

# Annual Report 2018



## School Profile

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

The school operates levels from Kindergarten (4 year olds) through to Year 10. In 2018 the school had a census enrolment of 119 students with a further 14 students in Kindergarten. The school operates three buses that transport students to and from school.

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

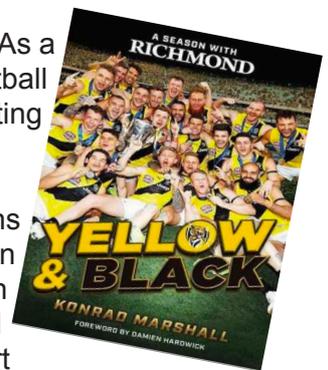


The school has four core values of Belonging, Integrity, Respect and Perseverance. These values impact on the teaching, interaction and discipline of the school.

## Principal's Message

How do we identify what is important? What is it about our values controls our success? As a keen Richmond fan, I have read as much as I can on the success of the Richmond Football Club during the 2017 Premiership year and especially as it followed on from a disappointing 2016.

In his book about 2017 entitled "Yellow & Black", Konrad Marshall highlights the connections between the players as being a significant feature of the club's success. Hilliard Christian School recognises that the strength of the school is not in bricks and mortar, but rather in the relationships that it builds within those walls. Over the years, we have been privileged to have had great support from our school community. We wish to build on that support and grow it. It is this "value added" component that determines our success as a school.



When the staff selected the four values that they wishes as part of our core values, belonging came to the fore because of that relationship, but also integrity and respect as this is how a relationship stays strong. And as anybody in a long-term relationship knows, perseverance is essential.



In this, my first year as Principal, I have valued the strength of those relationships, and look forward to enhancing them as the years continue.

Best wishes

Stephen Littlewood

## Staff Details

### Teacher Retention Rate

	Total	Number Left	Retention Rate
Full Time Teachers	7	0	100%
Part Time Teachers	6	3	50%

Of the two full time teachers who left. two retired and one left for full time work at another school.

### Teacher Qualifications

Overall, 15 teachers taught at Hilliard Christian School in 2018.

Their qualifications include (highest one only listed)

Masters Degrees	2
Bachelors Degree	13



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

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

### Teacher Professional Learning

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

In 2018, the average expenditure per full time teacher was \$1,286. However, this number under-estimates the actual cost, as it does not include:

- Cost of the combined PD days in Campbell Town (2).
- Training on Understanding by Design for use in the development of Unit Plans.
- Out of school hours meetings to review curriculum
- Professional reading undertaken by teachers.

## Student Engagement

### *Student Attendance and Management Procedures for Non-Attendance*

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

Level	Attendance Rate
Kindergarten	98%
Prep	96%
Year 1	91%
Year 2	93%
Year 3	92%
Year 4	91%
Year 5	93%
Year 6	88%
Year 7	85%
Year 8	90%
Year 9	96%
Year 10	85%

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



### *Proportions of Students Meeting National Benchmarks*

Each year, all students in Years 3, 5, 7 and 9 are required to sit the NAPLAN tests; an Australian wide test measuring Literacy and Numeracy against established benchmarks.

#### Percentage of Hilliard Christian School Students Achieving at or Above Minimum Standard in 2018

Test	Reading	Writing	Spelling	Grammar & Punctuation	Numeracy
Year 3	63%	90%	80%	90%	88%
Year 5	100%	89%	89%	78%	71%
Year 7	90%	60%	90%	90%	100%
Year 9	71%	14%	57%	71%	86%

Further information in various forms can be found at the [My School website](#).

Whilst considering these statistics, remember that Hilliard Christian School is a NON-SELECTIVE school, and enrolls students from a variety of backgrounds and levels of academic achievement. Teachers at Hilliard Christian School work hard to ensure that each student makes strong academic progress, regardless of their initial academic level.

## Value Adding

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

What values is a range of activities undertaken during 2018 that added value to the educational experience of the students attending Hilliard:

### Curriculum Related Activities

- Standardised PAT testing for all levels
- STOMP
- Learning Support including the MultiLit program for students needing this
- Guest presenters
- Excursions included
- Tasmanian Museum and Art Gallery (Years 3 – 6 and Years 7 & 8)
- Aurora Australis (Years 3 – 6)
- Orienteering (Years 9 & 10)
- Trip to a concert at the Botanical Gardens (Years K – 2)

### Co-curricular Events

- High School Camp to Spring Beach
- Primary (Years 3 – 6) Camp to Spring Beach
- Cross-country participation in the state Cross Country Championships
- Swimming lessons for each year level
- Swimming Carnival
- Athletics Carnival
- Internal Cross Country event
- Harmony Day

### School Ethos and Spiritual Program

- Opportunity for students to participate in STORMCo and Kid's Club events over holidays
- Local Seventh-day Adventist Church Performances
- Week of Worship taken by Pr Daniel Matteo
- Optional Bible studies with school chaplain.

### Community Events

- Dedication service
- Speech Night
- Orientation Days
- Open Days

## School Improvement Program

### *Parent, Teacher and Student Satisfaction Survey*

In general the parents who responded to the survey were positive about the school, with about three-quarters of responses indicating satisfaction. These areas included:

- Moving from one year level to the next, and in particular from the Primary school to the High school.
- Behaviour management
- Student engagement
- Connectedness.

Some areas in which parents felt that we needed to improve included:

- Extra-curricular activities
- Opportunities for parent input into the school.

Overall, staff were also positive about the school, responding well, in particular to questions relating to the students. The biggest issue raised by staff was the technology offerings of the school as being substandard.



As this was addressed at around the time that the survey was taken, it will be interesting to see what changes there are when the survey is done next year.

The students were positive about their opportunities to learn, and the relationship with the teachers. Interestingly, they ranked their own behaviour as poor, which neither the parents or staff did.

## Financial Information

A summary of the school's financial performance for 2018 is shown below

### Recurrent Income

Net school fees	265,712
Other student income	8,591
Private income	75,538
State recurrent grants	512,581
Commonwealth recurrent grants	1,485,948
<b>Total recurrent income</b>	<b>2,348,370</b>

### Recurrent expenditure

Salaries and allowances	1,257,031
Staff related expenses	238,574
Office and administrative expenses	278,493
Property and building expenses	172,382
Interest expenses	0
Depreciation and amortisation	23,774
Bad debts	15,994
<b>Total recurrent expenditure</b>	<b>1,986,246</b>

### Other expenditure

Income from trading activities	(86,566)
Expenditure from trading activities	180,634
Non-reportable expenditure	44,957
<b>Total other expenditure</b>	<b>139,025</b>
<b>Surplus/(deficit) before capital</b>	<b>223,099</b>

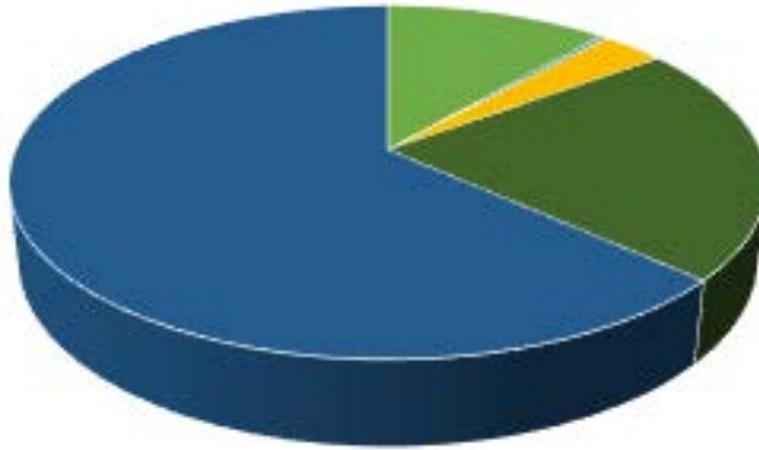
### Capital

Capital income	0
Capital expenditure	0
<b>Total capital</b>	<b>0</b>
<b>Surplus/(deficit) after capital</b>	<b>223,099</b>

As can be seen from the graph below, the main sources of income are from the state and federal governments.

The major expense is that of salaries and allowances, taking up 63% of our expenditure. This is consistent with similar institutions.

## Income Sources



- Net school fees
- Private income
- Commonwealth recurrent grants
- Other student income
- State recurrent grants

## Looking Ahead

Hilliard Christian School has a bright future—and in 2019 there will be a discussion about what that future will look like. There are plans to undertake a feasibility study into extending into Year 12. We are fast reaching the point where classrooms will not be adequate and we will have to find additional accommodation.

God is blessing us, and may He continue to bless you.

Steve Littlewood

