



Henderson College

Annual Report 2022

We Grow We Share We Trust

From the Principal

Settling back into learning at Henderson College after several years of unsettledness with lockdowns, has been a time of bravery and resilience for students and staff alike.

The focus of providing a relevant and enriched education that equips students with the contemporary skills, essential knowledge and guiding values needed to shape their future and contribute meaningfully to local and global communities has been enhanced through recent experiences across the globe.

Staff have actively and strategically worked to support students to build skills in critical and creative thinking, collaboration, and communication for students to share their voice in their learning.

Staff understand that students learn best when they have a strong sense of connectedness and belonging. While this has been a challenge in recent times, our **Be Brave** theme for 2022 aimed to encourage students that God is always with them, so they will never be alone. In Psalms 138:3 we are reminded that; *“When I called out to You, You answered me. You made me strong and brave.”*

Bravery is a mental or moral strength to face danger, fear, or difficulty.

Throughout scripture, God encourages His people to be brave because He is with them.

Being brave means to be ready and confident to face life’s challenges knowing that God is on our side, and it is through Him that we can be strong and brave.

To be brave doesn’t mean we have to be perfect or without fear or hesitation, it simply means we can choose to go, choose to say yes, and choose to trust.

The Annual Report for 2022 details our commitment to faith development, our passion to foster positive learning achievement, to continued improvement across all aspects of the College’s operations and preparing our young people for the changing world that awaits them by choosing to Be Brave. To go, to say yes and to trust.



Deveena Obst
Principal



Excellence
Living for God's glory

A Brief History

Henderson College is a co-educational Foundation to Year 10 school operated by the Seventh-day Adventist Church, as part of its worldwide system of Christian Schools.

Henderson College, while a small country school, has a great community spirit and offers a quality curriculum that is driven by a Christian world view in a supportive environment.

As a Christian school, our Biblical teaching and Christian values develop spiritual awareness, hope and faith in Christ. Students are continually encouraged to develop empathy and selflessness for their peers and those in the larger community.

There are opportunities for student involvement in local community service, and overseas participation in International Aid programs.

Henderson College has a proud tradition of producing graduates that have not only enjoyed a well-rounded education but have also developed skills and adopted values that have positioned them well for adult life.

The College was first established in 1951 at Havilah Crescent off 14th Street and relocated to its present site at Cowra Avenue Irymple in 1981.

Positioned amongst 10 hectares of vineyards, the modernised facility and up-to-date technology caters for students from Foundation to Year 10. Henderson College is a community learning together, caring together and growing together.

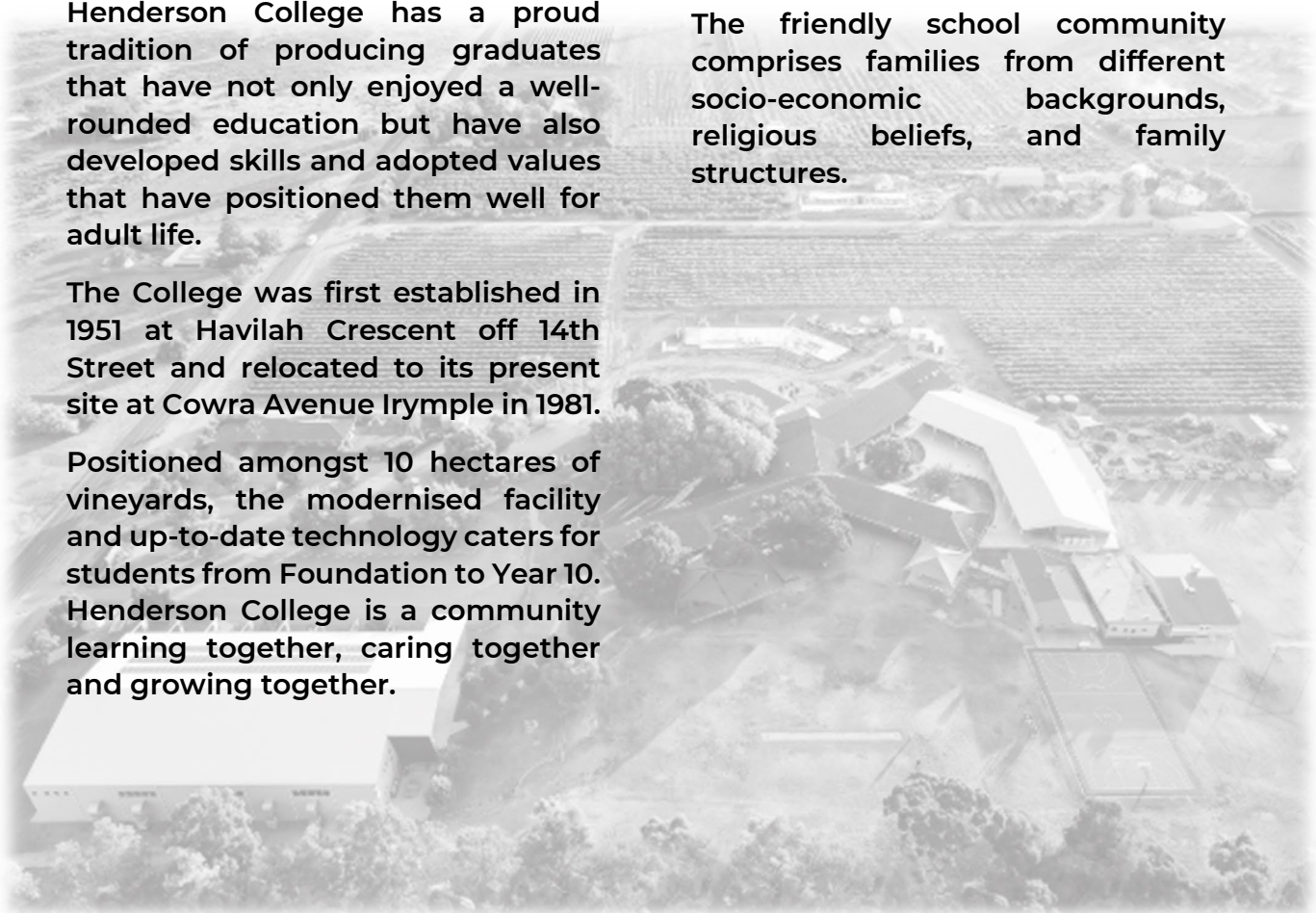
Henderson College is committed to quality teaching and learning with a belief that the partnership between parents and staff is fundamental to achieving successful learning outcomes for each child.

We teach from the Australian curriculum with a strong emphasis on Literacy and Numeracy.

Specialist classes include LOTE, Visual and Performing Arts, Design Creativity and Technology, Science, STEM, SOSE, Digital Technologies, Kitchen/Garden, Music, Bible, and Physical Education.

The school boasts a large indoor stadium, a modern senior learning hub, an architecturally designed Middle Years learning hub, large play spaces, basketball and netball courts and a shaded playground area and sandpit and a newly built state-of-the-art Technology, Woodwork and Visual Arts room, along with a brand new undercover outdoor stadium space.

The friendly school community comprises families from different socio-economic backgrounds, religious beliefs, and family structures.



Our Heart

Our Vision

We Grow ... in faith and learning
We Share ... our faith through service
We Trust ... in God

Our Mission

Henderson College is a Seventh-day Adventist learning community where students are inspired to discover a faith in God and develop their God given gifts.

Our Values

Our school values are motivated by the overarching value of love and are evident in acts of service. Henderson College has four core values, and they are embedded within our logo and Vision statement: Respect, Compassion, Integrity, Success

Our Values



We Grow... when we **RESPECT** each other and God's Word.



We Share... and show God's love through our acts of **COMPASSION** to others.



We Trust... in God and honour Him by showing **INTEGRITY**.



We Experience.... **SUCCESS** when we embrace God's Vision and Learning for our lives.

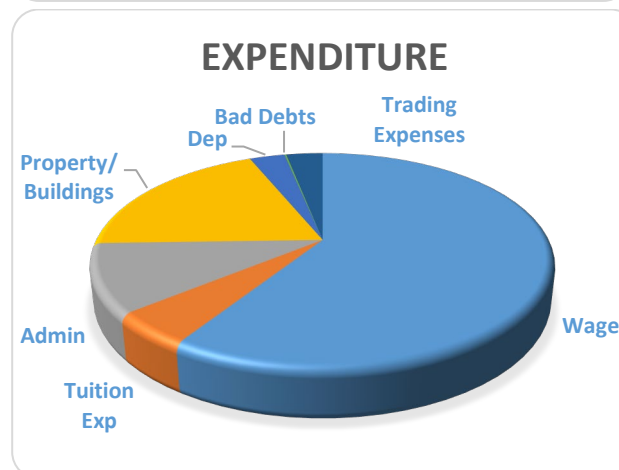
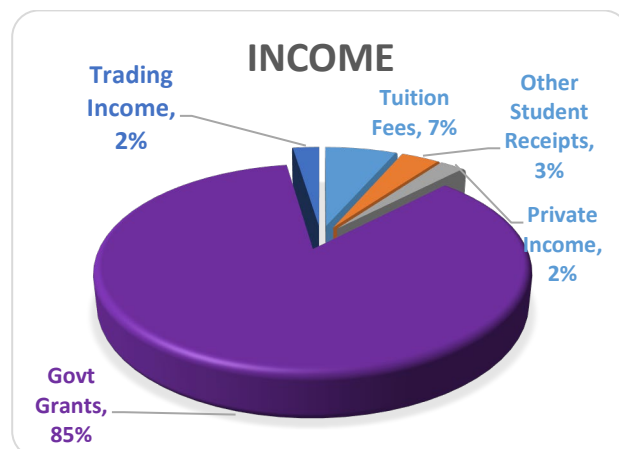
Henderson College is committed to the safety and wellbeing of all our students. It has a zero tolerance for child abuse and has procedures in place to protect children, support those at risk and respond to incidents or allegations of all forms of child abuse. These procedures are outlined in the Duty of Care, Child Protection and Child Code of Conduct policies. All are available on the school website.

School Advisory

Henderson College is operated by Adventist Schools Victoria Ltd, a division of the Seventh-day Adventist church. A Henderson College Advisory School Council, which is appointed by the Company's Board of Directors, assists the Principal in the management of the school. The School Advisory Council consists of nine members.

The broad functions of the School Council are to:

- Establish the direction and vision through the school's strategic plan.
- Plan for and ensure financial sustainability.
- Provide and allocate the resources to support the goals and objectives of the strategic plan.
- Monitor and review the progress of the school against its goals and objectives.
- Develop and review school policies.
- Maintain the school facilities the buildings and grounds.



Henderson College is a not-for-profit organization but seeks to generate an annual surplus from operating activities to plan for and invest in the ongoing development and enhancement of the College facilities, buildings and programs.

The Council is pleased to report that during 2022 the College operated within the budget with a reasonable reserve.



Professional Engagement

Teacher Qualifications

Henderson College staff come from diverse backgrounds and cultures.

The teaching staff at Henderson College during 2022 consisted of 16 female teachers and two male teachers. 77% of the teachers were full time teachers while 23% worked part time. Of the 18 teaching staff,

approximately 44% of the teachers during 2022 had ten or more years teaching experience.

The College also employed five other teacher support staff who worked on a part time basis with individual and small groups of students to support their learning program.

Staff Retention

At the beginning of 2022 we welcomed five new full-time teachers; Mrs Sonja Couroupis, Mrs Debra Doddridge, Ms Wendy Yeung, Mrs Sheree Webb and Mr Devan Edwards.

Mr Matthew Mandica, a music specialist, and Miss Michelle Kadziela, a Science Lab Assistant, were also new part time employees in 2022.

Throughout the year we welcomed Mrs Jodie de Groot back from maternity leave and wished Mrs Sandra Ferry well for her retirement as Principal of Henderson College.

At the end of 2022 five teachers either moved interstate or have taken a break from teaching.

Staff Professional Development

Excellence in staff is a core priority for Henderson College. We recognise that quality educational outcomes are driven by excellence in teaching, learning and wellbeing provided by the highest quality, motivated teaching, and educational support staff.

Professional growth for staff has been developed as a continuous, collaborative process, based on identified

College and staff needs and one that develops open, trusting, collegial relationships. Staff are empowered and supported to set meaningful goals that further their own professional growth for the benefit of our students.

The total expenditure on Professional Development in 2022, including direct provider cost, travel and meals was \$36,500.

AREAS OF PROFESSIONAL LEARNING	Number
Subscriptions to Professional Magazines	
Protecting Children Mandatory Reporting	All Staff
Child Safe Training	All Staff
First Aid Training	All Staff
Insight Building Culture	All Staff
Chaplains Convention	1
Five Ways of Being Online – Leadership Program	2

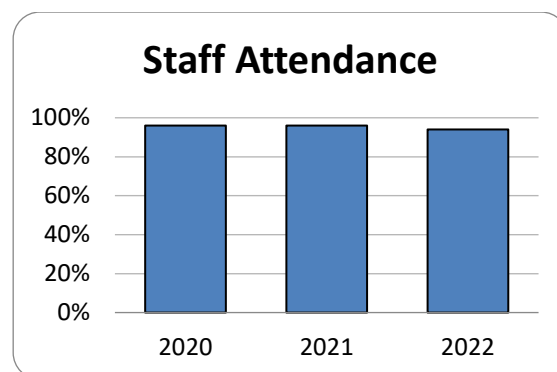
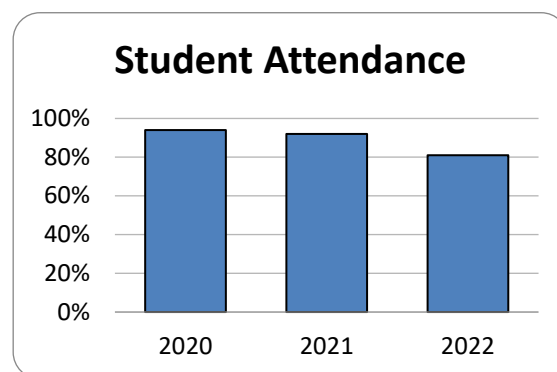
EduTech	2
Chief Warden Training	All Staff
Ladder Safety Prevention of Falls	All Staff
Promoting Student Agency	1
Emotional World of Girls Masterclass	1
Protocols for Koorie Education	3
Navigating the Learning Landscape	2
Dyslexia – Teaching the Language	5
The A-Z of Feelings	2
Student Wellbeing	1
Reimaging Student Learning through Inquiry	5
Practical Writing & Reading Strategies	1
How to get Students talking and questioning	3
Growth Mindset Masterclass	1
Classroom Vibe – Practical Strategies	1
Twice weekly staff meeting	All Teaching Staff

Attendance Management

Attendance of students has been a concern since the return from remote learning and lockdowns. Re-engaging students into learning and motivating them has been challenging.

The College liaises with parents to manage absences electronically on a daily basis and provides support to students and their family through regular contact from Home Room Teachers and/or Student Welfare personnel.

ROLL GROUP AVERAGE ATTENDANCE			
YEAR	%	YEAR	%
Prep	81	Year 7	79
Prep/1	88	Year 8	78
Year 1/2	85	Year 9	72
Year 2/3	84	Year 10	70
Year 3	87		
Year 4	84		
Year 5/6	86		
Average			81
Teaching			94





Student Progress & Achievements

School Program

Henderson College continued to acknowledge that student learning and well-being are intricately linked. Hence, both continued to be essential priorities throughout 2022.

It was our aim that learning not only enabled each child to reach their full potential but that a seamless transition of learning continues for students as they progress from one year level to the next.

Primary Schools Studies

The Curriculum Framework for Years F-6 includes the following Learning Areas:

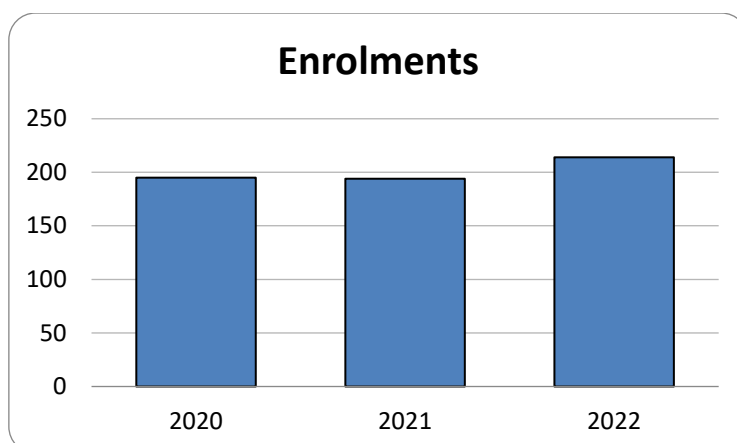
- Bible
- English
- Physical Education
- The Arts (Music, Drama, Visual Art)
- Mathematics
- LOTE
- Digital Technologies
- Integrated Studies (Science, SOSE, Technology and Health)

Secondary Schools Studies

- Bible
- English
- Physical Education/Health
- The Arts (Music, Drama, Visual Art)
- Mathematics
- SOSE
- Digital Technologies
- Design Creativity and Technology
- Technology/STEM

Student Enrolment

Student enrolment at Census date for the school year in 2022 was 214.



Achievements

High expectations for all students and the unwavering belief that every child can progress, underpins all that we do at Henderson College. Through the provision of a quality differentiated curriculum, our teachers work strategically to support each student to take the next step in their learning.

Our school has a strong commitment to staff working collaboratively to plan, teach, assess, and reflect on the curriculum offered to our students. A strong emphasis is placed on consistency within teams and across the school. To support this, timetables and meeting schedules prioritise collaboration, data analysis and professional learning.

Throughout 2022, we maintained our primary focus from the previous year on facilitating essential learning in English and Mathematics, which went beyond minimum expectations. Our teachers were strategic and flexible in identifying learning

outcomes that would be achievable in improving students results using a spiralsed curriculum program specifically for Numeracy Support. All focus areas aligned strongly to the Australian Curriculum.

In addition to our strong focus on English and Mathematics, our students also engaged in daily activities in our Specialist Programs, and whole school wellbeing activities that focused on the Personal and Social Capabilities.

The success of the combined effort of staff to lift student achievement in Literacy and Numeracy in 2022 was again evidenced in students' individual results, and as a cohort in the WRAT standardised tests.

In Literacy, there was an average gain across the school of 1.4 years for each level.

In Numeracy, there was also an average gain across the school of 1.4 years for each level.

National Benchmarks

The National Assessment Program in Literacy and Numeracy (NAPLAN) calculates how individual students are performing according to National benchmarks in Reading, Writing, Language Conventions and Numeracy. The four tests occur during the Year levels 3, 5, 7 and 9.

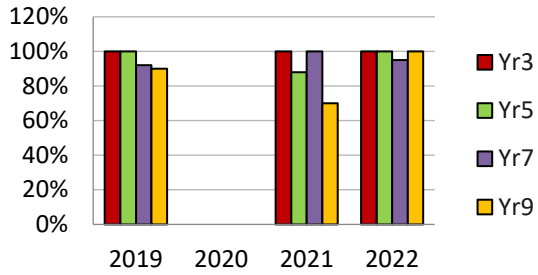
The graphs indicate the performance of Henderson College students against the National Minimum Standards for Literacy and Numeracy. It indicates the percentage of students in Years 3, 5, 7 and 9 who reached or exceeded the National Minimum Standards.

Students who did not reach the National Minimum Standards were offered extra support.

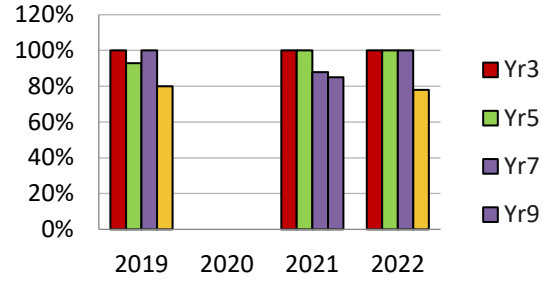
At Henderson College, all students participate in the National Testing, however, exemptions for students with special needs or for students who have been in Australia less than 12 months is made at parental request.

It should be noted that no NAPLAN assessments were completed across the state during 2020 due to COVID-19.

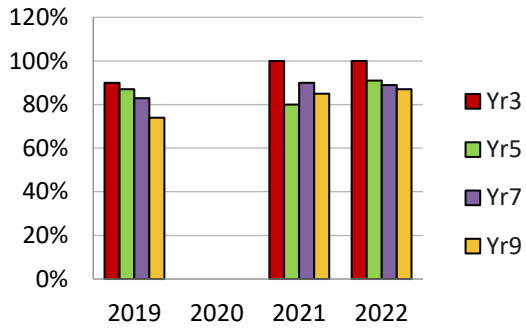
NAPLAN Reading
% above national standard



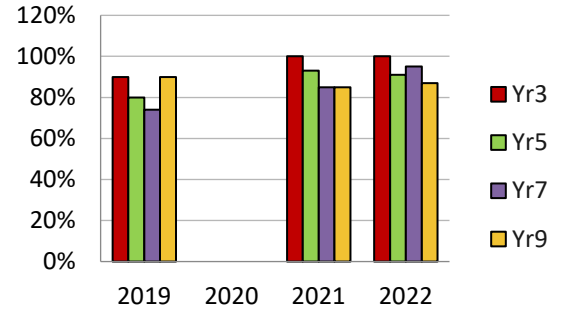
NAPLAN Writing
% above national standard



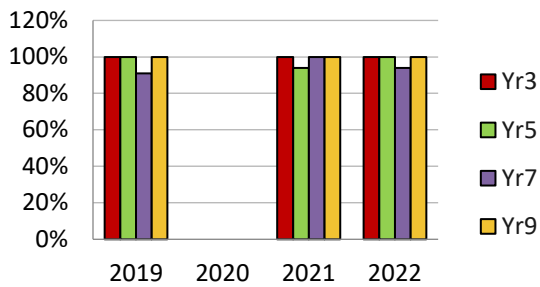
NAPLAN Spelling
% above national standard



NAPLAN Grammar
% above national standard



NAPLAN Numeracy
% above national standard



Value Added Programs

At Henderson College student engagement in additional programs and or events is a continual focus.

A continued initiative into 2022 was the organisation of clubs across the College. Student voice largely directed the difference clubs that we available for students to join.

Value added programs include:

- Clubs – Chess, Chapel Band, STEM
- Buddies
- Student Leadership
- Community Service activities
- Chapel and Worship Programs

- Inter-school Sports
- Excursions
- PB4L activity day and lunch
- Book Week Parade
- Year 6 Graduation dinner
- Year 10 Graduation dinner
- Extension classes
- Invictus program in Years 7-10
- FI in Schools
- Inquiry Based Learning activities

These events are important in establishing connections with the extended school community and strengthening the Henderson College culture.

Pastoral Care/Student Wellbeing

Throughout 2022, the Student Welfare team continued to work consistently to provide support for our school community including students, teachers, and parents. They provided a listening ear for students who either needed someone to talk to and/or support from a significant adult during such a challenging year.

The Student Welfare team also provided support to individuals in times of need whether it be trauma, illness, loss, or other immediate issues. They supported our school's vision to be caring and nurturing. Chaplains also provided a valuable Chapel program each week where students had the opportunity to understand what it means to **Be Brave**.

The Student Wellbeing team worked collaboratively to provide students with an opportunity to explore their understanding of spirituality during two separate 'Weeks of Spiritual Emphasis'. The program in Term One not only entertained, but also challenged student perspectives

about God. The program in Term Four was led by our Year 10 students who took the opportunity to provide engaging events for students to reconnect together through combined chapel programs each day.

Bible studies for those students interested were offered after the first 'Week of Spiritual Emphasis'. A highlight during the year was that several students chose to make a public commitment about their faith and be baptised at their local church during the school year.



School Community Feedback

Surveys

To gauge satisfaction across the different community members of Henderson College, three surveys were implemented: Student, Parent, and Teachers. Participants were asked several questions across eight key School Satisfaction Indicators:

- Leadership and Administration
- Facilities and Resources
- Community Spirit
- Communication
- Development and Care
- Chaplaincy
- Achievement Opportunities
- Affordability and Value.

A variety of survey questions were employed including single/multiple selection, ranking and open text.

Student Survey

The 2022 survey gathered data from students in Year Levels 3 to 10 in Term Two.

Responses to questions on the survey highlighted the following top five strengths at Henderson College:

1. Students appreciate the collaboration that they are experiencing in their learning and believe there is a strong focus on Literacy.
2. Students are feeling more motivated to complete tasks and engage in their learning and that teachers care if they do well.
3. Students are feeling more connected to their peers now that schooling is back to on campus learning.
4. Students feel safe at school with their peers and knowing that Henderson Staff care for

them in a supportive and safe environment.

5. Students believe staff reflect positive Christian values and behaviour.

The following four areas were identified by the students as being areas deserving of further enhancement:

- learning to be more purposeful and connected to real life,
- teachers having a greater understanding how they learn best,
- students having confidence in their learning, and
- opportunities to connect more positively with school environments.

Parent Survey

The 2022 parent survey was undertaken during Term Four to learn the extent to which parents believe effective school practices were apparent across the eight key School Satisfaction Indicators as listed above.

While our parent survey satisfaction results reflected positively on the school, it does need to be noted that the response rate was 32 percent of families.

The overall top five strongest positive responses included:

1. The school provides a range of opportunities that actively engage the expression of Christian values by consistently being intentional in linking Christian values with their teaching practice.
2. Henderson Staff display a caring, friendly attitude and provide help when needed to students.
3. Safe and secure environment.

4. Realistic educational expectations for students
5. Good range of opportunities for students to be involved in service for others and faith development programs.

To increase the efficacy of the College, parents would like to see increased provision being given to availability of choice in subjects available and career guidance programs, appropriate level of ancillary costs (uniform etc), and increased variety in cultural sporting and performing arts opportunities.

Staff Survey

The 2022 survey gathered by staff occurred during Term Two in collaboration with the Student survey. While a School Improvement Team was established throughout 2022, the results from the survey highlighted a slight decline in levels of satisfaction across the eight key School Satisfaction Indicators.

The top five positive responses were in the following areas:

1. Inclusive and supportive atmosphere of the College.
2. Supportive leadership assisted in ensuring high individual morale.
3. A Team Based practice was evident with the management of students and curriculum processes.
4. High levels of engagement in working as a team and having ownership over their delivery.
5. Staff felt that the relationships between parents had improved and there was more collaboration between the two.

The four areas staff would like to receive closer attention: the provision



of career guidance teacher specialists, additional cultural opportunities, greater involvement in community events for students and an increased variety in subject options.

When comparing results from the previous survey, it was pleasing to note the upward trend in satisfaction from Parents, Students and Staff.

Continued focus and discussion will be given to those areas that have not improved from the previous survey results.



Future Directions 2023

The key improvement areas for 2023 include:

- Continuation of the Quality Adventist Schools self-audit tool across four areas, determined by need.
- Apply to State Government for construction of Early Learning Centre.
- Continue to embed our PB4L framework which has the core values of Respect, Integrity, Success, and Compassion. These Christian values help add to the ethos of our College.
- A comprehensive range of proactive pastoral care practices that promote the personal growth and wellbeing of all students that are well understood and implemented by staff.
- Meet the needs and interests of a diverse group of students by providing an engaging, challenging, inspiring, contemporary curriculum with authentic student experiences that promote lifelong learning.
- Invest in professional training, development, and support of staff to ensure an engaged and motivated workforce.
- Increase student voice opportunities in all areas of the school.
- Develop an Outdoor Education program for Secondary students.
- Reconciliation Action Plan is submitted for ratification and actions show progress.
- Continue to professionally develop and implement an Inquiry Learning process and awareness across the entire Primary and Secondary school.

Conclusion

Henderson College continues to regularly review its strategies in teaching and learning, to:

- ensure relevance for the current needs of students in the 21st century
- maximise the effectiveness of student learning
- enable students to feel safe, valued, and confident
- provide students with opportunities to succeed
- instil faith, hope and a desire to serve others.



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