



WAGGA WAGGA  
CHRISTIAN COLLEGE  
FORWARD IN FAITH



# 2023 Annual Report

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# A MESSAGE FROM KEY SCHOOL BODIES

## BOARD CHAIR'S REPORT

In reflection of 2023, once again we are thankful for the College, the community and the opportunities that we have to serve both God and families in many aspects of the life of the College, from small everyday activities through to those more significant and public events.

2023 was a difficult year, where difficult decisions were made. The mid-year departures of key executive staff, including Principal Phillip Wilson, Head of Primary Jane Greenlees and Acting Business Manager Lynda Koren were challenging. We acknowledge the years of service in their varying roles, and contributions that they had made within the community. We appreciate that these decisions were difficult for all involved and not all easily understood by the community at the time, however, we are thankful to our families and staff who have remained faithfully committed to the College, and the many who have provided strong support and encouragement to the Board. Amidst these difficulties we can see God's faithfulness, and we can continue to see ways in which He blesses our College and community.

Rachel McClure led our College as Acting Principal, for the remainder of the year, and we are truly thankful for her coming to Wagga Wagga to do so. I would like to acknowledge her wisdom and grace in leadership, as she sought high educational outcomes for our students, with a focus on seeing Christ in all things. Under her leadership the Executive Team (Head of Secondary Catherine Clarke, newly appointed Head of Primary Alesha Alcorn and newly appointed Business Manager, David Shaw) led a wonderfully committed staff who diligently and faithfully partnered with our families. The College staff again demonstrated great commitment, capability, competence and care as they worked to enable each student to achieve their potential.

We continued to work closely with Christian Education National (CEN), and it is wonderful to be a member school in this network. It provides support and professional skills, resources, and connections to people with a deep understanding and passion for Christian education.

The College also became a member of AIS NSW (Association of Independent Schools New South Wales) in 2023, which provides professional support for all areas of the College, including policy, legal, and governance.

It had been a strong desire for the Board to develop a strategic plan with the College Executive, and together we were able to do this throughout Term 3. The College partnered with CEN to facilitate this process. This 5-year plan builds on our strong foundations and rich heritage, and displays our commitment to partnering with parents, and reflects the collective vision of the College's continued growth and excellence in education for our students.

The Board has continued to provide oversight to management and has diligently worked on strategic direction and risk management strategies to improve the governance of the College. I sincerely thank my fellow directors for their commitment and for serving the Company with their gifts and professional skills in this capacity, and to Brendan Owers, who stepped down as a director.

To lead the College in 2024, we welcome Lisa Domicich as Interim Principal, and are delighted to see the College continue to build and to flourish under her leadership. It is the Board's desire, along with the committed Executive Team, staff, and families to see the strengthening of the whole College community.

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We look to our vision, “in Christ, partnering with families, in providing excellent academic and practical education, preparing students to act justly, love mercy and walk humbly before God”, and remain deeply committed to providing Christ honouring education for our young people.

My prayer, as always, is that in all that we do at this College, that it is done to the glory of God.

*“Let us hold unswervingly to the hope we profess, for he who promised is faithful”*

*Hebrews 10:23*

*Mrs Emma McCormick  
WWCC Board Chairperson*

## PRINCIPAL'S REPORT

This report is provided as part of our obligations under government funding rules. Beyond its regulatory function, we hope it will provide you, as community members, with insight into the activities of the year and the values of the College. We look back on the 2023 school year, with its challenges, as one in which the community pulled together to provide excellent outcomes for students and set out a forward-looking Strategic Plan to document a shared vision of the future of Wagga Wagga Christian College.

Our student population was 574 at census in August 2023. Notwithstanding national teacher shortages, the College has succeeded in recruiting quality Christian teachers, and we are richly blessed by the teaching and non-teaching staff God continues to provide.

2023 was a difficult time of transition, with the mid-year departure of key executive staff members, including Principal Phillip Wilson, Head of Primary Jane Greenlees and Acting Business Manager Lynda Koren. We thank them for their years of service to the College, and recognise the positive contributions they have made to students and families. Through the course of the second half of the year, Alesha Alcorn was appointed as Head of Primary School, and David Shaw was appointed as Business Manager. Both brought great strengths and experience to their respective roles. The excellent educational opportunities available at the College continued, with notable success for the Primary School da Vinci Decathlon team and the Secondary F1 and Subs in Schools teams.

The College worked with our Christian Education National partners to consult with our community and, with the resulting data, develop the College's Strategic Plan. The strategic priorities for the next five years include: Upholding our Christian Identity, Promoting P-12 Educational Improvement, Providing Appropriate Resources, and Community Engagement.

In 2023, the College became a member of the Association of Independent Schools New South Wales (AISNSW). Where CEN provides excellent support in recruitment, maintaining our Christian distinctives, and teacher training in Christian education and worldview, AISNSW membership offers the College access to expertise across a range areas, including compliance, policy, governance, legal, curriculum and pedagogical support. In 2023, teachers were able to access support in the roll-out of the new NSW Syllabus documents. In 2024/2025, we will be engaging with AISNSW's Effective Schools program, providing upskilling for teaching staff in the use of classroom data to improve teaching and learning and ultimately boost student achievement.

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2023 also saw the return of many College events and practices that had been suspended due to COVID, including whole-staff devotions each morning, and the much-anticipated return of the College Fete. I must thank the army of volunteers that turned out to make it such a successful, enjoyable community event. It has been wonderful to see families able to spend more time on campus, and the return to camps, excursions, and milestones like the Stage 5 trip to Tasmania.

You may notice changes to NAPLAN scores in this report. Changes to the government's approach to NAPLAN testing in 2023 mean that there is no NAPLAN growth data available to schools until 2025. This was a result of changing the timing of the test and changing the reporting scales. There is no statistical correlation between the old scores and the new scoring, so schools will not be able to compare past results with current ones. Until the same cohort of students sits for NAPLAN in 2025, there will be no comparison data. A number of students in Primary and Secondary School participated in the ICAS University of NSW competitions, an external exam undertaken by students across the nation, with several students earning Distinctions. We continued emphasising effective teaching through the use of Explicit Direct Instruction plus Reggio Emilia Learning Philosophies. Well done to our Year 12 class of 2023 who achieved results that reflected their hard work and improvement over the years. A further summary of overall HSC results is found later in this document.

The Board and its various committees have worked throughout the year to ensure good governance and oversight of the College, and I would like to take this opportunity to thank them for their continued faithful service. The ongoing cooperation of directors, executive, staff and families is the key to fulfilling the College's vision to partner with parents to provide excellent academic and practical education, preparing students to act justly, love mercy and walk humbly before God.

*Mrs Rachel McClure, MBA, MEd, BEd  
Acting Principal May – December 2023*

## **PRIMARY SCHOOL REPORT**

2023 was a great year in Primary School at Wagga Wagga Christian College. It marked a milestone in our journey as we transitioned from being a Junior School encompassing Kindergarten to Year 4 to a comprehensive Primary School structure spanning from Kindergarten to Year 6. We loved welcoming Year 5 and 6 to our Primary department, and we are excited about the educational opportunities and leadership prospects it provides all our students.

One of the notable highlights of the year was the establishment of a student leadership model within the Primary School. Students actively participated in the nomination and voting process, leading to the selection of our first Primary House Captains and Primary School Captains and Vice Captains. It was a pleasure watching these remarkable students lead our Primary School. I would like to extend my appreciation to our Captains Mia and Hamish, along with our Vice Captains Archer and Clare, for their leadership characterised by faithfulness and servant-heartedness.

Throughout the year, our students seized numerous opportunities for growth and achievement. In the realm of sports, we celebrated both individual and team success, thanks to the dedicated efforts of Mrs Vidler in nurturing participation and skills in Primary School sports.

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Academically, our teams excelled, with notable achievements in competitions such as the regional da Vinci Decathlon, where our Year 5 team secured second place and our Year 6 team emerged as champions, advancing to the state level competition and achieving commendable results. Additionally, our participation in events like the Prime Minister's Spelling Bee, Newcastle Permanent Mathematics competition, and the Eisteddfod showcased our students' diverse talents and dedication to excellence.

Amidst these achievements, we bid farewell to Dr Jane Greenlees, our much loved Head of Primary School, who left an indelible mark on all of us through her unwavering dedication and leadership. Her legacy continues to inspire us as we strive for excellence in all endeavours.

As the year drew to a close, we gathered for our first Twilight Carols event, a cherished time for families and our remarkable community to come together, celebrate the birth of Jesus, and reflect on the abundant blessings we experienced in 2023.

I am personally grateful for our brilliant team of teachers in Primary School for their expertise and love as they guide and care for each student. Along with the support and partnership of our parents, guardians and the wider community for their partnership with us. We have much to thank God for as he has led and guided us in all our endeavours in Primary School.

*“Trust in the Lord with all your heart, and do not lean on your own understanding. In all your ways acknowledge Him, and He will make straight your paths”.*

*Proverbs 3:5-6*

*Mrs Alesha Alcorn, BEd, Dip Theo  
Head of Primary School*

## SECONDARY SCHOOL REPORT

2023 began with structural changes and we welcomed Year 7&8 to the Year 9-12 Senior School model to become Secondary School. In Secondary School, we encourage students to take hold of all opportunities to grow as individuals and to contribute to the College and wider community. Through this, we aim to develop skills that students can take with them into their life after school.

Year 7 began their secondary experience with a camp at Attunga, Years 9 and 10 travelled to Tasmania, and Year 11 spent time in the Blue Mountains. Year 8 experienced Bottle Rocket Day and Medieval Day, and joined with Years 5, 6 and 7 to take part in our Defence Force Day. Throughout their final year, Year 12 completed their studies, and celebrated the end of their schooling in ways that allowed them to reflect on the last 13 years. They demonstrated their talents in our annual ‘HSC Showcase’ of major works and performances, participated in the Book Week Parade and spent time with Kindergarten students making kites. They spent their final day of school participating in long-held traditions which involved breakfast, being given a ‘Study Pack’ by Kindergarten students, an assembly with a Guard of Honour and morning tea with family, finally ending with taking on Year 11 in various challenges on the oval. This day continues to be a tradition for our Year 12 students, established to enable them to be farewelled by the College Community in a meaningful way.



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Secondary School encourages a wide variety of extra-curricular learning experiences, outside the traditional classroom. Students participated in the Mental Health Forum, Youth Council Forum, Committee 4 Wagga's School Leadership Program and GRIP Leadership Program. The Cattle Team and Auctioneering students were able to attend shows, compete with other schools and demonstrate their skills. Year 11 students took part in the driver safety program, RYDA (Rotary Youth Driver Awareness) organised by the local Rotary group and Year 10 undertook Work Experience in Term 2. We are extremely proud of the F1 and Subs in Schools teams, and the achievements of our students as a whole.

Student leadership groups have continued to be active in areas such as worship, music, cattle, fundraising, sport, and student health and wellbeing. Each year, new students bring a fresh set of strengths, and establish new groups that enhance our community. We are continually grateful, and at times overwhelmed, by the heart for service that our students demonstrate as they mature and discover more about their God-given gifts.

Thank you to our secondary staff, students and families who have sought to partner together throughout 2023 to fulfil our vision for our students.

*"Whatever you have learned or received or heard from me, or seen in me – put it into practice. And the peace of God will be with you."*

*Philippians 4:9*

*Ms Catherine Clarke BA, DipEd  
Head of Secondary School*

## CONTEXTUAL INFORMATION ABOUT THE SCHOOL

Wagga Wagga Christian College is registered and accredited with the New South Wales Education Standards Authority (NESA). It is a member of Christian Education National Ltd.



This Annual Report for 2023 provides parents, grandparents, the wider College community and other interested people with information about various aspects of the College's distinctiveness, performance and development. The report meets legislative requirement B2.7 of the Registered and Accredited Individual Non-government Schools (NSW) Manual - Sept 2023.



The College has procedures in place to ensure its participation in annual reporting to publicly disclose the educational and financial performance measures and policies of the College as identified by the Minister.

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## OUR VISION

***In Christ, partnering with families in providing excellent academic and practical education, preparing students to act justly, love mercy and walk humbly before God.***

The vision includes:

- Providing **curriculum** and its **delivery** that reflects a Biblical worldview
- Being a **vibrant caring community** of parents, students, alumni, staff, and friends of the College who contribute to its life and ethos
- **Impacting Wagga Wagga** and wider community through service, education and outreach opportunities
- **Enhancing partnerships** with local & regional Christian parents, churches and schools
- **Achieving and celebrating excellence and potential** for the whole College community in spiritual, educational, cultural and sporting outcomes as we bring Christ to all of life
- Implementing **sustainable stewardship practices** in financial management, workloads, resources, growth and human resources management

## OUR KEY COMMITMENTS

- Being Christ-centred
- Enjoying community
- Providing curriculum
- Actively caring for and developing resources

## OUR SETTING

Set on the eastern fringe of Wagga Wagga in South Western NSW, Wagga Wagga Christian College is a co-educational Preschool to Year 12 College with high expectations for student competence, character and faith. The College was established in 1990 by a group of local Christian parents who had a vision for education that was authentically Christian in outlook and practice.



The College operates three sub-schools. The Preschool – established in 2016 for 3 and 4 year olds, the Primary School from Years K – 6 and the Secondary School from Years 7 - 12. We also operate a popular Before and After School program (OOSH) and Vacation Care program.



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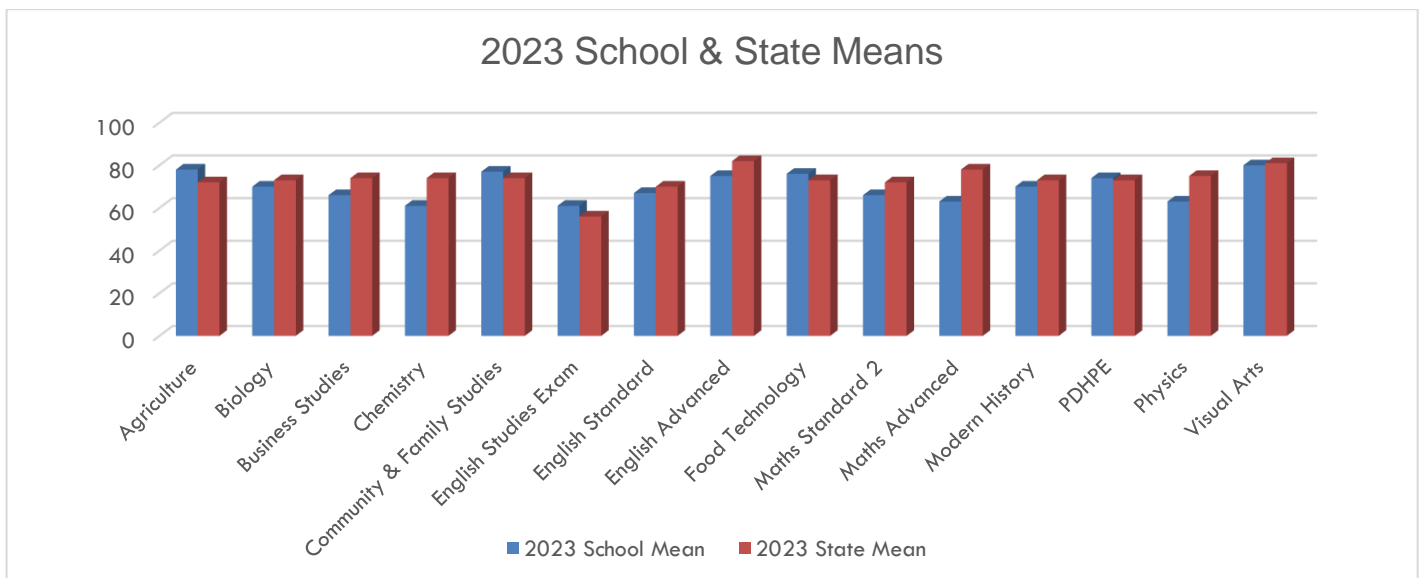
## CHARACTERISTICS OF THE STUDENT BODY

Wagga Wagga Christian College serves Christian families (from many different Christian backgrounds) and other interested families from places around Wagga Wagga and as far afield as Ganmain, Lockhart, Mangoplah, Coolamon, Gundagai, Rosewood, Tumbarumba, Humula and Cootamundra. This is in line with our vision statement and enrolment philosophy and policy. The College has a large multi-cultural group of students from various countries including China, Malaysia, India, The Philippines, South Africa, Burma, Egypt, Sudan, Ethiopia, and Kenya. There is a wide diversity of backgrounds: professionals, refugees, low socioeconomic households, farming families, families for whom English is a second language, newly immigrated families, various faiths, Defence Forces families, traditional and contemporary families. The student body demonstrates good will and diligence in their approach to schooling and are a delight to be with. Our students care for each other and the wider community. We are often impressed with the ways that they outwork these fine character traits in their attitude towards others.

## RESULTS OF THE HSC

This year, Band 5 and/or 6 (marks in the 80% to 100% range) were awarded to students in Agriculture, Biology, Business Studies, Community & Family Studies, Design & Technology, English Advanced, English Standard, Food Technology, Mathematics Standard 2, Modern History, Music 1, Personal Development, Health & Physical Education and Visual Arts. These are excellent results across a wide range of subjects.

The graph below shows the comparison of school and state averages for 2023. (Some courses have not been included in these statistics for privacy reasons, as their candidature in 2023 was too low.)



## SENIOR SECONDARY OUTCOMES

In 2023, 100% of Year 12 students who sat for their HSC were awarded this. In terms of other forms of qualification, 3% of Year 12 students undertook Vocational Education and Training courses, whilst also completing their HSC studies.

# STUDENT OUTCOMES IN STANDARDISED NATIONAL LITERACY AND NUMERACY TESTING

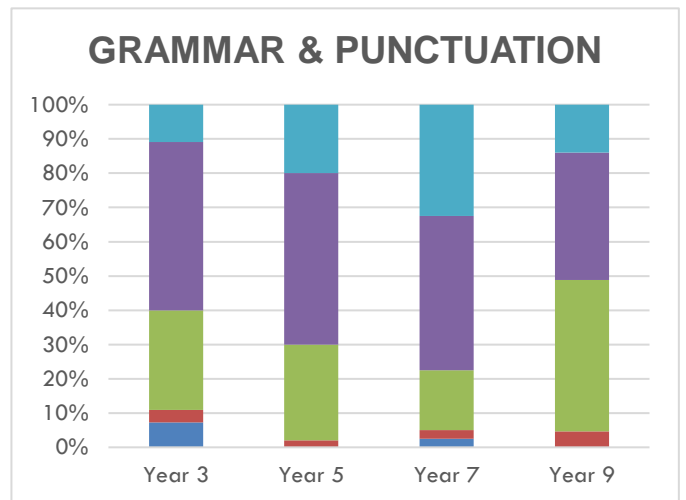
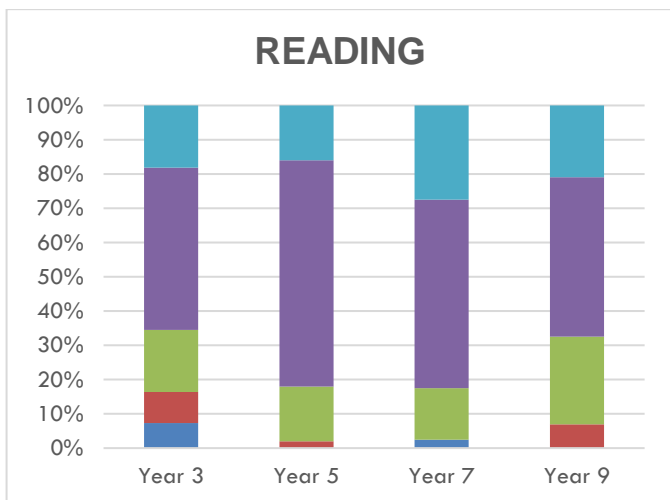
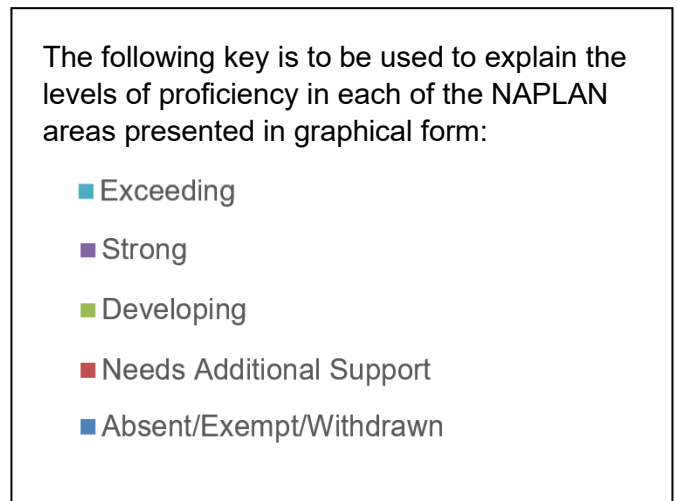
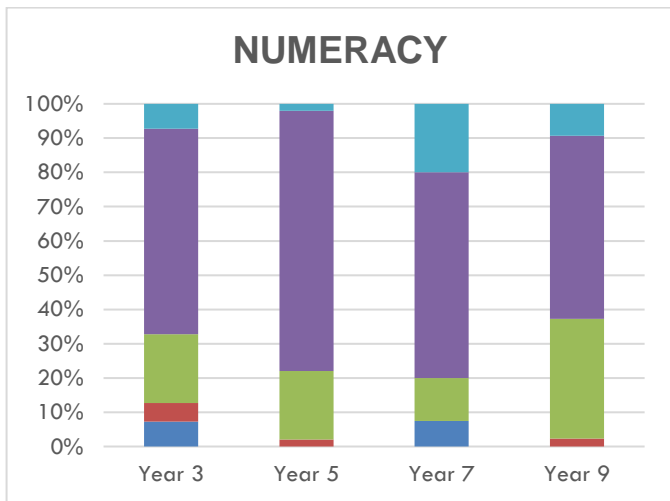
## EXTERNAL TESTING: NAPLAN

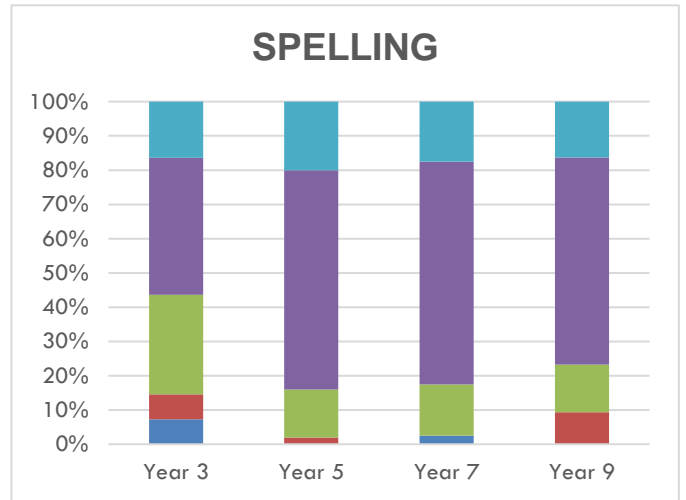
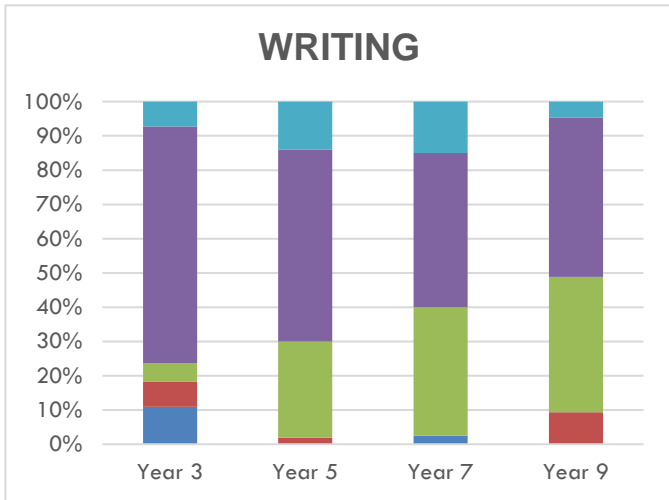
NAPLAN (The National Assessment Program – Literacy and Numeracy) is an annual national assessment for students in Years 3, 5, 7 and 9. There were two major changes made to NAPLAN in 2023. Firstly, the NAPLAN tests were moved from May to March, significantly earlier in the year. Secondly, student achievement in NAPLAN changed to being reported against four levels of proficiency:

- Exceeding
- Strong
- Developing
- Needs Additional Support

These replace the previous numerical bands. As a result of this change, NAPLAN numerical results from 2023 onwards cannot be compared to NAPLAN results prior to 2023.

### Results





## TEACHER ACCREDITATION STATUS

Level of Accreditation	Number of Teachers
Conditional	5
Provisional	4
Proficient Teacher	44
Highly Accomplished Teacher	0
Lead Teacher (Voluntary Accreditation)	1

## WORKFORCE COMPOSITION

At the College, we welcome suitably qualified staff from a wide variety of backgrounds. Two of our staff members have identified as Aboriginal or Torres Straight Islander.

Teaching Staff	54
Full-time equivalent teaching staff	44.5
Non-teaching staff	40
Full-time equivalent non-teaching staff	30.3

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## STUDENT ATTENDANCE RATES

Year Group	Attendance Rate
Kindergarten	92.7
Year 1	93.5
Year 2	93.2
Year 3	94.0
Year 4	93.9
Year 5	92.2
Year 6	92.9
Year 7	90.5
Year 8	86.9
Year 9	87.0
Year 10	86.3
Year 11	91.3
Year 12	91.0
Whole School	91.1

## STUDENT NON-ATTENDANCE MANAGEMENT

Our College enjoys an exemplary attendance and participation rate. The average attendance rate for all students enrolled in 2023 was 91.1%. There is an expectation that parents will account for students who are absent from school with a written note, phone call or notification through the College App. Non-attendance records are stored in student files. Heads of School in conjunction with Administration staff have the responsibility of following up these absences.

## POST SCHOOL DESTINATIONS

Since the conclusion of the HSC in 2023, Year 12 students have moved into the following areas:

Destination	Percentage
University – currently enrolled	41%
Employment	47%
Gap Year – prior to University	9%
Other or Unknown	3%

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## PARENT, STUDENT AND TEACHER SATISFACTION

With the change in structure from Junior, Middle and Senior Schools in 2022 to Primary and Secondary Schools in 2023, we began with a focus on establishing these sub-schools and the community feel within each of these areas, ensuring they were resourced and staffed to achieve this. In addition, some of our goals included:

- Evaluate current strategies and develop new strategies to maximise student engagement
- Continue to embrace and refine a mature Christian worldview into all classes/subject areas
- Continue building development, including the planning of upgrades to specialist learning spaces
- Continue to review and refine communication structures and practices
- Increase the standard of student uniform compliance
- Continue to support students who struggle with English.

In the latter part of 2023, the College Board initiated a strategic planning process that involved consulting with our whole College community through focus groups - parent, staff, and student. These focus groups were able to identify areas of strength across the College and also identify areas of growth. Subsequently, the Executive team and Board members met with CEN (Christian Education National) representatives to synthesise the results into a comprehensive five-year plan. This collaborative effort was both exciting and promising and we look forward to its implementation.

As a result of the strategic planning process, four priority areas were identified:

- 1 Upholding our Christian Identity
- 2 Promoting Preschool to Year 12 Educational Improvement
- 3 Providing Appropriate Resources
- 4 Community Engagement

Five core values were established as:

- Service
- Hope
- Respect
- Excellence
- Curiosity

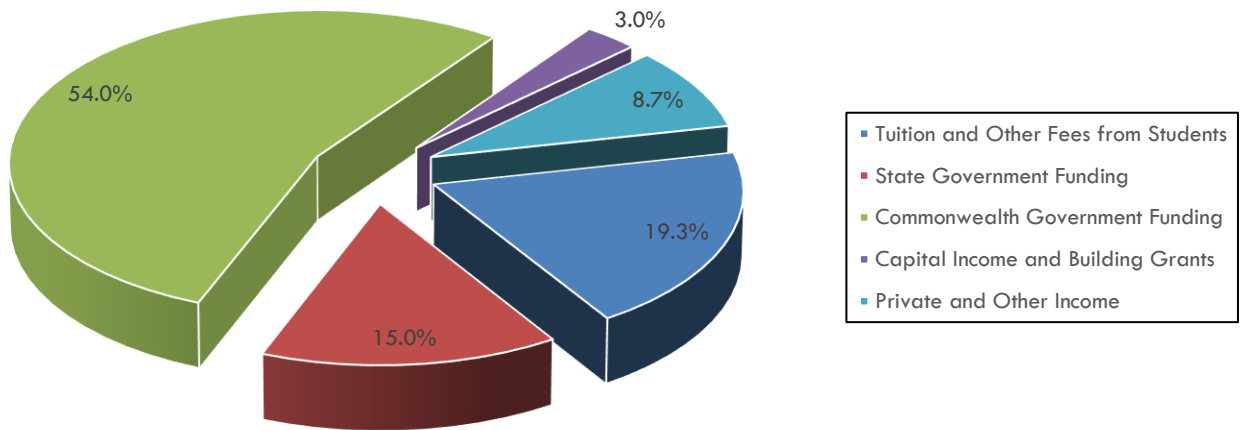
These will be embedded into our teaching and learning, and community, as we continue with the outworking and implementation of our strategic plan from 2024.

## POLICIES

The College has publicly available policies for Child Protection, Anti-bullying, Discipline, Managing Complaints and Enrolments available on the College Website.

# FINANCIAL REPORT

## Income Summary 2023



## Expense Summary 2023

