



*Gilson
College*

Annual Report

Mernda Campus 2022





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School Overview

Mission Statement

Nurture for today. Learning for tomorrow. Character for life.

Purpose Statement

Our purpose is, through excellence in education, to develop people of integrity and Christian character.

Values

At Gilson College all staff and students strive to be:

- Respectful
- Responsible
- Resilient
- A learner

Introduction

The Mernda campus of Gilson College is a Foundation to Year 12, co-educational school with an open enrolment policy which accommodates students from a diverse range of social, cultural, religious and academic backgrounds.

The holistic development of students within a Christian worldview centres around the college's core values of respect, responsibility, resilience and a learner mindset. These values are integral to all elements of college life and are taught explicitly to students through our Positive Behaviour for Learning framework.

Our talented Christian teachers are proud to support students as they pursue excellence, both academically and across a diverse range of co-curricular opportunities available at the college as they realise their God-given potential.

Child Safety

Gilson College is committed to the safety and wellbeing of all children and young people. The Mernda campus has satisfactorily met the requirements of the Child Safe Standards and is up to date with all new minimum VRQA requirements. All staff and volunteers undergo a recruitment and induction process as outlined in the Duty of Care, Child Safety Protection and Child Safe Code of Conduct policies. These policies are available for viewing on the college website.



2022 Fast Facts

Education Level:	Foundation - Year 12
Type:	Co-educational
Affiliation:	Seventh-day Adventist Church
Total enrolments:	261
Average class size:	20
Teaching staff:	26
Tuition Fees Range:	\$6,250 - \$9,200 per year
Tuition Levy:	\$250 per year

School Contacts

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CRICOS No:	00978G
Principal/s:	Mr Mark Vodell <i>BA, Dip Tch, BEd, MEd (Hons)</i> (Term 1) Mrs Raelene Delvin <i>BEd, MEd</i> (Acting: Terms 2-4)



A Message from the Principal

In 2022, the Mernda campus of Gilson College completed 10 years in operation. Growth has been steady with enrolments reaching above 260 and increased interest developing throughout the year. With COVID restrictions a distant memory, our focus this year was to reboot all aspects of the College. From the formal commencement of the school year at Dedication Night, the theme 'Jesus Light of Life' became our guide post ensuring Jesus is a central focus in all areas of the college.

We commenced the Building Cultural Capacity program with Insight SRC, working towards building stronger ownership and collaboration to bring growth, improvement and a strong culture of learning for all. The Quality Adventist School (QAS) cyclic review process highlighted our strong commitment to the mission and ministry of the Seventh-day Adventist Church. We are intentional about connecting to our local churches and community, have an ongoing commitment to school improvement and engage actively in a robust process. Out of Hours School Care (OHSC) also completed their 5 year audit. I acknowledge the work of OHSC Coordinator Dorine Cadine in facilitating robust processes to ensure a successful outcome of 'Meeting the National Quality Standards' in the 7 Quality Areas assessed.

All staff were trained in annual and ongoing Child Safe practices throughout the year, including the introduction of the new Child Safe Standards from July 1. Ensuring all new requirements were met included induction and training for all parent volunteers in Child Safe practices, which is now part of ongoing processes. Teachers maintained their required First Aid credentials and also worked with Dynamiq on Emergency Response plans, conducting several drills with their support.

Our Wellbeing team provided ongoing support this year; maintaining Tier 3 support as well as investigating opportunities that would aid in supporting areas of critical need, such as support for students experiencing anxiety, friendship issues and low self esteem. Positive Behaviour 4 Learning (PB4L) continues to be an area of development in strengthening Tier 1 and 2 practices to enhance wellbeing and positive learning environments.

With regard to finance, I would like to thank our families for their faithful commitment in honouring their responsibilities. I thank the campus bursar Juliette Trimble for her diligent work to maintain the College's finances and believe the recent appointment of a Business Manager will continue to support the college's strategic direction.

A review of the Master Plan and long term maintenance plans was established with financial support from the Adventist Schools Victoria head office team. This review determined that development of the College facilities would be a key priority over the next 5 years. Staffing for 2023 has been a challenge with vacancies still present at the end of the academic year, and will be a continued area of focus as we grow.

In 2022 we had five Mernda campus graduates and wish to congratulate Nikita Morin as the recipient of our dux award. We wish all of our graduates God's blessing and know they will make a positive impact as they live with integrity, compassion and diligence.

We look forward to 2023 as an inspiring year of opportunity and growth.

Raelene Delvin, Acting Principal



Professional Engagement

Staff Attendance and Retention

Total teaching staff Full Time Equivalent (FTE) in 2022 was 23.8 with a total headcount of 26.

Staff retention at Gilson College (Mernda Campus) is high, with few staffing changes from year to year. The percentage retention rate from 2022 to 2023 was 81%.

Teaching Staff Qualifications

All teaching staff at Gilson College (Mernda Campus) are qualified and registered with the Victorian Institute of Teaching (VIT) in accordance with government regulations. Many have additional qualifications and expertise to provide excellence in education. The following table outlines the qualifications of teaching staff in 2022:

Qualification	Percentage of Teaching Staff
Bachelor of Education or Bachelor of Teaching	84.6%
Master of Education	11.5%
Master of Teaching	7.7%
Additional supporting degree	30.8%
Additional supporting diploma	15.4%

Professional Learning

All staff at the Mernda Campus of Gilson College demonstrate our value of being a learner, and the college places a high value on professional learning to ensure that we provide research-based best practice for our students and families.

Staff participated in both free and paid professional development opportunities to further their knowledge and skills. This included college-wide professional learning to continue to guide the strategic direction and development of the college, and smaller opportunities targeted the needs of specific groups or individuals within the staff team. In 2022 the total expenditure on learning for staff was \$21,300.

Staff participate in annual First Aid training including CPR, asthma and anaphylaxis training, Mandatory Reporting, OHS, Child Safe and Learning Support training. OHS training for 2022 occurred within the areas of discrimination and harassment, ladder safety and risk management. Further training in the areas of digital technologies,



pedagogy, wellbeing, child safety and meeting the needs of students with disabilities was included at regular intervals throughout the year.

In addition, in 2022 all members of Adventist Schools Victoria participated in a new Building Cultural Capacity initiative. This shift in approach to school improvement continues to further enhance the way that staff lead changes and facilitate excellence in all aspects of school life.

Other professional development activities included:

- Speech Therapy Assistant program training (Education Support Officers)
- ISV Child Safe Standards training
- VCOP Writing Program refresher
- Mathspace Training (Years 5-10)
- Evidence Based Observations and coaching
- Understanding Attention Deficit/Hyperactivity Disorder through OLT
- Adventist Schools Australia Principals Mentoring program
- Adventist Schools Australia Developing Leaders course
- PB4L Reboot - Russell Fox workshop
- Teaching Well Wellbeing Conference
- Smart Spelling training
- Essential Assessment training
- Creation Ministries professional development

*Note that not all staff were trained in all of the programs mentioned above.



Student Learning

Curriculum

Gilson College bases the delivery of curriculum on the Australian Curriculum for Foundation - Year 10. The teaching of Biblical Studies through Encounter is also mandatory for students from Foundation - Year 10. During Years 11 and 12, students participate in the Victorian Certificate of Education course.

Primary School	Years 7-8
Compulsory Subjects: <ul style="list-style-type: none"> • Biblical Studies • English • Mathematics • Science • HASS • Health & Physical Education • Languages (French) • Chapel • The Arts • Digital and Design Technologies • Sport 	Compulsory Subjects: <ul style="list-style-type: none"> • Biblical Studies • English • Mathematics • Science • Humanities • Languages (French) • Technologies (Food, Textiles, Wood & Plastic) • The Arts (Visual, Music) • Health & Physical Education • Sport

Years 9-10	Senior School (VCE)
Compulsory Subjects: <ul style="list-style-type: none"> • Biblical Studies • English • Mathematics • Science • Humanities • Careers • Learning for Life (Yr 9) • Health & Physical Education • Sport Electives: <ul style="list-style-type: none"> • The Arts - Visual Art • The Arts - Music • Design Tech - Food • Design Tech - Wood & Plastic • Languages - French 	Compulsory Subjects: <ul style="list-style-type: none"> • English • Religion & Society Electives: <ul style="list-style-type: none"> • Accounting • Biology • Chemistry • Foundation Maths • General Maths • Health & Human Development • Maths Methods • Physics • Psychology Off-campus / Distance Education: <ul style="list-style-type: none"> • Applied Computing • Art • French

Student Attendance

In 2022 the average daily attendance rate for students was 91%. The count of students with an attendance rate of >90% was 166, or 64%.

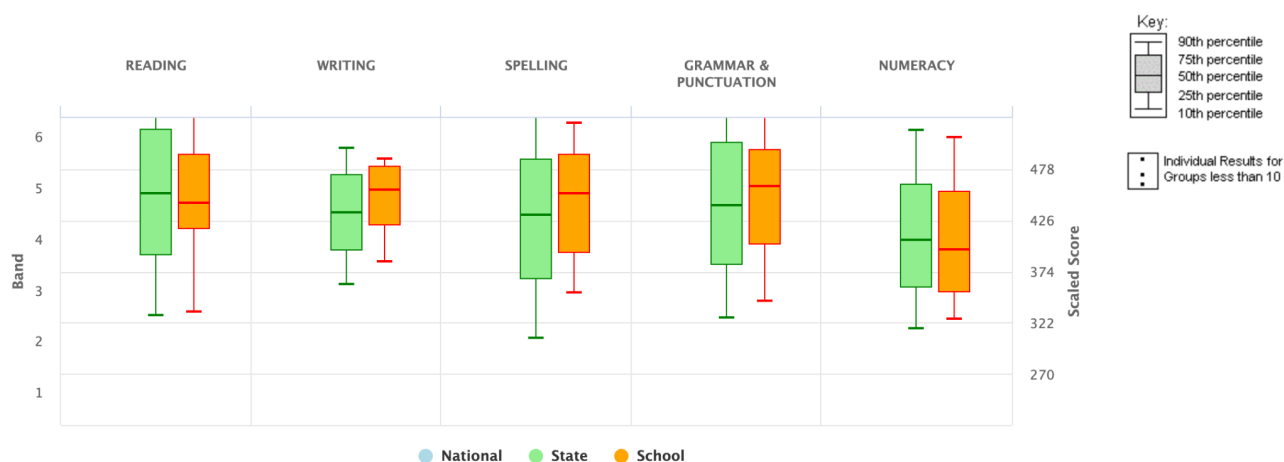


National Benchmarks

The National Assessment Programs in Literacy and Numeracy (NAPLAN) testing is conducted annually to show how a school or individual student is progressing according to national benchmarks. The assessments occur for all students in Years 3, 5, 7 and 9 across the following areas: Reading, Writing, Language Conventions (grammar, punctuation and spelling) and Mathematics. The charts below indicate how students at Gilson College (Mernda Campus) performed in 2022:

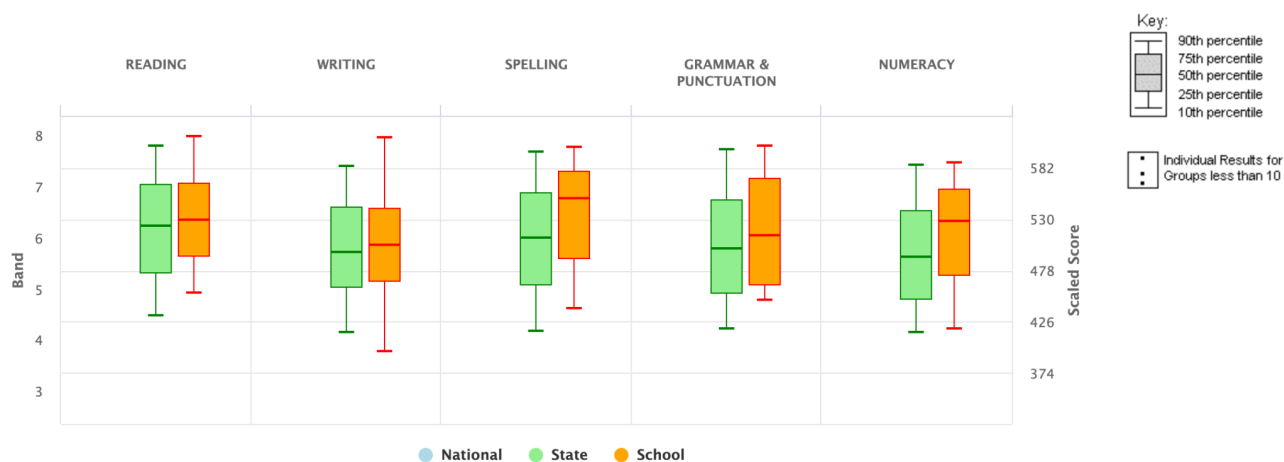
Year 3 NAPLAN 2022

School Summary Report



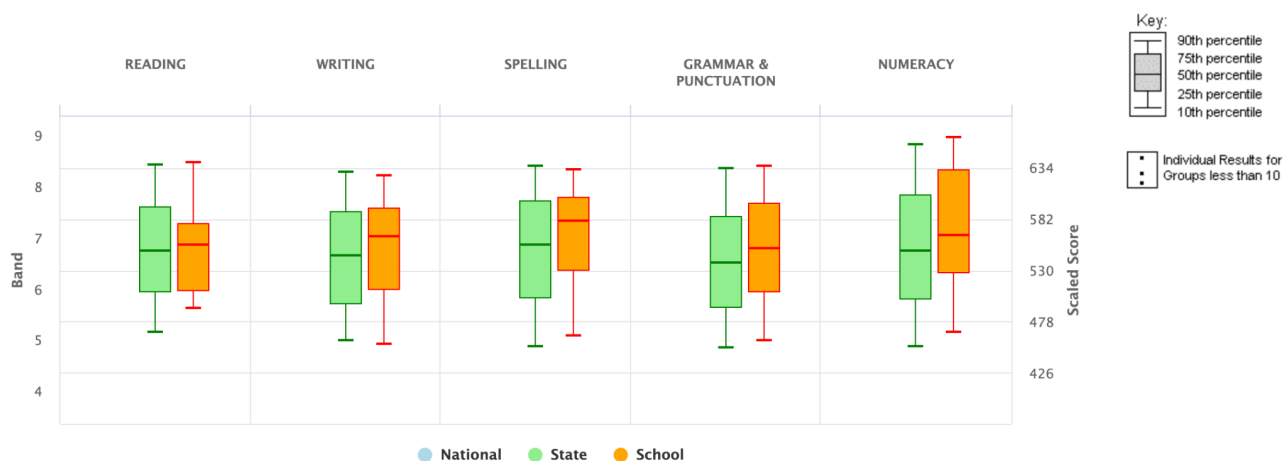
Year 5 NAPLAN 2022

School Summary Report

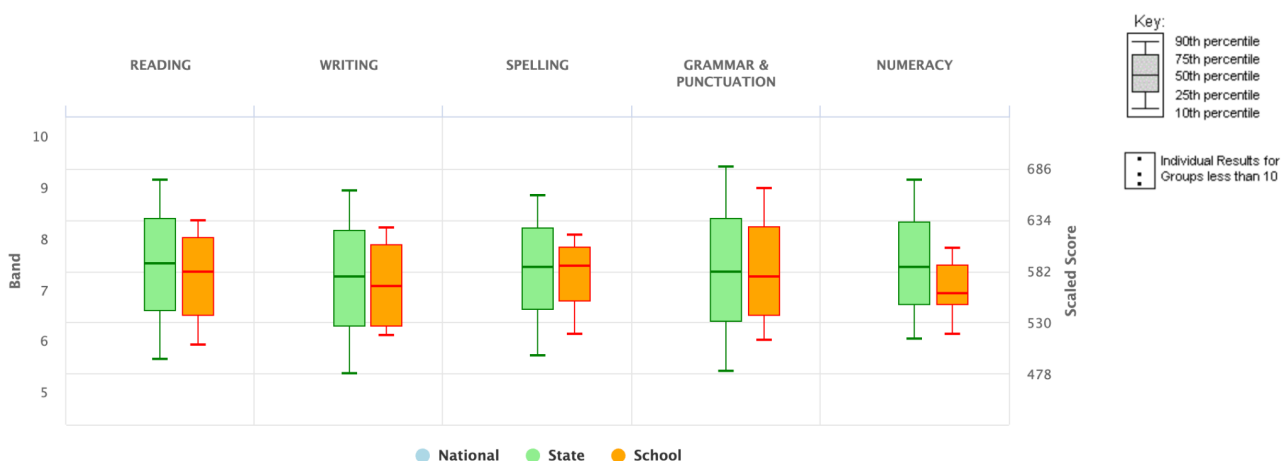




Year 7 NAPLAN 2022 School Summary Report



Year 9 NAPLAN 2022 School Summary Report



Summary of Results

Students achieved strong results overall in NAPLAN testing this year, performing at or above state averages across many areas in Year 3, Year 5 and Year 7. Further review of our Foundation - Year 2 academic program and pedagogy in reading and mathematics may be required to address results in these areas and will be a focus for growth in 2023. Similarly, further analysis and focus on the academic growth of students in their first two years of secondary school will occur to ensure students are well prepared for the rigour of senior secondary courses.

Internal standardised assessments through the Progressive Achievement Testing (PAT) suite identified similar results in both Mathematics and Reading. English results throughout Years 3-8 are strong, however, we will continue to look closely at how best we can support literacy in the lower primary and upper secondary.



Following the refresh of the VCOP Writing program this year, in 2023 teaching staff will collaborate further to improve consistency and rigour within our literacy approach from Foundation - Year 10. Additional opportunities for Heads of Department to contribute to the direction and development of the college's academic program will also assist in demonstrating excellence and consistency in planning, pedagogy and assessment across the secondary school.

VCE Results

The Year 12 cohort of 2022 was small with a total of 5 students, allowing for excellent attention and care from subject teachers. As stated in our college purpose, we provide excellence in education in order to develop young people of integrity and christian character. This holistic development is very important to us here at Gilson and we have worked hard to create an environment where students belong and are nurtured but also challenged to achieve their best. All Year 12 students in 2022 achieved their desired outcomes, and we affirm and congratulate them on their hard work throughout the course of the year.

Summary of VCE Results

Total Year 12 students	5
Number of Tertiary applicants	4
Tertiary offers received via VTAC or individual applications	4



A Thriving Community

At Gilson College, we strive to provide a christian environment where students can thrive academically, but also build their relationship with Jesus, their peers, and their community. This underpins all opportunities we provide for students throughout the year. Throughout 2022 there were a vast range of different activities, events and programs for students to be involved in school life as part of a thriving community.

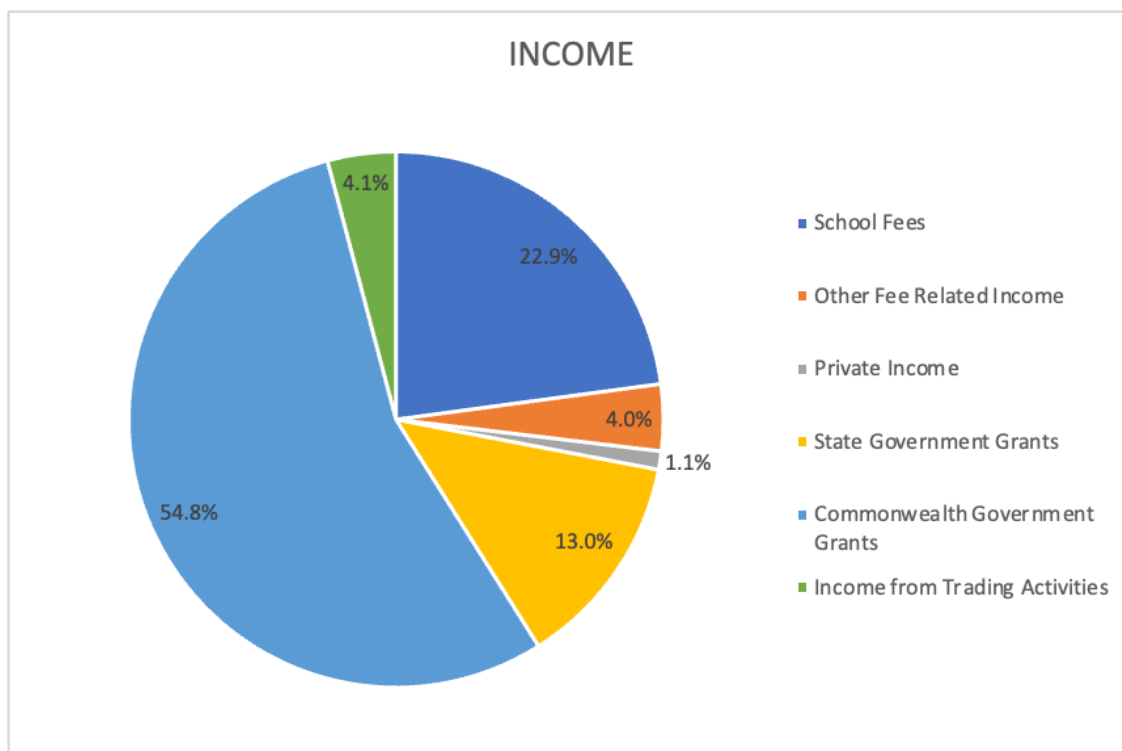
These included:

- Peer Support Program (Years 7 and 11)
- Year 9 Learning for Life program
- Camps programs (Years 5, 6, 7, 8, 9, 10, 11 and 12)
- Classroom and subject specific excursions and incursions
- Primary lunchtime clubs - including gardening, Bible study, Lego and choir
- Academic Competitions including ICAS competitions
- Social Emotional Learning club
- Student led chapel and worship programs
- Positive Behaviour for Learning pastoral care program
- ASV Interschool Sports programs - athletics, soccer, cross country, basketball
- Weekly interschool sport competitions - primary soccer, primary basketball
- School Sports Victoria program participation - athletics, cross country, swimming
- Combined School Athletics Carnival
- Primary swimming lessons
- School Dedication Night
- Book Week
- Multicultural Day
- "Gilson's Got Talent" variety show
- Tutoring program - COVID impacted students
- After school secondary maths support program
- Parents and Friends events - Mothers and Fathers Day, Colour Fun Run
- Homework Club
- Festival of Faith - theme: Jesus, Light of Life
- Bush School (Foundation)
- Primary French Soiree
- Awards Night
- End of Year Fun Day

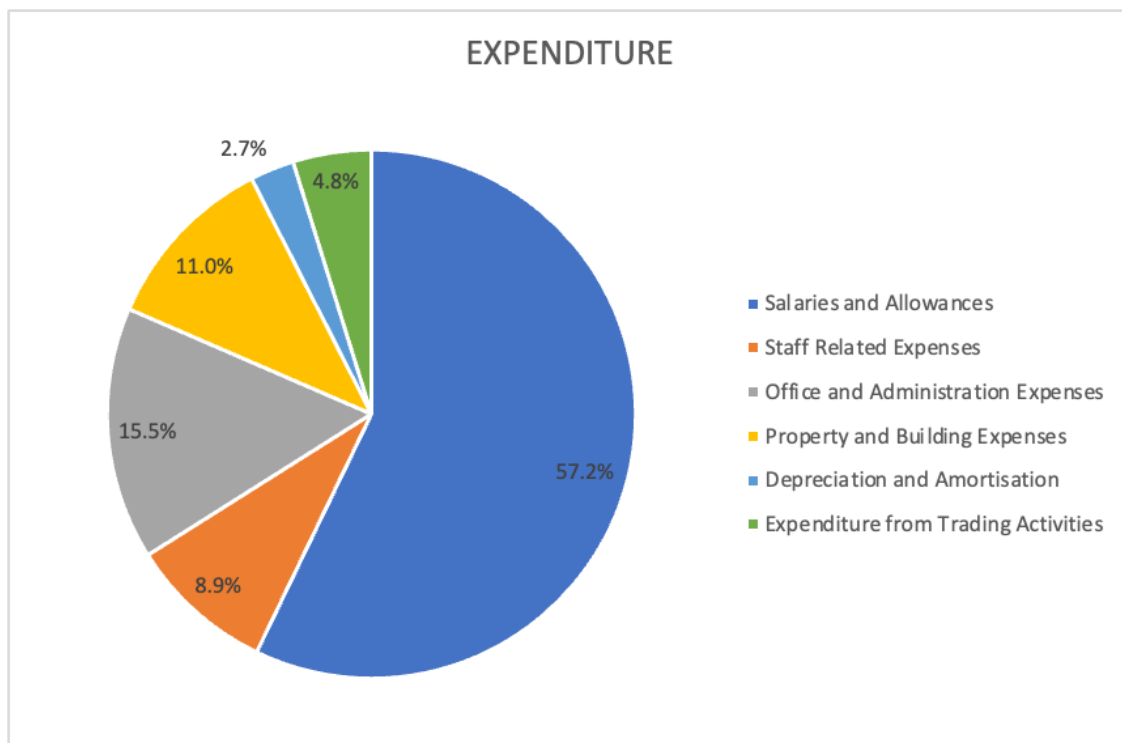


School Finances

Income for 2022



Expenditure for 2022





Future Direction

As we look forward to 2023 and beyond, we are excited with the upcoming opportunities for growth as we strive for excellence in all areas through continued careful planning and management.

Learning & Teaching

Teaching and Education Support staff remain committed to the Christian ethos and focus on the holistic development of our students. They continue to demonstrate a learner mindset, striving to reflect best practice in their learning spaces and to ensure the God-given potential of each child is realised. In 2023, our teaching teams will continue to strengthen programs and pedagogy across the college to provide greater academic consistency for students as they progress from year to year. Increased collaboration between year levels and teaching teams - sharing best practice pedagogy, searching data and implementing strategies to meet the needs of their learners will further increase the strength of our academic program.

Character and Community

We take pride in providing a school environment where students and families can feel like they belong. The college continues to develop and improve our Positive Behaviours for Learning framework. Our four key values of respect, responsibility, resilience and being a learner underpin all aspects of college life and are the cornerstone of our Wellbeing program.

As part of our plans for 2023, we are focusing on pinpointing more specific areas of need for students to thrive and adjusting our teaching and support practices to ensure that the needs of all students are met. We have also planned for a staffing restructure to provide additional assistance for students in Learning Support and Wellbeing.

Infrastructure and Grounds

This year we have continued with projects to improve the learning opportunities for our students with the completion of the roof on the primary outdoor learning space, and the expansion of the nature play space on campus. In 2023, we have planned for some significant maintenance work to refresh our current buildings, improve the grounds and develop the road entrance to our college.

Next year we will also be looking closely at the Master Plan to cater for increases in student numbers and to facilitate a broader range of academic and co-curricular opportunities for students in 2024 and beyond.