



# Australian Christian College - Hobart **Annual Report 2023**



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# Introduction

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Australian Christian College (ACC) Hobart experienced a period of healthy growth and great outcomes in 2023. The year was marked by milestones, achievements, and a commitment to excellence in education. This annual report serves to highlight our successes, challenges, and the collective efforts that have helped move us forward.

ACC Hobart underwent a registration process with the Office of the Education Registrar in 2023. This process assessed various aspects of our college, including policies and procedures, staffing and workplace culture, academic rigour, our child safety framework, governance structures, financial accountability, buildings and facilities, as well as strategic planning and future-proofing. The registration panel offered positive feedback and the College was granted a five-year period of registration. This reflects our commitment to meeting and exceeding regulatory standards while providing a nurturing and effective learning environment for our students.

Throughout the year, ACC Hobart experienced pleasing growth, both in student enrolments and infrastructure. This growth was accompanied by strategic leadership appointments, with Anita Tilyard assuming leadership responsibilities in the Primary School and Paul Radford overseeing the High School. These leadership transitions have strengthened our administrative team, ensuring effective guidance and support for our students, staff and College community.

Our commitment to academic excellence was reinforced through continuous investment in teacher development and educational research. In 2023, our teachers were privileged to receive industry-leading coaching on a regular basis, tailored to incorporate the latest educational research and best practices. This investment in professional growth has empowered our educators to enhance their teaching practices and deliver high-level learning experiences to our students.

As we reflect on the journey and blessings of 2023, we are reminded of the truth found in 1 Corinthians 3:7-9: "So neither the one who plants nor the one who waters is anything, but only God, who makes things grow. The one who plants and the one who waters have one purpose, and they will each be rewarded according to their own labour. For we are co-workers in God's service..." This scripture serves as a poignant reminder of our shared mission to help our students be well known, well loved and well taught under God's awesome leadership.

In conclusion, 2023 has been a testament to the motivation, innovation, and dedication of the ACC Hobart community. As we celebrate 2023 we look towards the future and remain committed to fostering a nurturing, inclusive, and academically rigorous environment where students can thrive and realise their full potential. We extend our gratitude to all stakeholders for their unwavering support and partnership as we strive for educational excellence and faithful service.



**David Noble**  
**Principal**



# Information about the College:

## Our Context

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Located in Geilston Bay, nestled on Hobart's eastern shore, Australian Christian College is dedicated to fulfilling its mission of serving God by addressing the educational needs of every student. Part of a network comprising 12 non-denominational Christian schools nationwide, we feel privileged to benefit from the support of this network, empowering our educators with research-based methodologies to deliver a contemporary, technology-integrated education within nurturing classrooms where children are embraced with love and individual attention.

Australian Christian College Hobart implements the Australian Curriculum and Early Years Learning Framework from Kindergarten through Year 10, extending its services to the broader Hobart area. Students commute from as far as Dodges Ferry, Dysart,

and South Hobart to access our offerings. The essence of our institution shines through the deep-rooted connections among teachers, students, and families, fostering an environment that celebrates cultural diversity and social cohesion, thereby propelling each learner forward on their educational journey.

As a Christian College, our emphasis extends beyond academic excellence to instilling values of resilience, perseverance, and hope. Rooted in Christian principles, our nurturing environment is crafted to equip students with the tools to navigate life's trials with grace. Ultimately, our vision is for our graduates to radiate as beacons of light in the world, carrying within them a steadfast faith and a character reflective of Christ, which they are eager to share with others.



# Teacher Standards & Qualifications

The college is blessed with an exceptional team of educators who consistently deliver outstanding educational outcomes. They possess a diverse array of skills and talents, drawing inspiration from rich multicultural backgrounds. Alongside Australian-born staff, our teachers come from countries such as China, Indonesia, and Zimbabwe.

Every educator at Australian Christian College is registered with the Teachers Registration Board of Tasmania and holds comprehensive educational qualifications.

Name	Role	Registration	Qualification	Class/Subject
David Noble (Full-time)	Teaching Principal	Full Registration #1455	B.Ed G.Cert Theology	Principal Phys Ed
Jennifer Targett (Part-time 0.6FTE)	Teacher	Provisional Registration #26107	B.Mus Dip. Teach	Kindergarten/ Early Childhood
Anne Barter (Full-time)	Teacher	Full Registration #5880	B.Ed Early Childhood	Kindergarten/ Early Childhood
Anastasia Sujana (Full-time)	Teacher	Provisional Registration #32333	M.Teach B. Communication Design	Junior Primary
Teresa Kimber (Part-time 0.6FTE)	Teacher	Full Registration #21027	B.Teach	Middle Primary Special Needs Coordinator
Anita Tilyard (Full-time)	Teacher Head of Primary	Full Registration #31032	B.Ed	Middle Primary
Kudakwashe Chikonyora (Full-time)	Teacher	Provisional Registration #26418	B.A B.Ed	Middle Primary
Martin Jin (Part-time 0.2FTE)	Teacher	Provisional Registration #28531	M. Teach B.A	L.O.T.E
Paul Radford (Part-time 0.8FTE)	Teacher Head of Secondary	Provisional Registration #29242	B.A (Music) M.Ed	Music
Bernice Riley (Part-time 0.7FTE)	Teacher	Full Registration #29267	B.A B.Teach	Humanities Food Technology
Ellisa Bowditch (Part-time 0.2FTE)	Teacher	Full Registration #22493	B.Applied Science (Physical Education)	Physical Education
Cathy Smith (Part-time 0.5FTE)	Teacher	Full Registration #10686	B.A M.Ed	Humanities
Esther Connell (Part-time 0.8FTE)	Teacher	Provisional Registration #26763	Dip. Ed B. Human Nutrition CertIII Business Admin	Science Maths
Jared Khu (Part-time 0.8FTE)	Teacher	Full Registration #19792	B.Sci Dip Teach	Science Maths

# Workforce Composition

Our teaching team is supported by a wonderful team of administration and auxiliary staff.

### Administration Officer

Jessica Rogers

### Grounds and Maintenance

John Kingsbury

### Counsellor

Shirley Toth

### Cleaning

Bipan Bhujel

### Teacher Assistants

Sydney Catherine, Chris Z, Kathy Pigden, Michael Christian

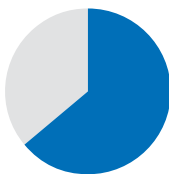
### Bus Drivers

Geoff Green, Fulbert Byamungu, Glenn Noble, John McCormack



### Educational Staff

■ Male 23%  
■ Female 77%



### Support Staff

■ Male 64%  
■ Female 36%

Staff	Percentage Female	Percentage Male
Principal (1)		100%
Teaching (10)	77%	23%
Administration (1)	100%	
Auxiliary (9)	27%	73%

Our staff come from all over the world, including Zimbabwe, Indonesia, the Congo, the United States of America and China.



This year we said farewell to a number of staff. Mrs Cathy Smith has taken on a more expansive role at Alphacrucis, Miss Catherine Sydney left to pursue a career in hospitality, Ms Esther Connell decided to focus on educational administration. And we said a temporary farewell to Mrs Targett as she went on maternity leave.



# Staff Professional Development

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The staff demonstrate a steadfast dedication to their professional development. Each member actively pursues training and opportunities aligned with their individual learning objectives. Despite limitations on opportunities in 2023, the team collectively engaged in various professional development sessions, which encompassed:

- Explicit Direct Instruction
- CEM National Teachers Conference
- Good 2 Great
- Circle of Courage Training
- Numeracy Project IST
- Bible Curriculum development
- National Child Safe Principals Training
- NCCD Training
- First Aide Training
- Teacher Coaching
- National School Improvement Planning Summit
- CSA National Leadership Summit
- Structured Literacy Implementation IST
- Academica

# Student Demographics

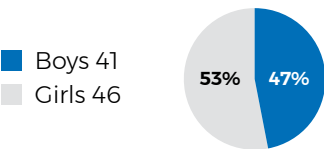
The students attending ACC Hobart come from a range of cultural and socio-economic backgrounds. Not only do they travel daily from far and wide, but they bring with them cultural heritages from across the globe. Families have ties with the Philippines, Congo, Sudan, Thailand, Burma, Nepal, Indonesia, and indigenous Australian communities. As a result the student body and the broader community lives an ethos of respect and acceptance.

This year has witnessed a growth in student enrollment, with numbers rising from 76 in August 2022 census to 87 in the August 2023 census. In addition, Australian Christian College helped prepare 10 Kindergarten students for formal education by offering a program to students who reached the age of five during the year.

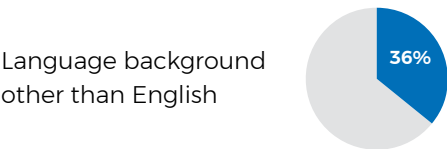
## Student characteristics

### Students

Total enrolments: 87



Full-time equivalent enrolments: 87.0

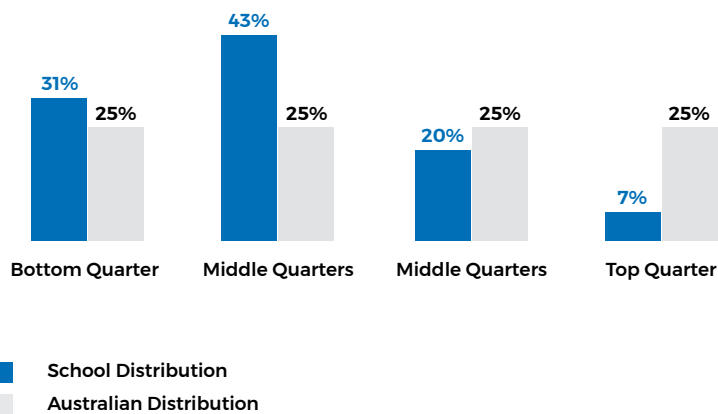


### Student Background

#### Index of Community Socio-Educational Advantage (ICSEA)

School ICSEA value	968
Average ICSEA value	1000
School ICSEA percentile	32

#### Distribution of Socio Educational Advantage (SEA)



Percentages are rounded and may not add to 100

Data and the images taken directly from the "My Schools" website



# Student Enrolment

Australian Christian College is vibrant and constantly growing. This is a summary of the classes at census date in August 2023.



Class	August 2023
Kindergarten	10
Prep	6
Year 1	10
Year 2	3
Year 3	8
Year 4	7
Year 5	9
Year 6	8
Year 7	17
Year 8	9
Year 9	13
Year 10	4
<b>Total</b>	<b>97</b>

# Student Attendance

Class	2023
Kindergarten	94.2
Prep	92.5
Year 1	91.3
Year 2	96.7
Year 3	93.3
Year 4	87
Year 5	91.3
Year 6	90.6
Year 7	85.6
Year 8	92
Year 9	87.2
Year 10	86.5
<b>Total</b>	<b>90.1</b>

The College vision is to have students who are engaged in their learning and are motivated to participate in education with their peers. An average student attendance rate of 90.1% indicates a high level of engagement by most of our students.

# Student Results in NAPLAN & other assessments

ACC Hobart is committed to foster an environment where students are nurtured intellectually, emotionally, physically, and spiritually, embodying the ethos of being ‘well known, well loved, well taught’. We prioritise evidence-based teaching methods, consistent standardised testing and well-researched schoolwide approaches to guide quality classroom practice and help teachers to know where every student is placed on their learning journey. For this reason we embrace the concept of differentiation in our classrooms, understanding its pivotal role in catering to the diverse needs of our students. As a snapshot of learning here are some summaries of the various whole school testing schedules we undertake

### ACER Reader, Star Maths, DIBELS and Maths Pathway

Standardised tests done in February and October using testing in PAT Vocabulary, STAR REader and STAR Maths. DIBELS was conducted three times throughout the year to track progression. These tests indicated correlation with the NAPLAN results listed below. Learning plans were used with students identified as having additional needs.

### NAPLAN

Year 3, 5, 7 and 9 students follow the national schedule of testing. The parts of this test measure progress in reading, writing, spelling, grammar and numeracy. The chart below offers a snapshot of results taken from the My Schools Website.

## Comparison with all students in Australia 2023

	Reading	Writing	Spelling	Grammar	Numeracy
Year 3	380	412	409	398	393
Year 5	501	503	534	500	485
Year 7	518	499	535	505	517
Year 9	559	576	553	537	541

Interpreting the table: Well above Above Close to Below Well below

Australian Christian College - Hobart had a 93% participation rate  
Please note that the Year 3 and 5 results have been approximated  
as there were not enough students in these cohorts to meet the  
official requirements for comparisons

# College Highlights of 2023

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## Good 2 Great

In 2023, we were privileged to host Mrs. Lynda Armstrong at our college for teacher coaching sessions. Embracing a coaching model for professional development proved highly effective in refining our educators' skills. Witnessing our teachers thrive under expert guidance was fantastic to witness. The coaching sessions drew from various influential models, including the Explicit Direct Instruction by Hollingsworth and Ybara, Classroom Management techniques by Doug Lemov and Bill Rogers, and insights from Cognitive Load Theory by Oliver Lovell.

## CEM National Conference on the Gold Coast

In 2023, our staff participated in a professional learning event held on the Gold Coast, focusing on the vital role of teaching rooted in Biblical Foundations. We delved into the contemporary challenges encountered in Christian education, exploring innovative solutions. The event provided an exceptional opportunity for learning and networking with fellow ACC schools nationwide, fostering valuable connections and enriching our collective educational journey.

## Bonfire

We proudly highlight the remarkable growth and accomplishments of our School Captain, Shakira Kraeft, Vice Captain Jackson Dunning, and Student Secretary Amy Morrison throughout the year 2023. These dedicated leaders exhibited impressive organisational and leadership skills, particularly exemplified by their coordination of the community bonfire event.

Partnering with Year 9 & 10 students, our school leaders orchestrated a memorable bonfire night aimed at fostering community spirit. Held at "The Lee" scout campsite, the event drew approximately 150 attendees, including parents, students, grandparents, members of the youth groups, and teachers. The evening was characterised by a vibrant atmosphere, with an abundance of food, lively conversations and laughter.

The success of the bonfire night not only served as a testament to the exceptional organisational abilities of our student leaders but also underscored their capacity to effectively engage and unite the school community. Through their leadership, they demonstrated a commitment to enhancing school spirit and creating meaningful connections.



## The Arts

There have been many opportunities for students to develop their skills in the area of the arts. Our Arts cycle included media Arts, Drama and Dance in Junior High. In Senior the Drama, Media Arts and Music options were all selected. To culminate learning, students were heavily involved in the end of year Celebration. Students from across the College had the opportunity to showcase their talents and learning.

- Celebration Evening
- Media Art
- Music
- Drama
- Dance

## Technology & Humanities

This year the Technology cycle for Junior High included, Design in Wood, Computer Aided design, Leatherwork and Textiles. In Senior High the options of Food Technology and Community Studies were chosen. Technology and Humanities were embedded across the curriculum in the Primary School.

- Food
- CAD and Technical Drawing
- Community Studies
- Leatherwork
- Textiles
- Design in Wood

## Physical Education

This year's Physical education program feature experience in a range of sporting pursuits and games including:

- Swimming and Water Safety
- Tennis
- Cross Country
- Basketball
- Morning Sport
- Futsal
- Ultimate Frisbee





# Incursions & Excursions

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We celebrate the invaluable role that extracurricular activities play in enriching the educational experience of our students. These activities provide a fertile ground for immersive learning experiences that extend beyond the classroom.

Not only do these experiences generate motivation among students, but they also offer unique opportunities for them to apply their skills in practical contexts. Through hands-on engagement, students gain a deeper understanding of various subjects and concepts, paving the way for lifelong learning. Students not only broaden their horizons but also develop life skills such as problem-solving, teamwork, and critical thinking. These experiences contribute significantly to their personal growth and academic success.

## Incursions

- Dan Warlow Children Gospel entertainer
- Book Week Parade
- Harmony Day activities
- Footy Colours Day
- National Science Day (Blood Theme)

## Excursions

- Year 9-10 Leadership Day
- Cross Country at Geneva
- Year 5-10 Camp: Legana
- Tas Walker Geography Excursion
- Park & Pool Day
- Spread Your Wings Day: Cycling, Bushwalking, Roller Skating, Trampolining, Art Exploration and Escape Room
- Duke of Edinburgh Award Camp
- Year 10 Workplace Learning



# Community & Parent Engagement

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ACC Hobart has endeavoured to cultivate a culture of community involvement. To make a positive difference in the world, students need opportunities to engage with the broader community. Sometimes this takes the shape of student leadership, sometimes community service, sometimes it is a simple act of kindness, but always it involves genuine care for others.

We Recognise the Biblical role of parents and guardians as paramount caregivers, we prioritise effective communication, parent involvement, engagement with college initiatives, and collaborative teamwork. Opportunities for connection with parents and the community have included:

- Welcome Barbeque
- Working bees
- Mother's Day Morning Tea
- Weekly Wraps
- Father's Day Breakfast
- The End of Year Celebration Evening
- Bonfire Night

## College Development

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We were thrilled to see the completion of the much-anticipated basketball court, a project that has been eagerly awaited. After years of fundraising by students, parents, and teachers, we were delighted to unveil this fantastic addition to the campus. Over the past 12 months, students have enthusiastically embraced the new court, enjoying a range of sporting and recreational activities.

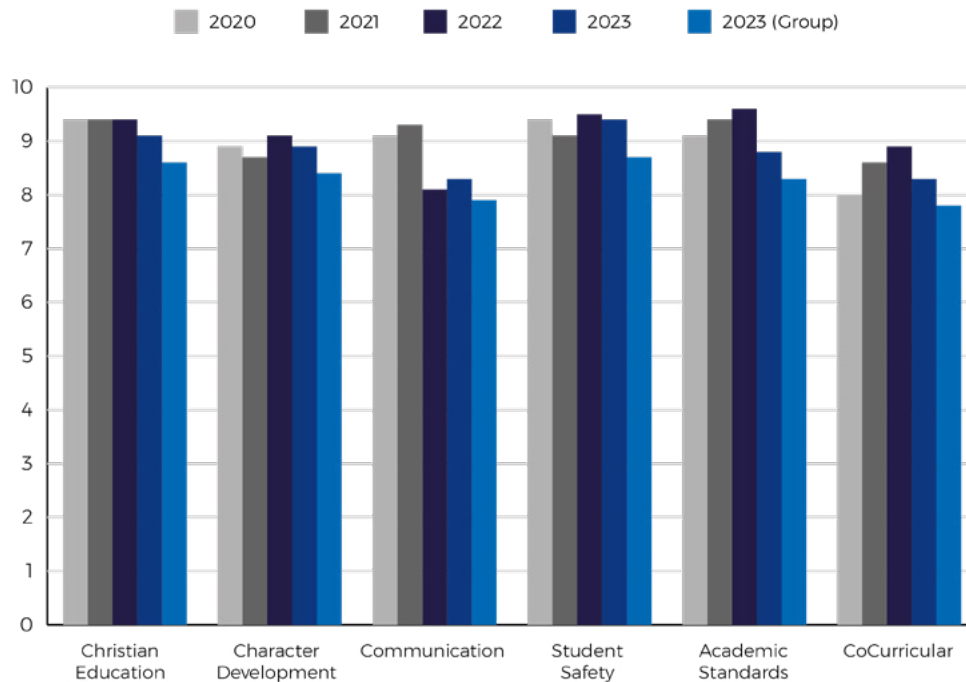
Furthermore, enhancements have been made to the soccer pitch, including an extension and new fencing. We are pleased to be able to offer our students and the wider community improved playground facilities, providing them with greater opportunities for physical activity and enjoyment.



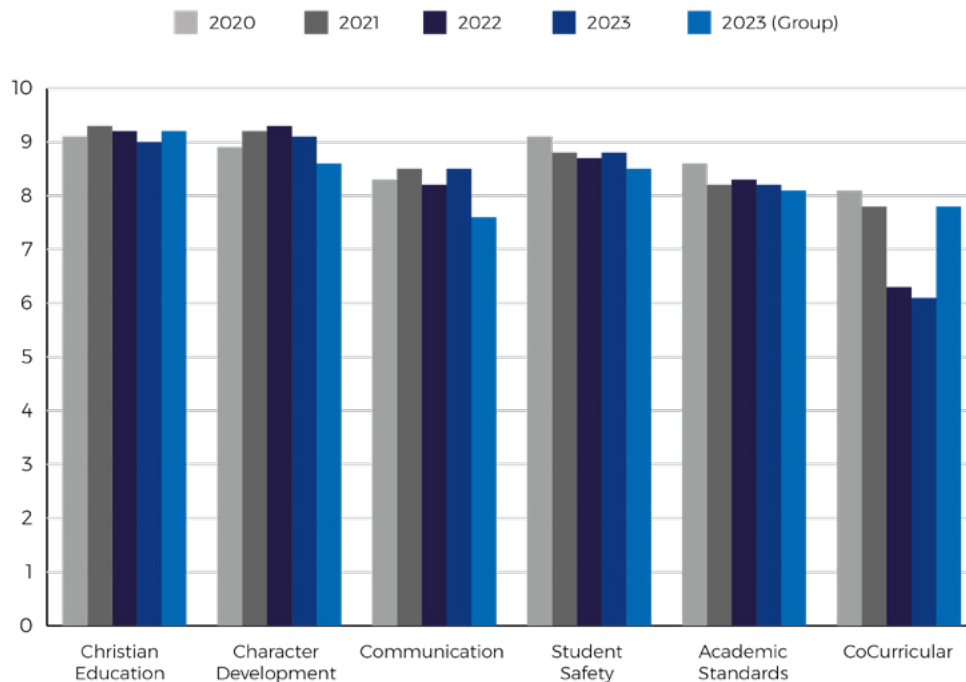
# Annual Survey Results

Each year ACC invites each of its stakeholders to participate in an online survey. The results are used to highlight areas for improvement. In the graphs below the columns indicate the ratings from the last five years. 2018-2019 represents all of Tasmania. 2020-2023 represents Hobart only.

## Parent Survey

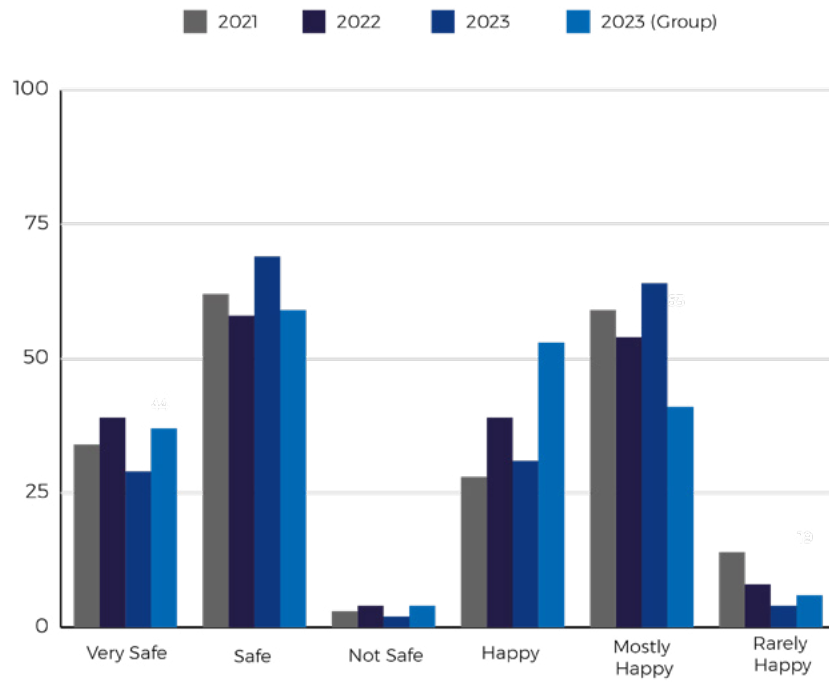


## Staff Survey





## Student Survey

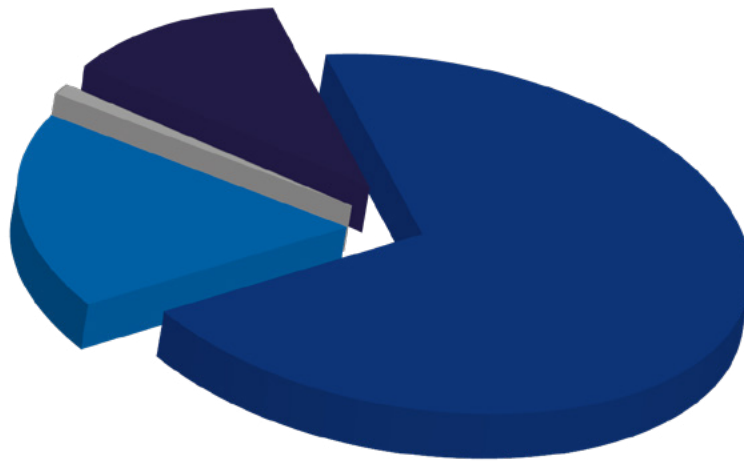




# Sources of **Income & Expenses**

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## Income 2023



■ Commonwealth Recurrent Grants	<b>\$1,610,368</b>
■ State Recurrent Grants	<b>\$411,341</b>
■ Government Capital Grants	<b>\$25,000</b>
■ Fees & Private Income	<b>\$274,828</b>

## Expenses 2023



■ Capital Expenditure	<b>\$786,729</b>
■ Salaries Allowances & Related Expenses	<b>\$1,251,251</b>
■ Non Salaries Expenses	<b>\$772,978</b>



**AUSTRALIAN  
CHRISTIAN COLLEGE**

**Hobart**

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