



MERENDA HILLS
CHRISTIAN COLLEGE

2024 Annual Report



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Acknowledgement of Country

Mernda Hills Christian College acknowledges the Wurundjeri People of the Kulin Nation as the land's traditional custodians. We recognise that by learning from the past, we can best care for each other in the future. We are committed to working as Jesus did to achieve a legacy of reconciliation, justice and hope for all Australians.

School Overview

Mission

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

Purpose

Transforming lives through Adventist Education

Values

At Mernda Hills Christian College all staff and students strive to be:

- Respectful
- Responsible
- Resilient
- A learner

Introduction

Mernda Hills Christian 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

Mernda Hills Christian College is committed to the safety and wellbeing of all children and young people. Mernda Hills 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.

2024 Fast Facts

Education Level:	Foundation - Year 12
Type:	Co-educational
Affiliation:	Seventh-day Adventist Church
Total enrolments:	291
Average class size:	21
Teaching staff:	29
Tuition Fees Range:	\$7,176 - \$10,268 per year

School Contacts

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VCAA No:	15600
Principal/s:	Ms Kristin Hankins <i>BEd, MEd</i>

A Message from the Principal

2024 has been a remarkable year in the history of our College - the first year as Mernda Hills Christian College, a stand alone school within the Adventist Schools system! The response from students and families, staff and the community has been overwhelmingly positive and we have been blessed with such a great team who has made the transition smooth. It is a privilege to now have a College name that proudly identifies our connection to the local community and the core foundation of why we exist - to reveal Jesus to our students, and help them develop the values and skills to reflect His character as they strive to achieve their best.

This year, we have spent time focused on establishing our unique identity as a Adventist school in the local Mernda community, called our 'Mernda Way'. We have improved the quality and consistency of our classroom learning environments, including a refresh of our Positive Behaviour for Learning (PB4L) and Restorative Practice frameworks, which embed behaviour expectations routines and support within positive, values-focused conversations.

As we journey with Jesus, our College continues to grow, reflected in strong enrolment numbers and even higher projections expected for 2025. This growth necessitated the completion of the upper floor of the Middle School building in July, featuring eight new classrooms for student learning, breakout spaces and staff facilities. Students and staff really enjoy using the new space for high quality learning, with its quiet classrooms and new learning technology!

We are grateful for the continued support of Adventist Schools Victoria and both state and federal governments, and are thrilled with funding approvals to expand our College facilities through the construction of both an Early Learning Centre and a Multi-Purpose Centre in 2025. It will be a busy time on site with significant construction, however, we are excited to be able to extend our sport programs for current students, and harness opportunities to broaden our service to the community by providing Christ-centred education to three and four-year olds for many years to come.

Throughout the year we have enjoyed celebrating the achievements of our students, and are impressed not just with their success, but their resilience and dedication to engaging in their learning each day. Our 2024 NAPLAN results have been a source of pride for students and staff alike, with not only a 100% participation rate, but all year levels achieving above the national average in Reading and both Year 3 and Year 5 students achieving above national averages in all testing areas. These results are a testament to the hard work and dedication of students and staff with the support of our College families, and we acknowledge the great privilege that it is to educate students together in partnership.

It's an honour to journey alongside our students, staff and families as we learn together, and grow with God. I look forward to being part of the big plans that God has for our College in 2025 and beyond.

Kristin Hankins
Principal

Professional Engagement

Human Resources

Mernda Hills Christian College is a learning community in which staff work together to fulfil our mission - to reveal Jesus as we nurture students, help them learn, and support their character development. In 2024, our total teaching staff Full Time Equivalent (FTE) in was 25.4 with a total headcount of 32.

Staff retention at Mernda Hills is high, with few staffing changes from year to year. The percentage retention rate from 2024 to 2025 was 93%.

Teaching Staff Qualifications

All teaching staff at Mernda Hills Christian College 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 2024:

Qualification	Percentage of Teaching Staff
Bachelor of Education or Bachelor of Teaching	77%
Master of Education	27%
Master of Teaching	8%
Additional supporting degree	19%
Additional supporting diploma	15%

Professional Learning

All staff at Mernda Hills Christian 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.

There is a broad range of professional development that is facilitated for staff, including both College-based professional development, as well as attendance at external seminars and conferences. New staff participate in an induction program, including the provision of a mentor, and graduate teachers are supported through the full registration process with the Victorian Institute of Teachers.

All staff receive First Aid and CPR training, and participate in regular OHS training to support their safety and wellbeing while at work. In 2024, this OHS training included Warden training, and training in discrimination and harassment, risk management and ladder safety.

Other training and development reflected the strategic direction and development of the college, as well as smaller opportunities targeted the needs of specific groups or individuals within the staff team. In 2024 the total expenditure on learning for staff was \$32,500.

Professional development activities this year included:

- Mathspace Refresher
- SEQTA training
- Instructional Coaching
- Restraint and Seclusion Policy
- ASV Teachers Conference (ASVAC)
- SBI Model of Feedback
- PB4L Refresher PD
- Restorative Practice
- Middle Leaders Coaching
- Smart Spelling
- ASV Leadership Conference
- STA Training
- Business Manager Program
- School Law
- Social Stencil - Social Emotional Learning

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

Student Learning

Curriculum

Mernda Hills Christian 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, Drama) • 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 • Fast Track - VCE Psychology 	Compulsory Subjects: <ul style="list-style-type: none"> • English • Religion & Society Electives: <ul style="list-style-type: none"> • Biology • Chemistry • Foundation Maths • General Maths • Health & Human Development • Business Management • Maths Methods • Physical Education • Physics • Psychology • Art Making and Exhibiting Virtual Schools Victoria / Victorian School of Languages: <ul style="list-style-type: none"> • Applied Computing • English Literature • Art • French

Student Attendance

In 2024 the average daily attendance rate for students was 91.2%. The count of students with an attendance rate of >90% was 66.0%.

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 Mernda Hills Christian College performed in 2024:

NAPLAN 2024 - Percentage of Students Achieving 'Strong' or 'Exceeding'

Year Level	Reading	Writing	Spelling	Numeracy	Grammar & Punctuation
Year 3	82%	91%	68%	77%	68%
Year 5	92%	100%	100%	88%	79%
Year 7	79%	76%	79%	83%	66%
Year 9	70%	70%	87%	78%	70%

NAPLAN 2024 - Student Result Averages

Mernda Hills Christian College student result averages (MH Ave) have been compared with the Australian national average (Aus Ave) in the table below, for both 2023 and 2024. Every result shaded in light green indicates where College student averages are above the national average, and dark green indicates that results are significantly above (10 points or more).

Test	Reading				Writing				Spelling				Grammar & Punctuation				Numeracy			
	MH Ave '24	Aus Ave '24	MH Ave '23	Aus Ave '23	MH Ave '24	Aus Ave '24	MH Ave '23	Aus Ave '23	MH Ave '24	Aus Ave '24	MH Ave '23	Aus Ave '23	MH Ave '24	Aus Ave '24	MH Ave '23	Aus Ave '23	MH Ave '24	Aus Ave '24	MH Ave '23	Aus Ave '23
Year 3	435	404	428	405	446	416	451	416	426	401	432	404	437	409	410	411	421	404	418	407
Year 5	527	492	529	496	534	485	511	483	536	486	541	489	530	498	517	497	527	489	503	488
Year 7	563	535	567	536	553	540	568	534	548	540	581	539	544	537	588	539	554	554	579	538
Year 9	582	565	572	564	578	574	559	567	578	567	582	568	577	555	578	557	581	565	560	568

Summary of Results

The work of our staff to continue to support students and enhance their academic performance have shown positive outcomes across many year levels. We are proud of our 100% NAPLAN participation rate, and our particularly impressive results in Year 5 Writing and Spelling, where Mernda Hills students have achieved well above the national average!

College staff continue to use evidence-based approaches to support student learning, and particular focus will be given to reviewing and refining our curriculum program in 2025. This will ensure it is content rich, rigorous and well-sequenced to best support the needs of our students as they prepare for the VCE program. We look forward to seeing the continued growth and success of our students as we refine this area of practice.

VCE Results

We are proud of our first Mernda Hills graduating class in 2024 and their determined efforts in completing their VCE studies. Holistic development is important at Mernda Hills, and we have worked hard to create an environment where students belong, are nurtured, and are challenged to achieve their best so that they can enter their career of choice when graduating from Mernda Hills Christian College.

This year, we are excited to acknowledge our continuing relationship with Avondale University, with three graduates accepting offers to study with Avondale in 2025.

Summary of VCE Results

Total Year 12 students	12
Number of Tertiary (VTAC) applicants	12
University	90%
TAFE or Private Provider	0%
Apprenticeship / Full-Time Work	0%
Other	10%

Staff, Parent and Student Satisfaction

A range of data is used to measure satisfaction throughout the year, including the Insight SRC Survey, student and staff attendance rates, staff interviews, and Pulse wellbeing data.

Using this data, the College is able to determine that staff and student satisfaction with the College overall remains high. Staff no longer teaching at Mernda Hills in 2024 have left due to changes in family or personal circumstances, often necessitating relocation both within Victoria, and interstate.

Survey data indicates that student wellbeing, and community engagement has improved this year. Staff feel supported by the College, and psychological safety is strong. Students also reported that their emotional wellbeing, teacher relationships and their experience of teaching

and learning had improved in the last 12 months. Parents surveyed indicated improvements in extra-curricular activities, engaging learning and an increased sense of connectedness to school.

Incoming enrolment data reflects this sense of satisfaction with the College - with the majority of new students enrolling because of a direct referral from an existing family or local community member.

A Thriving Community

At Mernda Hills Christian 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 2024 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.

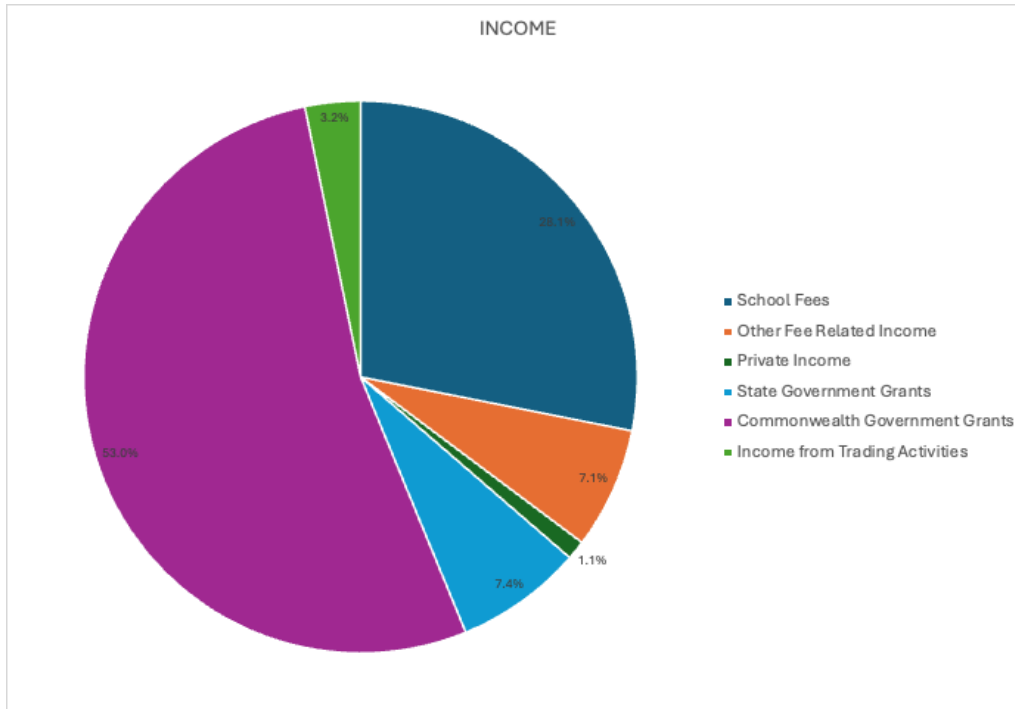
These included:

- Flourish Program (Secondary School)
- Buddy Program (Foundation and Year 6)
- 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, Ukulele, Create (Lego & Art), and Coding
- Academic Competitions including ICAS & The Australian Mathematics competitions
- Social Emotional Learning club
- Student led chapel and worship programs
- Positive Behaviour for Learning pastoral care program
- ASV Interschool Sports program
- Weekly interschool sport competitions - primary soccer, primary basketball
- School Sports Victoria program participation
- Combined School Athletics Carnival
- Primary Production - 'Daniel: A Hard Act To Swallow'
- Primary swimming lessons
- School Dedication Night
- Book Week Celebrations
- Harmony Day
- Tutoring program
- After school Secondary Maths support program
- SRC events- Mothers and Fathers Day
- Homework Club
- Festival of Faith - theme: Our Journey with Jesus
- Bush School (Foundation)
- Foundation - Year 3 Christmas program

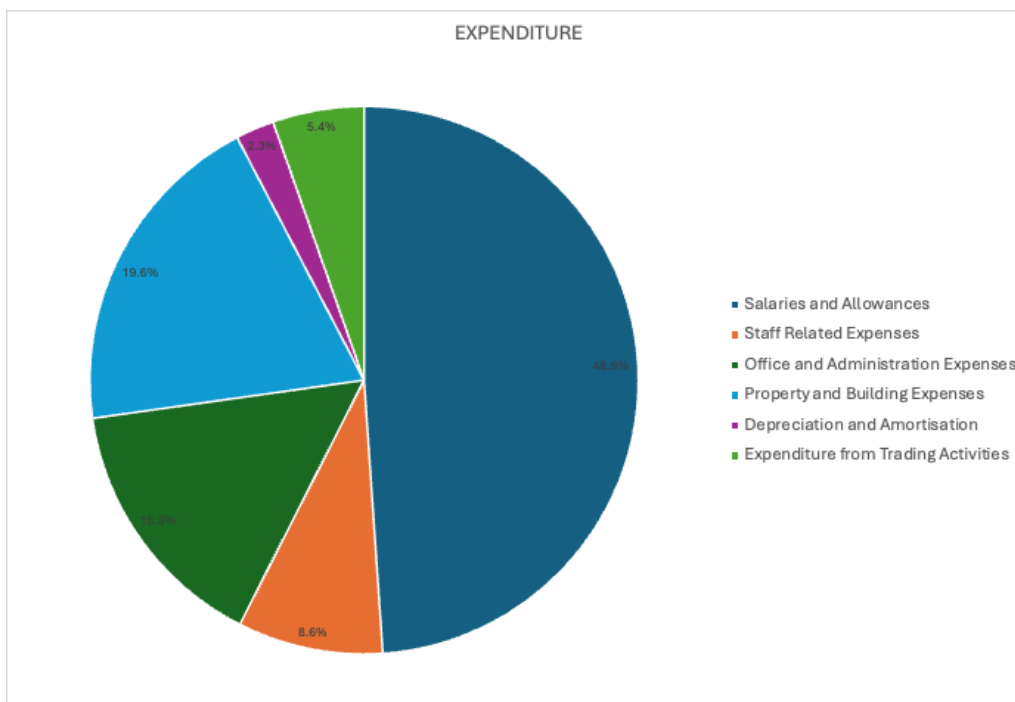


Finance

Income for 2024



Expenditure for 2024



Future Direction

As we look forward to a new year, we are excited with the upcoming opportunities for growth and development across our college.

Quality Practice

Our staff remain committed to delivering high quality practice, both in the classroom and out. In 2025 we will continue to embed the work we have done with establishing high quality learning environments, and will extend this to improve and refine our curriculum processes. By doing so, the academic rigour and sequencing of learning will be improved for students to best support their academic growth. We are also improving our use of SEQTA as a communication tool with students and parents, and implementing a new professional growth program for non-teaching staff.

Building Community

The heart of our College is to build a thriving Christ-centred learning community. We want to support students and staff to recognise the importance of collaboration and community. Next year, we will continue focusing on improving opportunities for students, staff and families to build strong connections with the College, including through new opportunities for parent and student involvement and voice, spiritual leadership mentoring, the establishment of an Alumni program, and increased partnerships with the local community.

Investing in our Future

There are some bold plans for our future in 2025! We look forward to the construction of both the Early Learning Centre and Multipurpose Centre, with the Early Learning Centre build also requiring the relocation of the Village building. This is well underway, and we thank students, staff and parents for their patience and support as we navigate multiple construction zones across the College over the next 12 months.

Throughout next year, we will also undertake key network and security upgrades, as well as a number of smaller maintenance and development projects to ensure the College remains a safe and enjoyable learning environment for all College members. These include the resurfacing of the primary courts, a bathroom facilities upgrade in Middle School, and new landscaping outside Middle School and the Village.