



**FAITH**  
LUTHERAN  
COLLEGE



# 2023 PERFORMANCE REPORT ELC to Year 12



Faith Lutheran College regularly shares information with its community via fortnightly newsletters, social media, yearly College magazine and Old Scholars' biannual newsletter. This report summarises Faith's operations under headings specified by the government as part of our funding agreement with the Commonwealth Government, Australian Education Act 2013.



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# Contextual Information About The College

## Our Story

For over one and a half centuries, pioneer Lutheran faith has been a feature of the Barossa Valley landscape.

Amongst church spires and vineyards, the passion for quality education has been instilled in the hearts and minds of the generations before us.

In 1845, the first Barossa Lutheran School opened in Tanunda. 'Langmeil School' (Langmeil Schüle, later to become known as Tanunda Lutheran School), was the first step in our unending pursuit of an education that brings something extra to the ordinary.

In 1985, as the Barossa Valley celebrated 140 years of Lutheran education, courage and faith guided the opening of 'Faith Lutheran Secondary School' with an inaugural class of 26 students.

Thirty-three years later, in 2018, Tanunda Lutheran School and Faith Lutheran College amalgamated to become the first ELC to Year 12 College in the region.

The collective wisdom and values of those who went before us in earlier times, is part of what has shaped our ELC – 12 College into what it is today. A College with caring Christian values, excellence in teaching and learning, and a heart for each member of our community.

Faith Lutheran College, a school of the Lutheran Church of Australia, welcomes students as three-year olds at our Maria Street Tanunda location and continues to nurture, care and develop each individual as they journey through to Year 12 at the Middle and Senior campus on Magnolia Road, and to the world beyond.

## Our Mission

We provide a caring and dynamic learning community dedicated to the promotion of resilience, talents and attributes of every individual in their quest for personal excellence.

## Our Vision

To inspire and equip every student to discover, develop and use their gifts, embrace life's challenges and follow Christ.

## Our Values

Excellence, Hope, Courage, Love

### ***What we do***

Faith Lutheran College provides a progressive, caring and dynamic learning environment for students aged three through to Year 12.

### ***What we deliver***

We deliver leading social, emotional, spiritual and educational programs to develop 'world ready' students.

### ***Why we matter***

By focusing on the individual needs of each student, Faith personalises learning to allow students to achieve personal excellence in their chosen pathway.

### ***How we do it***

With caring Christian values, excellence in teaching and learning, and a heart for each member of our community.



# From the Board

## 2023 Reflection

As we reflect on the remarkable journey of Faith Lutheran College over the last year, we share some exciting developments that highlight our commitment to excellence and innovation:

### Key initiatives

**Celebrating IB Accreditation:** the authorisation of our Junior School, delivering the Primary Years Programme (PYP) of the International Baccalaureate (IB) was a significant milestone. This accreditation enhances Faith's academic offerings and reinforces our commitment to providing a world-class education that prepares students for success in an interconnected world.

**Embracing a Culture of Excellence:** At the heart of Faith's mission lies a dedication to nurturing excellence in all its forms. Whether through academic achievement, artistic endeavours, or acts of service, we strive to inspire and empower our students to reach their full potential and positively impact the world. Through innovative teaching practices, personalised support, and a rich array of co-curricular opportunities, we aim to foster a

culture of personal excellence that celebrates diversity, creativity, and lifelong learning.

**Investing in Facilities and Infrastructure:** As part of our ongoing commitment to providing an engaging learning environment, we have continued to invest in enhancing our facilities and infrastructure, including the Middle and Senior School reception area, atrium, and food and hospitality area. These developments further enrich the overall College experience for our students and staff.

**Looking to the future:** Faith's ongoing strategic planning process is paving the way for continued growth, innovation, and excellence. By harnessing the collective wisdom and expertise of our community, we continue to navigate the complexities of a rapidly changing world and chart a course that ensures the continued success and relevance of our College for generations to come.

Reflecting on 2023, we acknowledge and appreciate the contribution and commitment of each member of our community.

Suz Westlake  
Board Chair



# Teacher Standards and Workforce Composition

## Qualifications

Teaching staff at Faith Lutheran College are highly qualified many with multiple tertiary certificates. All staff have the necessary qualifications for teacher registration in South Australia.

<b>Masters</b>	<b>12</b>
<b>Bachelor Degree</b>	<b>85</b>
<b>Graduate Diploma/Diploma</b>	<b>42</b>
<b>Graduate Certificate/Post Grad Certificate</b>	<b>38</b>

44 have two or more tertiary qualifications.

In addition to these formal qualifications, all staff are required to undergo training in Responding to Abuse and Neglect and First Aid.

## Professional Learning

Teaching staff are continually involved in professional development to enhance

## Workforce Composition

The workforce at Faith Lutheran College across the two campuses consists of:

knowledge and pedagogy. All staff develop, maintain and review a personal professional development plan on an ongoing basis and log at least 60 hours per year with the Teachers Registration board.



Component	Gender	Junior School		Middle and Senior School	
		Headcount	FTE	Headcount	FTE
Principal	Male			1	1
Teaching Staff	Male	2	1.4	26	25.33
	Female	14	11	35	32.45
Specialist Support	Male			1	0.83
	Female	1	0.7	5	3.78
Building Operations	Male	1	0.8	7	6
	Female			7	3.324
Administrative and Clerical	Male			5	3.849
	Female	5	1.3	21	14.208
<b>Total</b>		<b>23</b>	<b>15.2</b>	<b>108</b>	<b>90.771</b>

In 2023, no staff at Faith College identified as Indigenous.





# Student attendance

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## Students

Students at Faith Lutheran College are encouraged to develop leadership qualities and to have a 'voice' in their education. Opportunities include (but are not limited to) Year Level leaders, College leaders, Student Parliament positions, Sporting captains, Music leaders, Worship leaders, Pastoral Care and Community Service positions.

Students are supported in their quest for personal excellence through a variety of extracurricular offerings, pastoral care programs and community service programs which nurture and develop their passions, compassion and sense of belonging, locally and globally.

Faith Lutheran College is well regarded for its agricultural program, which includes wine making and reflects much of the industry in the local region. Grapes are crushed and processed by students in the Wine Education course and wine is sold under the Mengler View Wines label. Other agricultural learning programs focus on enterprises run in the local district and range from cropping, animal and viticulture units. Practical work occurs through direct experience on the College farm and is complimented by regional excursions. There are a range of co-curricular animal clubs which focus on developing student passion, animal handling and general husbandry skills.

Food and Hospitality, Visual Arts, Design and Technology and Business courses cater for students with a wide variety of practical interests and passions.

Performing Arts are integral to the life of the College. A full-scale musical production is undertaken every two years with additional music, drama, dance and arts performances throughout the year.

Commencing in Year 2, Year Level camps are held throughout the year for all year levels extending students beyond the classroom and offering personal challenges and experiences. The framework for Pastoral Care and Wellbeing at Faith's Middle and Senior School is based on Village Care Groups, a vertically streamed home-group structure with students from across year levels 7-12. The Village Care Group provides a small, continuous, community environment where students feel safe, valued and accepted throughout their educational journey. Chapels are held twice weekly across the College, and students engage in experiential service learning, participating in care programs in the local area, fundraising and supporting local charitable organisations as well as overseas.

Faith employs a Restorative approach to behaviour management.

# Student attendance

## Absence Management

The College has an attendance database with comprehensive reporting and messaging integration. Parents and Caregivers must explain non-attendance. An automated text (SMS) message is sent to a nominated number and follow up phone contact is made if the College is not contacted.

Tracking of student absences is a continuous process, with weekly analysis of absentee patterns. Meetings with Parents and Caregivers, to negotiate ways to minimise the impact on learning and to facilitate a return to the College, take place in situations where the absence is prolonged or a regular pattern of absences occur.

The Student Counsellor and Village Care Group teachers provide ongoing support in these circumstances. In rare situations, where a return to the College cannot be negotiated, a report and follow up is made with the area 'Attendance Officer' (DfE). Days of absence are indicated on a student's semester report. Lesson attendance rates are reported for each subject at Year 12.

## Enrolment

The summary from the 2023 Census enrolment of 818 students, including 14 indigenous students.

Year Level	All Students	Indigenous
Foundation	26	0
Year 1	24	0
Year 2	21	1
Year 3	28	1
Year 4	24	1
Year 5	39	1
Year 6	41	0
Year 7	102	1
Year 8	114	4
Year 9	91	2
Year 10	114	2
Year 11	99	0
Year 12	95	1
Total	818	14

## Attendance Rates

The percentage figure for the average student attendance rate shows the proportion of days that each student, on average, attended College over the whole year. In summary, the larger the percentage, the smaller number of days that students were absent from College.

In 2023 the average student attendance rate was 88.2%.

### OVERALL % ATTENDANCE

Foundation	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
91.01	90.49	89.79	90.17	91.42	89.80	88.65
Year 7	Year 8	Year 9	Year 10	Year 11	Year 12	
88.54	86.94	88.35	88.47	82.68	80.38	



# Benchmark Testing Results

## NAPLAN

In Term 1 (between 18 and 22 March) students in Years 3,5,7 and 9 completed the assessment. NAPLAN is just one way we assess and report on your child's development here at Faith. Other measures include formative and summative assessments, standardised testing including PAT tests and PM benchmarking, prior knowledge activities, monitoring in class progress, teacher-student conferencing, running records, teacher observations, parent teacher interviews and our bi-annual school reports in Terms 2 and 4.



## Proficiency level descriptions

Student achievement in NAPLAN is reported using proficiency standards for each assessment area at each year level. The standards are set at a challenging but reasonable expectation of what students know and can do at the time of testing. There are 4 proficiency levels:

**Exceeding:** the student's result exceeds expectations at the time of testing.

**Strong:** the student's result meets challenging but reasonable expectations at the time of testing.

**Developing:** the student's result indicates that they are working towards expectations at the time of testing.

**Needs additional support:** the student's result indicates that they are not achieving the learning outcomes that are expected at the time of testing. They are likely to need additional support to progress satisfactorily.

For information and an explanation of the proficiency levels per year level please visit

<https://www.nap.edu.au/naplan/results-and-reports/proficiency-level-descriptions>

## Year 3

### School Mean Scores - Proficiency Standards

Participation Rate = 100%

Component	Mean Score			Proficiency Level		
	2021	2022	2023	2021	2022	2023
Reading	-	-	407.1	-	-	Strong
Writing	-	-	414.4	-	-	Strong
Spelling	--	-	382.0	-	-	Strong
Grammar and Punctuation	-	-	404.6	-	-	Strong
Numeracy	-	-	396.5	-	-	Strong

# Benchmark Testing Results

## Year 5

School Mean Scores - Proficiency Standards

Participation Rate = 97% - 1 withdrawn

Component	Mean Score			Proficiency Level		
	2021	2022	2023	2021	2022	2023
Reading	-	-	491.2	-	-	Strong
Writing	-	-	481.9	-	-	Strong
Spelling	--	-	470.7	-	-	Strong
Grammar and Punctuation	-	-	483.8	-	-	Strong
Numeracy	-	-	484.0	-	-	Strong

## Year 7

School Mean Scores - Proficiency Standards

Participation Rate = average 96% - 2 withdrawn

Component	Mean Score			Proficiency Level		
	2021	2022	2023	2021	2022	2023
Reading	-	-	545.7	-	-	Strong
Writing	-	-	542.8	-	-	Strong
Spelling	--	-	535.7	-	-	Strong
Grammar and Punctuation	-	-	541.5	-	-	Strong
Numeracy	-	-	545.6	-	-	Strong

## Year 9

School Mean Scores - Proficiency Standards

Participation Rate = 96% - 1 withdrawn

Component	Mean Score			Proficiency Level		
	2021	2022	2023	2021	2022	2023
Reading	-	-	569.6	-	-	Strong
Writing	-	-	571.9	-	-	Strong
Spelling	--	-	554.4	-	-	Strong
Grammar and Punctuation	-	-	553.1	-	-	Strong
Numeracy	-	-	566.6	-	-	Strong

Today, passionate educators and a supportive community nurtures and cares for over 800 students.”



# Year 12 Academic Outcomes

## 2023 FAITH LUTHERAN COLLEGE RESULTS

### IN A SNAPSHOT:



of eligible students achieved their South Australian Certificate of Education (SACE)

7.3%\* of students achieved an ATAR over 95



13.5%\* of students achieved an ATAR over 90



29.1%\* of students achieved an ATAR over 80



\* % calculated on 89 students eligible for ATAR

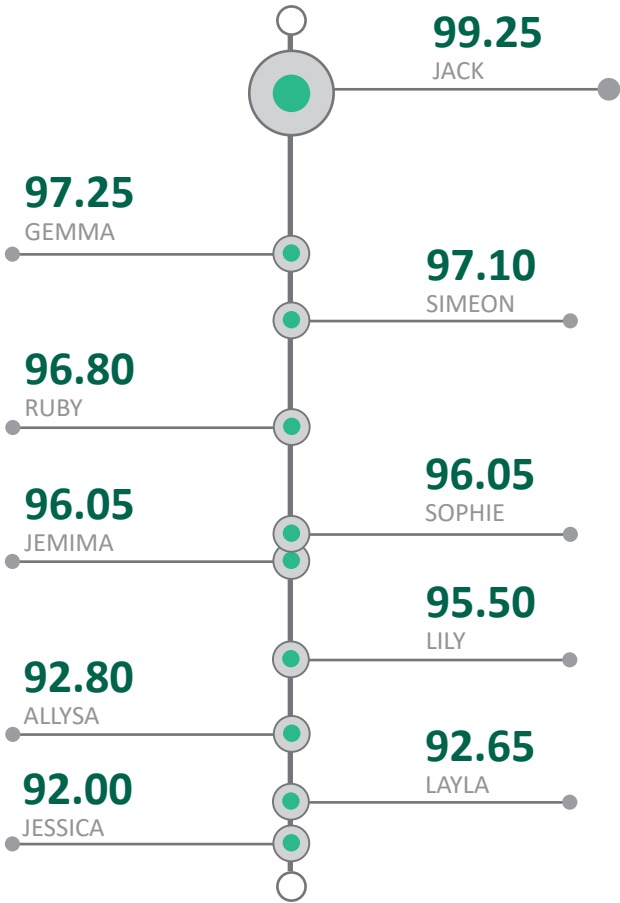


of results were A and above

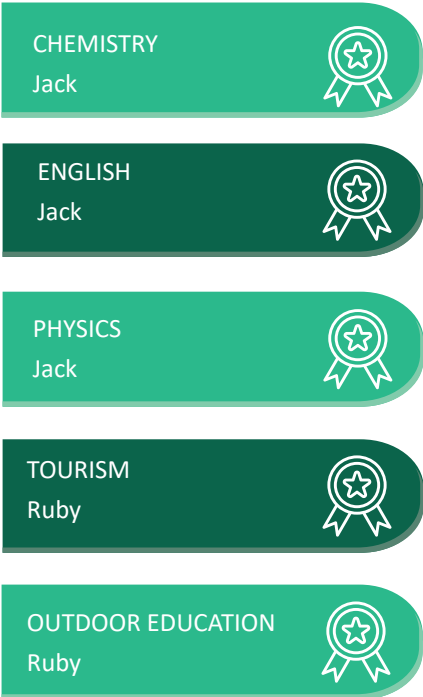


of all subject scores were either A, B or C

### TOP 10 FAITH ATAR SCORES



### FIVE MERIT AWARDS



# Post College Destinations

## VET RESULTS

18 students completed Certificate III



### IN 8 INDUSTRY AREAS

Certificate III in Agriculture

Certificate III in Beauty Services

Certificate III in Individual Support

Certificate III in Music Performance

Certificate III in Performance Horse

Certificate III in Rural Operations

Certificate III in Screen and Media

Certificate III in Fitness

## SCHOOL BASED APPRENTICESHIPS or TRAINEESHIPS



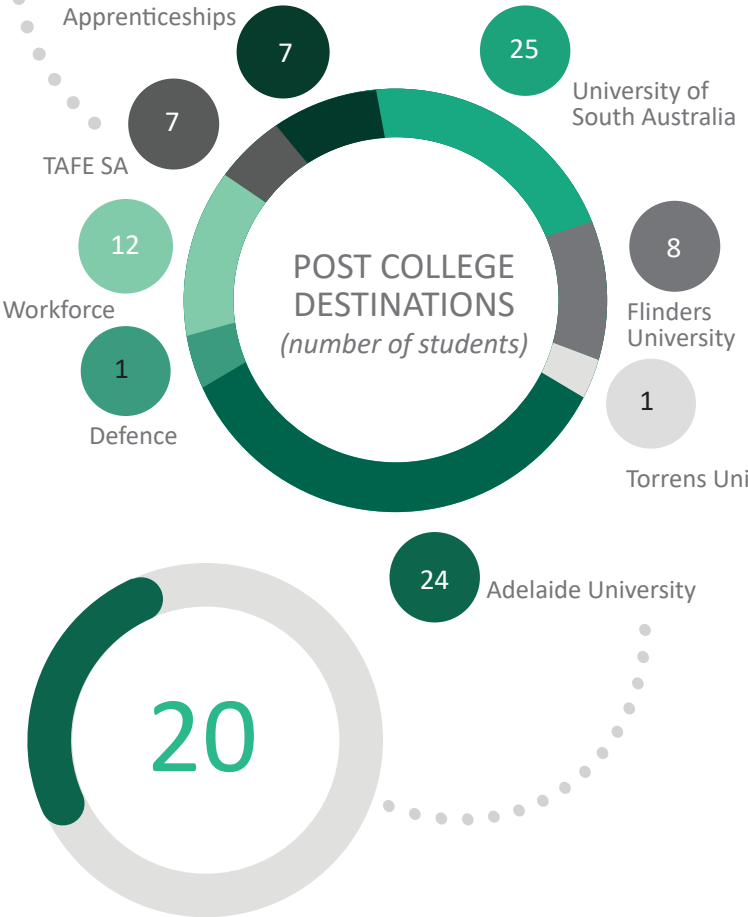
Four Year 12 students were engaged in School Based Apprenticeships or Traineeships (SBAT) in

- > Agriculture
- > Engineering Fabrication
- > Light Vehicle Technology

## PATHWAYS

100%

of students were accepted into tertiary courses



students directly entered the workforce or gained apprenticeships or traineeships

## DIVERSE AREAS OF TERTIARY STUDY INCLUDING:

MEDICINE COMMERCE ENGINEERING LAW ARCHITECTURE VISUAL DESIGN TOURISM & EVENTS  
ARTS EDUCATION MARKETING PSYCHOLOGY SPEECH PATHOLOGY EVENT MANAGEMENT  
EXERCISE & SPORTS SCIENCE HUMAN MOVEMENT VETERINARY SCIENCE  
NURSING BUSINESS MANAGEMENT CREATIVE INDUSTRIES DISABILITY & DEVELOPMENT EDUCATION  
OCCUPATIONAL THERAPY BIOMEDICAL SCIENCE CRIMINOLOGY PHYSIOTHERAPY PHARMACY  
VITICULTURE & OENOLOGY SPORT, HEALTH AND PHYSICAL ACTIVITY NUTRITION & FOOD SCIENCE SOCIOLOGY  
BUSINESS SCIENCE ANIMAL BEHAVIOUR SOCIAL MEDIA AND DIGITAL PRODUCTS PRIMARY EDUCATION  
PHILOSOPHY, POLITICS & ECONOMICS CREATIVE INDUSTRIES HEALTH & MEDICAL SCIENCE INTERNATIONAL  
BUSINESS COMMUNICATION DESIGN SECONDARY EDUCATION MIDWIFERY ENVIRONMENTAL SCIENCE  
INFORMATION TECHNOLOGY EARLY CHILDHOOD, EDUCATION & CARE PROPERTY MANAGEMENT  
INCLUSIVE SPECIAL EDUCATION INTERIOR ARCHITECTURE MEDIA AGRICULTURAL SCIENCE  
ARCHAEOLOGY BIOTECHNOLOGY ECONOMICS PARAMEDICINE OCCUPATIONAL THERAPY



# Community Satisfaction

## Parent, Student and Teacher Satisfaction with the School

In our inclusive and supportive community, student voice is central. Whether collaborating with Student Leaders or presenting proposals to our Principal, both staff and students are eager to listen, share new ideas, and embrace change.

Our dedicated staff actively contribute through regular opportunities such as Staff Meetings, Consultative Committee meetings, and Faculty, Curriculum, and Planning Partnership sessions. These platforms foster a culture where feedback and innovative ideas are encouraged to develop and grow.

Throughout the year, we host events across our campuses that not only strengthen our community but also forge connections beyond our school. From family-focused gatherings organised by our committed Parents and Friends group to

appreciation events like Thank You Morning Teas and VIP occasions, we value these opportunities to strengthen our connections and express gratitude within our community.

During 2023, families of Faith College participated in several feedback opportunities, particularly related to strategic planning, marketing, and communication initiatives. This included surveys facilitated by 5Rs Partnership in August 2023 and imageseven in November 2023. The insights gathered from these surveys have provided constructive ideas for the future and highlighted the strengths of our College. They offer valuable perspectives on what family's value most about being part of our Faith community. This feedback will guide our ongoing efforts to enhance communication and engagement, ensuring families remain informed and connected.

### What do parents at Faith Lutheran College value the most?



### Parent quotes from survey responses:

“We feel that Faith Lutheran College has been a very supportive environment for our children”

“The high standard of teaching and assistance given to students individually by teachers to help them be successful”

“The school is very inclusive and supports its students well.”

“The passion the teachers have for all students Talking to the students with so much respect it breeds that respect.”

“I trust the school is all facets of teaching, wellbeing and nurturing the students to the best of their ability”



Image: Some of the parent perceptions shared in survey responses



## Parent Involvement

At Faith, we welcome families for Enrolment interviews, Information evenings, Parent / Teacher meetings, Chapel services, volunteering opportunities including: P&F, the College Board, within Junior classrooms, Grand friends Days, Sports Days and annual community events.

At our Junior Campus, passionate parents and friends of our community readily share their knowledge and talents with students in Years 3-6. Students relish the opportunity to learn and grow and discover something new in their 'Faith Time'. Our Alumni continue to stay in touch via social media, newsletters and events.

## Governance

The Faith College Board comprises 6 volunteer members plus a local pastor, representing both campuses and provide strong leadership around vision, strategy, compliance risk management and financial sustainability.

The Board started their year together with a dinner and professional development presentation on Good Governance, outlining best practice strategies and common challenges faced by boards.

The Board met 7 times throughout the year and engaged Dr Stephen Holmes of 5Rs Partnership to commence the planning process for our next strategic plan.

The College would like to thank and acknowledge our valued volunteers who continue to work hard to faithfully ensure the future viability of our College.

*“ I will give thanks to you, Lord, with all my heart; I will tell of all your wonderful deeds. ”*

**Psalm 9:1 (NIV)**

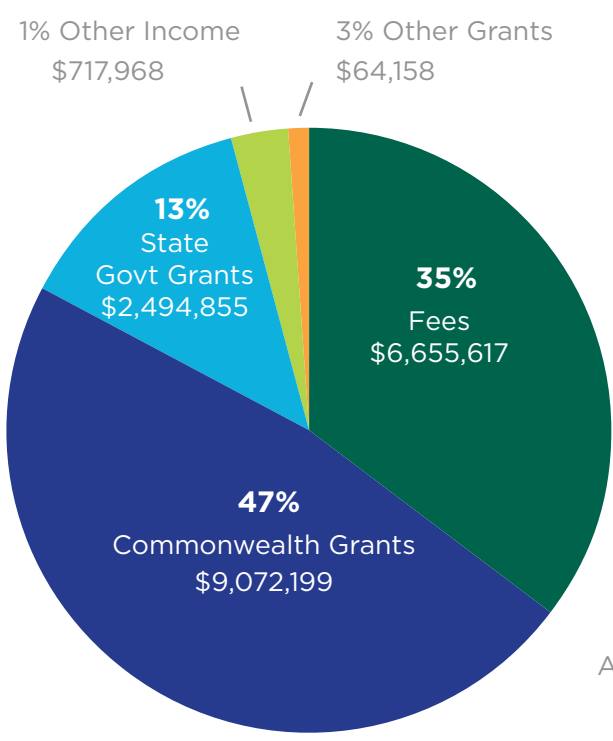




# College Income By Funding Source

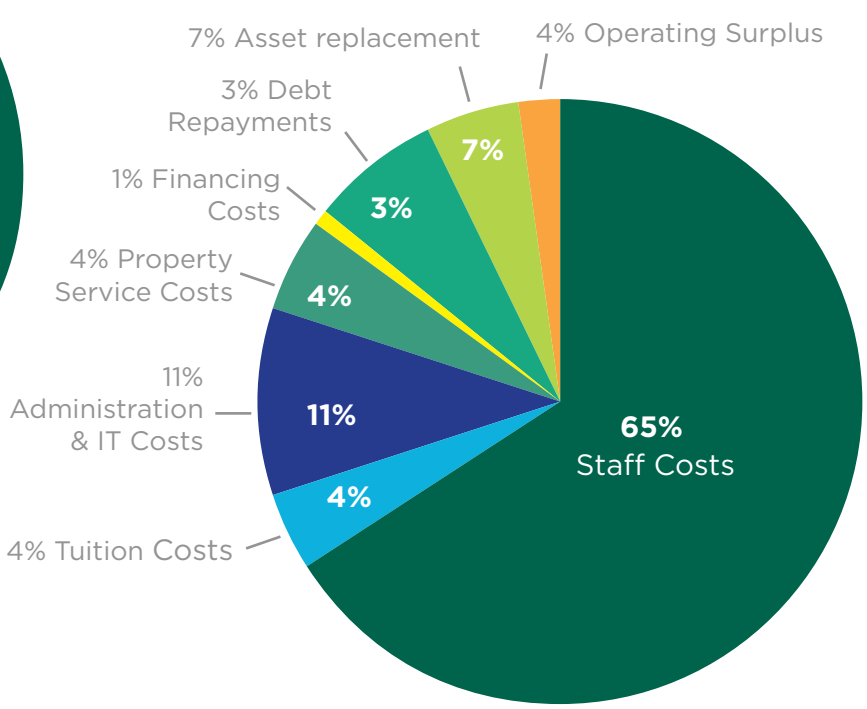
## Recurring Income

Faith Lutheran College receives recurring income in 2023 from a number of sources represented below:



## Income Distribution

The income distribution for 2023 was as follows:





***Junior School ELC to Year 6***

16 Maria Street, Tanunda, South Australia, 5352  
Phone 08 8563 2456

***Middle and Senior School***

130 Magnolia Road, Tanunda, South Australia, 5352  
Phone 08 8561 4200

[faith.sa.edu.au](http://faith.sa.edu.au)