment in which the children learn. To this end the Board is truly thankful to the staff and to the parents, who all contribute and combine together to help achieve this. We are also thankful for the financial support that the Federal, and to a lesser extent State, Governments provide.

Over the past year we have been in the position to offer assistance to other smaller schools within the Christian Education National network. Most of this has been by sending some of our teachers to help out in their areas of expertise.

The Board has been working hard over the year to be in the position to bring our creedal road map to you. We are nearly there! As reported last year, this is not an easy task, knowing how important it is to get it right, as this document is to help clearly articulate what we believe as an association. The school community has a wide variety of church and doctrinal backgrounds, and our prayer is that this document will clearly set out the main doctrinal statements that we as an Association will hold true to. So what stage are we at now? We have obtained the help of a well-respected theologian and writer to help produce a document

that will assist people to understand clearly the common ground of those beliefs on which we as evangelical reformed Christians from varying backgrounds can all agree. We hope to have this completed in 2011.

### Director Matters

This year you have had the following people faithfully working on the Board on your behalf: Anne Baker, Ian Carmichael, Mairwen Chapman, Matthew Chee, Freya Sietsma, and myself. I would like to thank them all for their time and participation over this past year.

There are still some vacancies on the Board and it is important to have these filled. I say this for a couple of reasons: it is good to have new/fresh ideas, it is good to help to carry the load with the other Board members, it is good to have a succession plan as a number of the current Board Members have students in the older year groups of the school and some no longer have children at the school. At some stage they feel the need to retire into other ministry. So please consider what gifts God has provided you with and if you can use these to assist in helping the Board to maintain the schools vision for the years ahead. You may have expertise in some of the following areas: being a great school mum or dad with a love for God and Covie; theology; financial matters; Occupational Health and Safety; education; communication; human resources. There are many other areas as well, so please prayerfully consider whether you can help in this way.

We can continue to praise our God who is so wonderful and we thank Him for another year in which our school has been able to serve Him and for the many blessings we have seen as we continue to work together providing Christ-centred education here at Covenant. Please continue to pray that this will be upheld and that God will continue to watch over and protect the school.

Finally, I would like to thank the Board for their commitment and supporting me in my role as Chairman.

Rod Post





# Principal's Report

*The school's motto is "all knowledge through Christ". The biblical understanding of the nature of knowledge is a knowledge that is life shaping and heart impacting, rather than "knowledge about" the world. The motto expresses well the transformative nature of what we are trying to achieve at Covenant, seeking to understand the world through the lens of Scripture, and our place in it.*

Our mission is to "(assist) parents in the nurture of their children, providing a Christ-centred, biblically grounded, culturally engaging and academically rigorous education, which equips children to live for God's glory".

As a school community we acknowledge that this ideal is never quite realised, but the school is deliberately intentional in the way in which it seeks to honour this commitment in every aspect of the educational endeavour.

Covenant continues to achieve very strong results in external exams, an important aspect of the life of the school. You will find the results in the School Performance section of the Annual Report. As a school that is comprehensive and does not offer academic scholarships for philosophical reasons, these results are indicative of the excellent work being done by the teachers and students in the school.

We have continued to renew our physical resources and there have been improvements in both the landscape and with classrooms. This renewal is embedded into the strategic planning of the school to ensure that we continue to improve our facilities. The new K to 2 building was completed in 2010. It has been a great new environment where small intimate spaces for Kindergarten are next to open learning areas for Years 1 and 2 as well as a new communal area. The Board and Executive staff are master planning for the next phase of growth and have a number of exciting projects to ensure that we are good stewards of the funds entrusted to us.

One of the new initiatives for 2010 was the enhanced music program in Year 4 which will also be rolled out into Year 5 in 2011. This involved all students learning a musical instrument with an individual tutor as part of their weekly routine. The goal is to enhance the music program in the school given the importance that music plays in the wider culture, and in particular the Christian church. It is hoped that this will encourage more children to take up a musical instrument as well as improving educational outcomes.

In 2010 the whole staff studied the book "Teaching Redemptively: Bringing Grace and Truth into Your Classroom" in order to sharpen our focus on pedagogical practice. We also continued to work on learning to differentiate instruction and assessment by bringing in guest speakers. This will remain one of the foci to be maintained over the next few years. In 2011 teaching staff will be working on applying some of the principles learnt whilst studying the book.

The school has also begun to plan a number of 2 day workshops for our own staff and other staff interested in English, Science, Creative Arts and PD/H/PE. It is intended for these to be Professional Development that can be credited towards a Masters Degree at the National Institute of Christian Education (NICE). This is being done in collaboration with NICE and Christian Educators' Professional Association (CEPA).

As a school we are keen to model life-long learning to the children in our care. This year two staff members completed Masters Degrees with another 12 staff members currently studying Masters Degrees.

Another two staff members are intending to start in 2011. One staff member has taken 12 months leave without pay to complete his Doctoral Studies.

In 2010 we developed a new web-based resource to extend and enrich students' learning. It was launched in January 2011. It is hoped that this will be a resource that will not only benefit our own students, but students in other schools. The web address is [www.theenrichmentsite.com.au](http://www.theenrichmentsite.com.au). 2010 also saw the planning of a relationship with Advantage Card which is designed to create an alternative income stream for the school. It is intended to be launched in March 2011.

The school is intending to implement its laptop program to enhance the teaching and learning in Years 10-12. Staff development has been taking place during 2010 and will continue into 2011 in using Moodle as a platform to deliver this technologically enhanced education. The school will also be trialling the use of "digipens" for use in the Secondary School. We have also installed Smartboard technology in the K to 4 classrooms as well as in the LOTE classroom and will evaluate any areas that might benefit from this type of technology in the rest of the school.

A further initiative that has been planned over the last 18 months is the new approach to Biblical Studies that reintroduces a non Board Of Studies Language unit and an "International Studies" unit of work that will allow students to understand and engage in "faith in action" activities in areas such as Zambia, Uganda, Nepal and Sudan.

We have also doubled the amount of time given to Careers Education/Advice for 2011 to deal with the increasing student enrolments in the senior school.

The school has reviewed the Discipline Policy and it can be found on the Community section of the school website along with the Grievance, Welfare and Complaints Policies. The Discipline Policy changes reflect a more flexible approach to dealing with policy issues, and a restorative focus when dealing with students who misbehave, particularly in the Secondary School.

## Satisfaction Survey

The school has an Exit Survey that it asks all parents to fill out as they leave the school. We also invite them to write to the school with concerns, recommendations and encouragements.

In general, satisfaction with the school's performance was expressed by the vast majority of those who responded. There were few outlier comments that were negative. These were to do with issues such as wanting a stricter uniform code, and looking for more challenging work for their children. It is hoped that "The Enrichment Site" will help alleviate this perception and enhance the ability of the school to provide more differentiation of learning for our students.

Bill Rusin

# Registrar's Report



## Summary of Enrolment Policy

*Covenant Christian School is open to all children whose parents are seeking to give them an education which is consistent with the basis and aims of the school, provided the school has the resources to meet the child's particular needs, and subject to the availability of places.*

Initial priority for enrolment will be determined by parents' answers on the enrolment application and a letter of reference from the pastor of the church currently attended. This will be later confirmed through an interview with the parents.

Normally children are accepted into Kindergarten only if they have turned five before 31st May that year. In exceptional circumstances, after careful testing, younger children may be admitted if they are considered to be socially, physically and intellectually mature enough.

Children are accepted into the Transition classes only if they have turned 3 years of age and are toilet trained at the time they start.

## Student Population

In 2010 there were 782 students enrolled at Covenant at the August Census from Kindergarten to Year 12. These students were predominantly from the Northern Beaches, Chatswood and Upper North Shore areas and represent a mix of cultural backgrounds. 16 International Students were enrolled from predominantly Asian countries.

The ratio of boys to girls was 56:44. The proportion of students from regular church attending families (representing over 120 churches) was 90%.

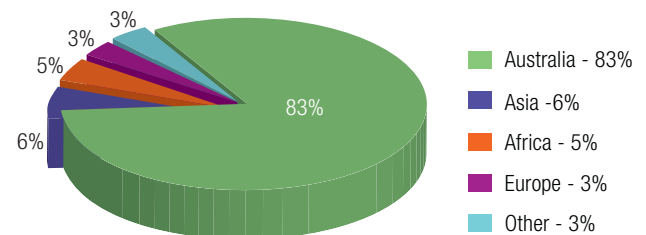
There are two Transition classes for 3 and 4 year old children: a two day class on Monday and Tuesday and a three day class on Wednesday to Friday.

In Junior School there were two classes per grade from Kindergarten to Year 6. In Secondary School there were generally three classes per grade in Years 7 to 12. Year 10 was larger than usual which allowed 4 smaller classes per subject.

Enrolments			
	2008 (August Census)	2009 (August Census)	2010 (August Census)
K-6	319	340	326
7-12	393	435	456
TOTAL	712*	775*	782*

\* Excluding 40 Transition students

## Student Country of Birth



## Attendance and Management of Non-Attendance

Covenant students were absent for approximately 10 days on average over the year (representing an attendance rate of 95%). This included absences for sickness, medical appointments and approved leave. The average figure is somewhat inflated by a significant number of students with extended absences for sickness and approved extended leave for family travel.

Non-attendance at school is managed by an electronic attendance roll. If a parent letter of explanation for non-attendance is not received, a form is sent home seeking an explanation. If a letter is not forthcoming after several attempts, senior staff are alerted to determine the appropriate follow-up, including consideration of potential student welfare issues. Where attendance patterns may affect the ability of a student to achieve educational outcomes for an external certificate, formal warning letters are provided to student and parent.

## Retention Rates and Post School Destinations

The loss of students is usually greatest from Year 6 and Year 10. The loss of students at the end of Year 6 is mainly to single sex non-government schools and selective schools. However, there is a positive apparent retention rate because of the influx of new students into Year 7 to create 3 streams in Year 7. The retention rate from Year 10 to Year 12 is mostly affected by the loss of students at the end of Year 10 going into the work force, moving to TAFE or moving out of the area.

Year 10 enrolments in 2008 were 73 students with 67 students completing the HSC in Year 12 in 2010 (an apparent retention rate of 92%). The actual retention rate for this Year 12 cohort was 75% which is similar to previous years.

About 80% of students eligible to attend university were offered a place in the first round offers. Many also received later offers. The remaining students also entered employment in a variety of fields or commenced training at TAFE or private colleges.

Wendy Boase

# Business Manager's Report

## Overview

I am pleased to present the 2010 financial report on behalf of the School Board. 2010 was a significant year in which we made progress in a number of key areas. None was more significant than the completion of the Kindy to Year 2 Complex with the capital funds of \$2.5m provided during 2009 and 2010 by the Federal Government under the Nation Building Economic Stimulus Plan - Investing in Schools. In addition we had an excellent increase in student enrolments across the school. As a result we achieved a pleasing operating surplus ahead of budget and a cash flow surplus well above expectations.

Our financial performance is a direct result of the school exceeding student enrolment expectations, of generous Federal Government capital funding, of parents paying their fees on time, as well as the school's ability to manage payments and bank accounts to maximise interest income. The school met its obligations to staff and creditors in 2010.

Under the guidance of the Board, the Financial Committee consisting of Board, Association Members and Executive is involved in the financial management of the school. The Committee is invaluable, as a number of financial improvements have come about as a result. The Committee is actively involved in the budget process.

## Fees & Enrolments

The Board's goal is to provide affordable Christian education to Christian parents, so keeping the fees as low as possible while yet still delivering a high standard of Christian education, and maintaining and improving buildings and grounds to satisfactory levels.

In 2010 our student numbers were budgeted at 772 and at census we achieved 782. In 2011 our target is 776.

## Accounts 2010

The Financial Accounts for 2010 show a net operating surplus of \$571k. The cash position at the end of the year increased from \$2.68m to a total of \$3.32m. The School Board recognises the need to create an appropriate surplus each year with a view to future building projects. A budgeted net operating surplus of \$300k was approved for 2011.

In addition to the \$1.3m invested in the building of the Kindy to Year 2 Complex (primarily paid for by the Federal Government), a number of existing facilities were improved with more than \$780k invested in repairs & improvements during 2010. This includes the complete refurbishment of Building B to house Year 4 & Year 5, a new demountable, refurbishment of the Cottage to accommodate the Primary Music and Education Support needs, on-going landscaping improvements around the school and the refurbishment of the school administration office.

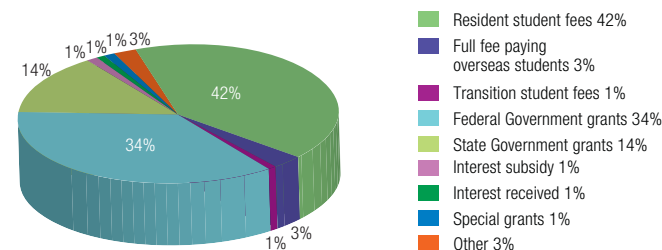
In the IT sector a significant strategic decision was made to move to Netbox Blue technology. Netbox Blue is a leading school provider of internet and email security, filtering and management solutions. Netbox Blue provides the school with tools to protect our network from internal and external threats, control data leakage and ensure staff and students use the internet productively. We believe this change to be an excellent benefit to the school. It has smart technology around social networking sites, in particular in the area of cyber bullying controls.

During 2010 we reduced our loans by \$314k. This is a great achievement which speaks volumes to bankers and others about our solid financial credentials. We also had our building and contents valued to ensure that we are adequately insured.

## Income

Income from families equates to 46% of total income and government grants equate to approximately 50% of total income. We are thankful for government support. In more simplistic terms, for every \$1.00 a parent paid, grants from the Federal and State Governments contributed \$1.05.

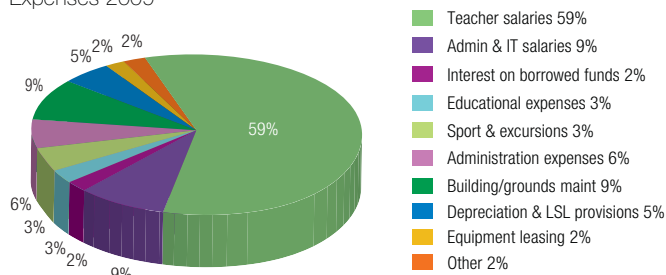
Income 2010



## Recurrent Expenditure

Our expenses in 2010 will show that our major recurrent expense is salaries. In 2010 salaries equalled approximately 70% of our total recurrent expenditure. This does not include capital expenditure.

Expenses 2009



## The Year Ahead

We believe the 2011 budget has been established with achievable net operating and cash flow surplus targets. The key to achieving our budget largely falls to meeting our enrolment numbers of 776. In 2011 we will continue to position the school with the financial ability to proceed with the new Classroom, Library (Junior), Performance Complex on the unused nursery land and a part of the existing playground. We also hope to launch the first stage of the senior school's 1:1 laptop program starting with Year 10 students that is part of the process of integrating technology into the classrooms. We also wish to invest the school funds into existing infrastructure where maintenance is required. This will help the school to do preventative rather than reactive maintenance in the future. We ask for your continued financial and prayer partnership over the coming year.

Andrew Lowry

# Key Policy Outlines



## Welfare

At Covenant we want to relate to each other as Jesus did. Harassment and abuse is directly opposed to the way Jesus wants us to relate to each other. We believe that God values every person equally, thus we should care equally for all parties involved in a situation involving harassment or abuse.

As a Christian school we aim to:

- make the school a safe place to work and play;
- witness the Christian qualities of love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self control.

Specifically, Covenant Christian School is committed to:

- providing a safe and caring environment for students
- preventing harm to a student in any form within the school
- dealing seriously with any reports that a student is at risk of harm in a prompt and appropriate manner
- educating students concerning their rights and responsibilities and equipping them with appropriate skills for avoiding and reporting uncomfortable or abusive situations
- training staff to recognise and appropriately deal with and report situations where a student may be at risk of harm.

Specific requirements are set out in our Child Protection and Anti-harassment policies and procedures, among others. These include:

- ensuring that staff appointed are fit and proper people to occupy those positions through interviews and employment screening
- requiring staff to commit to a Staff Code of Conduct, which is actively monitored
- training staff in Child Protection and Anti-Harassment measures
- implementing procedures to identify when a child is at risk of harm and to notify the proper authorities
- implementing procedures to notify and investigate complaints of improper conduct by staff and report to appropriate authorities
- recognising that dealing with harassment is the shared responsibility of parents, staff and students
- establishing procedures which will ensure an effective response to incidents of harassment
- ensuring that all occurrences of harassment are dealt with fairly and consistently
- encouraging openness among pupils about all forms of harassment
- taking pro-active preventative measures against harassment
- raising awareness about harassment among school staff, pupils and parents.

Note that we define harassment as any action that troubles or annoys another person. Bullying is repeated intimidation over time, by negative actions of a physical, verbal or psychological nature by one or more persons, ie repeated harassment.

## Discipline

Covenant's discipline policy is based on the following principles which are drawn from Scripture. It recognises the primacy of restoration of relationship over substantive issues and seeks to address relationship breakdown first if required. Discipline should:

- be founded on love and concern for the child and those around him/her
- contribute towards a student's growth in Christ. Thus it may involve repentance, reconciliation and restitution
- include positive and negative elements confirming, commending, encouraging, as well as correcting, reproving, punishing
- be clearly defined as to expectations and wherever possible, be exercised promptly
- be consistent and administered fairly
- reflect on the action or attitude not the person so that it is clear we love the child.
- take into account the maturity of the child
- seek to develop self-discipline and thus not depend too heavily or exclusively on external motivation, such as structured rewards and punishments.

## Grievance

When dealing with any complaint, grievance or concern in relation to another person it ought to be done with the best intentions for the other person at heart. Whilst this is not necessarily easy to do, those involved in conflict ought to see it as an opportunity for growth. Specifically, all parties ought to:

- first speak directly about the issue to the person most concerned
- treat the matter seriously
- act fairly towards each other
- expect that they will be treated in the same way
- treat others involved in the situation with respect and graciousness
- act discreetly and maintain confidentiality
- If a person feels they cannot speak to the person concerned directly (eg in a case of bullying or fear) they should speak with another more senior person. In the case of a student this may be the Home Class Teacher or some other person they trust
- If a resolution is not achieved then the matter should be taken to the next most senior person and so on until it reaches the Principal for a decision. Any parent who is unhappy about a decision of the Principal, or who for other reasons would like to take a matter further, may take it in writing to the Board.

Full copies of these and other school policies can be obtained from the school office and are on the policy page of the school's blogsite, [www.ourcovenant.com.au](http://www.ourcovenant.com.au)

# 2010 Staff

Staff numbers have been increasing as the school has grown. In 2010 there were 104 staff, of whom 77 were teaching staff and the remainder administrative or ancillary staff. There were 21 part-time and 56 full-time teaching staff. The retention rate for teaching staff was 96%.

## Of the teaching staff

- 13 were provisionally accredited at the start of 2010. 10 of these were accredited at the Professional Competence level during the year
- 64 were existing teachers under the Institute of Teachers criteria
- 1 had a Diploma of Education/Teaching
- All had a B. Ed or a Bachelors Degree plus Dip. Ed or equivalent
- 7 had additional degrees or Vocational Certificates
- 12 had an additional Masters degree
- Teaching experience ranged from 0 to 37 years with an average of about 10 years.

## The following staff joined us in 2010

Mrs H Allan (Mathematics), Mr A Caradus (Extension & Enrichment), Mrs L Pearce (Languages), Mr A Gerke (IT Support), Mrs J Harford (K-6), Ms D Hayman (Office Assistant), Miss A Jobson (K-6), Mrs K Lowry (Teacher's Aide), Miss C Meyer (K-6), Mrs S Osborne (IT), Mrs P Stafford (Music), Mr D Staples (Primary) and Mrs N Zinsli (Mathematics).

## The following staff left the school during 2010:

Mrs R Barclay (Transition), Mrs V Broady (Languages), Mrs J Busch (English), Mr A Caradus (Extension & Enrichment), Mrs I Carpenter (Library), Mrs R Dye (K-6), Mrs S Eatough (K-6), Mrs A Harding (K-6), Mr R Low (HSIE) (on leave), Mrs K Martin (Canteen), Mrs B Orban (Office Assistant) and Mr D Staples (K-6).



# Teaching & Learning

Our Transition Class continued to provide a steady and confident stream of students into Kindergarten, making a smoother start to the year for those children. The emergent curriculum has the goal of encouraging the individual development of the children, drawing on and developing their interests. Students progressed from the two-day group to the three-day group and starting school sessions were again a feature of Term 4.

Report formats remained unchanged throughout the Secondary School and Junior School. These reports, supplemented by parent teacher interviews, ensure good communication between home and school. Absences were reported separately.

Students in Years 3, 5, 7 and 9 also received a NAPLAN report for their test results in reading, writing, spelling, grammar and punctuation and numeracy. The comparison between Covenant, NSW and National scores showed that Covenant was well above average in most areas. More details are available later in this report.

The Middle Section of the Secondary School, catering for Years 7-9, continued to grow with triple streaming now through to Year 11 and the Year 10 class having four streams to cater for increased numbers. This allows for four smaller classes. Although the core class idea has been phased out, one class in Years 7 and 8 is sorted for students with higher literacy skills while the other two classes are parallel. ICT skills are integrated into all subject areas. Students were offered a wide choice of electives in Year 9:

- Drama, Music, Visual Arts
- Information and Software Technology
- German
- Timber Technology, Food Technology, Design and Technology
- Commerce
- Physical Activity and Sports Studies
- Students could choose between the Geography and History elective in Year 9, with the mandatory Australian History, Geography, Civics and Citizenship studied in Year 10.

Year 10 students completed the “All My Own Work” program on ethical work practices, plagiarism, copyright and group work.

The Senior Section offers a broad and interesting curriculum. Year 11 and 12 students were able to choose from:

- General Mathematics, Mathematics, Mathematics Extension 1 and 2
- English Standard, English Advanced, ESL, English Extension 1 and 2
- Visual Arts, Drama, Music 1 and 2, Dance
- Business Studies, Economics, Legal Studies
- Ancient and Modern History
- Biology, Physics, Chemistry
- PDHPE, Exploring Early Childhood, Sport Life and Recreation Studies
- German Beginners and Continuers, French Beginners

- Software Design and Development, Information Processes and Technology
- Design and Technology, Industrial Technology, Textiles, Hospitality
- Studies of Religion 1 and Biblical Studies.



In 2010 Hospitality was a popular choice again as a VET subject. Once again Hospitality students in Years 11 and 12 all completed their mandatory 70 hours work placement over the two years, with positive comments from the industry and employers. We continued our close links with NBBEN, our local community partnership. The school community enjoyed the skills of the Hospitality students at school functions such as the Fusion evening, where Visual Arts and Design students showcase their Major Works.

Several students from Oxford Falls Grammar School and Northern Beaches Christian School joined senior classes at Covenant in Hospitality and Dance. Some Covenant students took advantage of the Open High School language classes studying predominantly Japanese and Spanish. Students also studied a range of languages at Saturday School.

The Vertical Home Classes that were started in 2009 continued and gained strength and focus. There are now 24 Home Classes with 6 classes in each House group. Each class consists of students from Years 7-12 and the students and staff stay with their group. Older students are encouraged to mentor younger ones and to take an interest in their well being.

In all subject areas throughout the school excursions, guest speakers and field trips were organised. Students from the elective German classes welcomed visitors from the Freie Evangelische Bekenntnisschule in Bremen. The German visitors attended classes, lived with local families and experienced life on the Northern Beaches.

We received grants for the following specific areas of the school in 2010: Special Needs and ESL, Languages and the ongoing Chaplaincy Grant.

The Professional Development budget of over \$40,000 was utilised with staff attending over 80 separate courses. This does not include money set aside by the Board for staff to study at the National Institute of Christian Education. Average expenditure per staff member was approximately \$400. Staff undertook courses including: Teachers New to Christian Schooling, Leadership, Narrative writing, Computer literacy, Phonics, ESL teaching, Mental Health awareness, Music and many other subject based courses.

Several staff continue their postgraduate studies and there were in-house sessions for health related matters, First Aid and OH&S.

Several New Scheme teachers were accredited as competent for the NSW Institute of Teachers while others are preparing their submissions.

## Secondary School

The Secondary School is a vibrant and busy area with learning not restricted to the classroom. Although sporting activities are a highlight, there are also many creative and artistic opportunities for students.

The Secondary Music Team continues to lead assemblies as well as Christmas and Easter celebrations while Concert and Stage Bands and choirs are always growing. 2010 saw our first Music Tour to the NSW South Coast. Performances were held in schools and nursing homes and both the audience and performers were enriched by the event. In addition there were Drama and Music evenings to showcase these specialist subjects. The Dance Academy has grown and was able to present a very successful end of year concert.

Carnivals produced strong individual performances by students in swimming, athletics and cross-country to Combined Independent School level. Teams were entered in local and gala day events in sports such as football, rugby, netball and basketball.

Public Speaking maintains its popularity. The Public Speaking Carnival is now an annual event in Term 3 with all speakers reaching a high standard. The interschool carnival between Covenant, Northern Beaches Christian School and Oxford Falls Grammar was again successful.



Mr John Hill and other staff prepared students for the Duke of Edinburgh Scheme. Students completed testing walks in the Royal National Park and the Blue Mountains as well as the Overland Track from Cradle Mountain to Lake St Clair in Tasmania.

The trip to the Aboriginal Community of Yarrabah in North Queensland was again a great opportunity for our students to share the gospel while undertaking a cross cultural experience. We were delighted to welcome some visitors from Yarrabah to Covenant in Term 4.

Leadership skills have been developed within the Student Council, which has raised money, run assemblies, assisted at various functions and represented the school at outside events. Bus Supervisors and House Captains also take on roles of responsibility and help in the smooth running of the school. The School Counsellor and some Year 11 students organised the 40 Hour Famine for World Vision. About \$6300 was raised. Student Council supported a number of other charities, represented the students on various issues and purchased additional equipment for the school. The school prepared shoeboxes for Christmas Child, hampers for the Salvation Army and some home classes continued their support of Sponsor Children.

Students in Years 7-10 enjoyed various camps in Term 1 while Year 11 attended a Retreat to develop leadership and study skills in Term 4. There was a Writers Retreat, an Art Camp and a Maths Camp to extend students with a passion for these areas.

Excursions, visits and talks were a regular feature of each term as our students enjoyed a variety of learning experiences.

# Junior School

Junior School engaged in a number of activities throughout the year with the musical Peace Child being a notable highlight. We also had the privilege of moving into the new Infants building followed closely by access to the revamped Year 3/4 building. One of our more significant foci during 2010 was to involve students to a far greater extent in the Fundraising activities we engage in.

Co-Curricular and Extra Curricular Activities throughout 2010 included:

## Extra Curricular

- Year 2/3 Choir
- Training Band
- Junior Band
- Student Council
- Drama Club
- Chess Club
- Japanese Lessons
- Puzzle Club
- French Club



## Sporting

- Carnivals: Athletics, Swimming, Cross Country
- Gala Days: Tennis, Eagle Tag, Soccer, Netball, Gymnastics, AFL
- Inter School Competition: Netball, Tee-ball, Soccer, League, Cricket



## Co Curricular

- Year 5/6 Camps
- Year 3/4 Sleepover
- Musica Viva
- Anzac Day Assembly
- Fundraising:
  - Cake Stall
  - Book Swap Day
  - Crazy Hair Day
  - Crazy Sock Day
  - World Cup Mufti
  - What I want to be Mufti
  - Rice Day
- Year 6 Community Day (raising support for Strokidz)
- House Captain training
- Speech Giving Assemblies
- Billy Cart Race Day
- ICAS Competitions
- Excursions for Year 3-6: Imax, Hyde Park Barracks, Canberra, Bushland, Powerhouse Museum, CARES-Bike Education day, Extension English
- Incursions for K-2: Living Eggs, Snake Tales, Theatre of the Deaf, Mini Beasts
- Comedy and Maths Camp
- Library: Author visit



*The Junior School staff are a wonderful group of gracious, cooperative and ingenious people who make life at Covenant a very pleasant experience every day.*

*Wayne Morton  
Head of Junior School*

# School Performance



## National Assessment Program – Literacy and Numeracy

In the 2010 NAPLAN (National Assessment Program - Literacy and Numeracy) tests, our students generally exceeded the benchmarks in all areas. In all cases results are above or well above the national averages.

Should any students fall below the benchmarks they will have been identified by the Education Support staff. Strategies will have been put in place to assist them by a combination of withdrawal groups, working alongside students in their classrooms, individual tutor groups and other individualised programs where necessary. Even students with identified difficulties who may have been eligible for exemptions took the tests. The following table summarises results and compares them to State scores.

	Reading	Writing	Spelling	Grammar and Punctuation	Numeracy	Data measurement space & geometry	Number patterns & algebra
CCS Year 3	488.1	435.9	441.6	465.8	440.8	434.1	446.6
NSW Year 3	422.6	429.3	413.7	424.8	402.3	399.9	404.4
CCS Year 5	560.8	532.1	542.0	566.8	560.0	549.7	571.1
NSW Year 5	496.8	494.7	501.8	512.5	499.5	496.7	502.7
CCS Year 7	582.2	566.7	565.3	556.3	585.3	581.7	589.2
NSW Year 7	549.3	532.9	554.7	539.9	551.9	551.1	582.6
CCS Year 9	607.2	577.3	600.4	596.8	634.8	634.7	634.8
NSW Year 9	580	569	576	574	596.6	596.2	596.8

## School Certificate Results 2010

Covenant Christian School received excellent results in the 2010 School Certificate. There were many outstanding individual performances as well as a number of excellent results in a variety of subject areas.

### Outstanding Individual Performances.

Twenty seven students received a mark of 90 or higher in one or more subjects, placing them in Band 6, the top performance band in the State for the School Certificate. There were 57 Band 6 scores overall.

### Computing Skills

The Computing Skills results were also excellent. The vast majority of students received the top ranking of “Highly Competent” in the Computing Skills Test. (71.11% when compared to the state average of 54.86%) The remaining students received the next ranking of “Competent.”

Individual Subjects – Below demonstrates the performance of each examinable School Certificate subject.

### English – Literacy

- 13 students received a mark of over 90 placing them in Band 6, the top Performance Band.
- 42.22% of our students received marks that placed them in Band 5, the second top Performance Band. (Only 31.26% of students in the state received results in this band).

- Our students were significantly over represented in Bands 6 and 5, when compared to the state average.
- They were significantly under-represented in the lowest 3 Performance Bands. In fact no students received a Band 1 or 2.

### Mathematics

- 16 students received a mark of over 90 placing them in Band 6, the top Performance Band.
- 38.94% of our students received marks that placed them in Band 5, the second top Performance Band. (Only 19.04% of students in the state received results in this band).
- Our students were significantly over represented in Bands 6, 5 and 4, when compared to the state average.

### Science

- 8 students received a mark of over 90 placing them in Band 6, the top Performance Band.
- 43.33% of our students received marks that placed them in Band 5, the second top Performance Band. (Only 32.11% of students in the state received results in this band).
- Our students were significantly over represented in Bands 6, 5 and 4 when compared to the state average.
- They were significantly under-represented in the lowest 3 Performance Bands. In fact no students received a Band 1 or 2.

## Australian History

- 12 students received a mark of over 90 placing them in Band 6, the top Performance Band. This means that 13.33% of our students received results that placed them in Band 6, compared to the State average of 5.16%
- 16 students received marks that placed them in Band 5, the second top Performance Band. This means that 17.77% of our students received results in the second top band compared to the state average of 13.29%
- Our students were significantly over represented in Bands 6, 5 and 4 when compared to the state average.
- They were significantly under-represented in the lowest 3 Performance Bands.

## Australian Geography

- 8 students received a mark of over 90 placing them in Band 6, the top Performance Band.
- 31 students received marks that placed them in Band 5, the second top Performance Band. This means that 34.44% of our students received results in the second top band compared to the state average of 21.21%
- Our students were significantly over represented in Bands 6, 5 and 4 when compared to the state average. They were significantly under-represented in the lowest 3 Performance Bands.

## The Higher School Certificate 2010

Covenant Christian School received great results in the 2010 Higher School Certificate. There were some outstanding individual performances as well as a number of excellent results in a variety of subject areas. While we celebrate with students who have achieved in the top performance bands, and received outstanding ATAR results, we believe the best results were obtained by those who had given their best and achieved their full potential. Some students far exceeded their expectations. Congratulations to those students and to those who have been selected into their tertiary course of choice. We also celebrate with students who have found work.

Nearly 75% of students eligible to attend university were offered a place in the first round offers and others have subsequently received offers in later rounds. Students will be studying a range of subjects including Architecture, Bachelor of Arts, Commerce, Nursing, Business Administration, Psychology, Radiography, Dance, Science, Education, Humanities, Sport, Law, Business Administration, Marketing, Design, Business and Commerce, Medical Science, Health Science, Defence and Policing and Maths and Computing.

Approximately 8 students received an ATAR (Australian Tertiary Admissions Rank) of 90 or higher and the highest was over 98.

18 students were congratulated in the Board of Studies Distinguished Achievers List for achieving a Band 6, the top performance band in the State for the HSC. There were 36 Band 6 results in a wide range of subjects and 205 results in Band 5, between 80 and 89.

A few subjects exceeded the state average by more than 5% as the table below shows.

Course Name	School Mean	State Mean	Variation
Industrial Technology	79.32	70.94	8.38
Mathematics 2 Unit	82.31	76.10	6.21
Music 1	85.54	80.24	5.30
German Continuers	85.70	78.73	6.97

Below is a snapshot of the 2010 HSC results in a range of subjects.

### Drama

- 60% of students were significantly over represented in Band 5, the second top performance Band when compared to the state average.
- 100% of students achieved marks placing them in Bands 5 and 4.
- There were no students represented in the lowest 3 Performance Bands.

### Music 1

- 28.57% of students received a mark of over 90 placing them in Band 6, the top performance Band.
- 57.14% of our students were significantly over represented in Band 5, the second top performance band when compared to the state average.
- There were no students represented in the lowest 3 Performance Bands.

### Studies of Religion

- 20% of students received a mark of over 90 placing them in Band 6, the top performance Band.
- 40% of the class received a mark of over 80 placing them in Band 5 the second top performance Band.
- Our students were significantly over represented in Bands 5 and 6, the two top performance bands when compared to the state average.

Covenant is a comprehensive co-educational school. We do not offer academic scholarships as we believe those in need of financial support are those who struggle to afford a Christian education, not only those with high academic ability. Our excellent results reflect the high standards and hard work of our staff and students and the prayerful support of our community.





# Covenant: a place for families

*Covenant Christian School was started in 1978 by and for parents. We are a growing community of families – parents, students and staff from 120 churches. We seek to create opportunities for families to connect and be involved with the school. Whether it is serving through the Parent Involvement Program, being a member of the school Association or simply enjoying Café Covie, we want families to be connected.*

Covenant's profile continues to be lifted in both our local community and beyond. Most new families first hear about our school through the encouragement of other parents and students. Personal and Group Tours continue to be a very effective and popular way of giving prospective families an opportunity to explore our school. The relaxed nature of the tour, a chance to see classes in action, morning tea and time to ask lots of questions are greatly appreciated.

Technology is also helping us connect, serve and build our community in new ways – both within the school and beyond. Covenant now operates five websites. These websites have an average of 3,000 visits every week.

Main school website [www.covenant.nsw.edu.au](http://www.covenant.nsw.edu.au)

School news blogsite [www.ourcovenant.com.au](http://www.ourcovenant.com.au)

Alumni, parents, staff [www.friendsofcovenant.com.au](http://www.friendsofcovenant.com.au)

The blogsite is the most popular and continues to help parents better understand what is happening in the daily life of our school. With over 1,000 blogposts, 9,000 photos and 100 YouTube videos it offers our school community a unique insight into the diversity and richness of opportunities available to students. An average of two new stories are added each school day. Facebook and twitter are also being used to help connect with our community in different ways.

Two more websites were launched in 2010. The Why Christian Schools website, booklet and DVD is helping parents understand the vision and role of Christian Schools like Covenant [www.whychristianschools.com.au](http://www.whychristianschools.com.au) The DVDs of interviews with Covenant parents and staff are also being used by other Christian Schools to distribute to their own communities.

Online Extension & Enrichment Courses from a distinctly Christian perspective are now available from [www.theenrichmentsite.com.au](http://www.theenrichmentsite.com.au)



**VISION**  
Our desire is to be part of God's plan to  
**unite** all things in heaven and on earth  
under the **lordship** of Jesus Christ, by...

**MISSION**  
... assisting **parents** in the nurture of their children,  
by providing a **Christ-centred,**  
**biblically grounded, culturally engaging**  
and **academically rigorous** education  
which **equips** children to live for **God's glory**

*All Knowledge through Christ*