



NORTH WEST
CHRISTIAN SCHOOL



ANNUAL REPORT

2024

March 2025

Providing
quality
Christ-
centred
education



Schools Reporting | Annual Report 2024

(Based on 2024 data)

This report was compiled by North West Christian School to meet the requirements of the Tasmanian and Australian Governments.



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PRINCIPAL'S OVERVIEW



Mr Morgan Smith

Principal

As we reflect on 2024, we remain inspired by the assurance of Jeremiah 29:11: "For I know the plans I have for you," declares the LORD, "plans to prosper you and not to harm you, plans to give you hope and a future." The promise underpins our commitment to providing a high quality, Christian, holistic education that nurtures the mind, body and spirit of every student.

Throughout the year, we have dedicated significant time to developing a strategic plan for 2025 - 2027 - a visionary blueprint designed to guide our future endeavors and ensure we continue to meet the evolving needs of our growing community. This collaborative process has not only reinforced our commitment to academic excellence but also to creating an environment that fosters character, service, and innovation.

In preparation for the upcoming Non-Government Schools registration audit, we have proactively reviewed and implemented updated policies. These efforts reflect our unwavering commitment to strong governance and accountability, ensuring that our practices are as robust as the education we provide.

Furthermore, recognising the importance of efficient administration, we have expanded our office team. This enhancement has increased our capacity to manage day-to-day operations, allowing us to better support our students, staff, and the wider school community.

The completion of the Quality Adventist Schools Cyclic Review has offered invaluable insights, highlighting key areas for future growth and development. The feedback received has been instrumental in shaping our ongoing improvement programmes, affirming our dedication to continuously evolving and enhancing our educational practices.

As we look forward to the future, we do so with gratitude for our achievements in 2024 and with anticipation for the opportunities that lie ahead. Our commitment to nurturing well-rounded individuals, grounded in faith and excellence, remains unwavering. Together, we step into the coming year with hope, confidence, and the certainty that God's loving guidance will lead us to ever greater heights.

BOARD OF DIRECTORS MESSAGE

As we look back on 2024 I am filled with a sense of pride in all that has been achieved at North West Christian school.

The commitment from our dedicated staff has continued to foster a culture of excellence that is attractive to families both existing and new to the school.

With the support of teachers and their families; students set goals and stretched themselves to reach new heights.

It is encouraging to see the investments made in new facilities are providing modern workplaces for students to grow and learn.

On behalf of the board I would like to acknowledge God's leading over the past year in meeting the challenges and celebrating the highlights at the school.

I look forward with confidence and optimism to a bright future for North West Christian school believing that God will bless the school as we follow his leading.

May North West Christian school continue to be a light in the community and a blessing to students, families and staff in 2025.

Pr Rick Hergenhan

Chair

Board of Directors

ABOUT NORTH WEST CHRISTIAN SCHOOL

North West Christian School, a Kindy to Year 12 school and is part of the Seventh Day Adventist Schools (TAS) Pty. Ltd., aligning with the broader Adventist Education network. This education system is a crucial branch of the Seventh-day Adventist Church, dedicated to manifesting God's transformative love through every facet of our activities.

At North West Christian School, students receive a Christ-centred education that fosters spiritual, intellectual, physical, and emotional growth, preparing them for lifelong service both in this world and into eternity. The curriculum at North West Christian School is rooted in a dynamic Christian worldview, centred on a personal faith in Jesus Christ as Saviour.

Our educational approach strives to embed and model the values of respect, integrity, service and excellence. Character and ethical values at North West Christian School are deepened through ongoing relationships and encounters with Jesus Christ. We intentionally cultivate values and character development, focusing on conflict resolution and restoring relationships.

The school exists because we believe in the profound love of Jesus and the hope, peace and joy that comes from knowing Him, and living with Him and for Him. We want to share this good news in our school community. We are intentional in everything we do, from our attitudes, words, and actions to reflect Jesus to our students, young children, families, and wider community.

Our community is grounded in the virtues typical of a Christian family; emphasising altruistic service, respect for authority, and a nurturing environment that prioritises each individual's safety and growth. North West empowers students with the skills to meet and address human needs compassionately.

The mission of North West Christian School is to be a thriving Christ-centred learning community. Our desire is to build a dynamic, nurturing inclusive community so that we will be a lighthouse in our community – shining for Jesus, serving with care and excellence. Every level of our organisation is committed to working in harmony to build a vibrant culture of excellence.

Our belief is that students and young children will truly flourish when their spiritual, mental, physical, and social needs are met. We want to inspire and care holistically for each person – equipping them with the beliefs, values, and skills to live a life of purpose, hope, joy, and peace as a global citizen for Christ

The educational journey at North West Christian School focuses on nurturing today, learning for tomorrow, and building character for eternity.

ADVENTIST EDUCATION



Our **PURPOSE** is to reveal Jesus.



Our **VISION** is to be a thriving Christ-centred Learning Community.



Our **MISSION** is to enable every student to flourish.



Our **VALUES** are

- Respect
- Integrity
- Service
- Excellence

CHILD SAFE STATEMENT OF COMMITMENT

All children and young people who come to North West Christian School have a right to feel and be safe. We are committed to the safety and wellbeing of all children and young people by providing child safe and child friendly environments both physically and online. We provide a place where children and young people are safe and feel safe, and are able to actively participate in decisions that affect their lives.

We have a zero tolerance for child abuse and other harm and are committed to acting in our students' best interests and keeping them safe from harm.

North West Christian School regards its Child Safety responsibilities with the utmost importance and is committed to providing the necessary resources to ensure compliance with all relevant child protection laws and regulations and maintaining a child safe culture.

Each member of the school community has a responsibility to understand the important and specific role that they play individually, and collectively, to ensure that the wellbeing and safety of all students is at the forefront of all that they do, and every decision that they make.

North West Christian School's Statement of Commitment to Child Safety has been designed to reflect Tasmania's Child and Youth Safe Standards along with the Universal Principle for Aboriginal and Cultural Safety.

OUR SCHOOL

GOVERNANCE

Principal

Mr Morgan Smith

Board of Directors Chair

Pr Rick Hergenhan

Education Director

Mrs Sandra Ferry

2024 SCHOOL LEADERSHIP TEAM

Principal

Mr Morgan Smith

Secondary Coordinator

Mrs Sheree Carter

Primary Coordinator

Mrs Keryn Kofeloa

TASC Liaison Officer

Mr Daniel Watson

Director of Policy and Compliance

Wayne Pepper

Local SDA Church Pastor

Pastor Afiiipu Tuaoli

Pastor Jacob Ellis

TEACHER QUALIFICATIONS

TEACHERS	Doctorate	Masters Degree	Graduate Diploma
	1	1	2
Graduate Certificate	Bachelor's Degree	Diploma	Certificate
1	16	3	3

OTHER STAFF	Doctorate	Masters Degree	Graduate Diploma
	0	1	0
Graduate Certificate	Bachelor's Degree	Diploma	Certificate
0	3	1	5

WORKFORCE COMPOSITION	Teachers	Support Staff	ATSI Staff*
	10	14	2

* ATSI - Aboriginal and Torres Strait Islander Staff



STAFF PROFESSIONAL DEVELOPMENT 2024

Behaviour Management Essentials PD

Whole Staff Provide First Aid & CPR

Real Schools Restorative Teaching

Naplan Data Analysis Sessions

Year 11/12 Moderation Sessions for senior secondary staff

Building independent students to enable differentiated teaching

Child Safety in Tasmania Training

Mandatory Reporting Training

School Culture Professional Development for all staff

Early Years Literacy Professional Development

Leadership in Tasmanian Schools Professional Development

Adventist Schools Australia Emerging Leaders Training

School Visits for Teacher Aide Staff

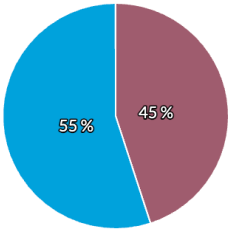


2024 STUDENT COMPOSITION

Students

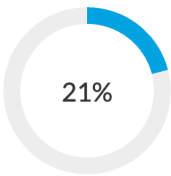
Total enrolments: 107

- Boys 59
- Girls 48



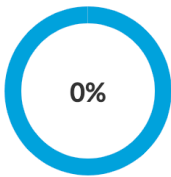
Full-time equivalent enrolments: 104.2

Indigenous students



Language background other than English

- Yes (0%)
- No (100%)
- Not stated (0%)



Source: My Schools
<https://myschool.edu.au/school/40033>

2024 STUDENT ATTENDANCE

Grade	Average Attendance
Kindy	78%
Prep	84%
Year 1	89%
Year 2	86%
Year 3	87%
Year 4	85%
Year 5	89%
Year 6	86%
Primary School	87%
Year 7	90%
Year 8	87%
Year 9	84%
Year 10	88%
Year 11	80%
Year 12	85%
Secondary School	86%
Overall	87%

The average student attendance rate. Student's attendance at North West Christian School is recorded each day. Parents/caregivers are contacted if no advice/ explanation has been given of child's absence.

The average staff attendance rate for 2024 was 95%



SCHOOL CONTEXT

North West Christian School is a co-educational day school operated by the Seventh-day Adventist Church. Established in 1974 and located in Penguin, Tasmania. The school caters to students from Early Learning to Year 12. It boasts a dedicated team of staff who are committed to providing a comprehensive education that fosters both academic excellence and personal growth.

ACADEMIC EXCELLENCE

North West Christian School has an outstanding reputation for academic excellence, underpinned by a robust teaching and learning framework that encourages students to be forward thinkers and problem solvers. The curriculum extends beyond traditional academics to include a unique blend of artistic, sporting, outdoor educational and service learning experiences. These programs aim to develop self-belief, courage, leadership, and resilience in students.

VALUES AND PROGRAMS

The school is dedicated to the spiritual, academic, and co-curricular development of its students. The programs provide opportunities for students to explore and develop their talents and potential. Core values such as respect, integrity, service and excellence are central to the growth and development of every young person at the school. The aim is to nurture students for today, prepare them for tomorrow, and develop character for eternity.

LEARNING ENVIRONMENTS

Teaching and learning at North West Christian School take place in various environments designed to challenge and stimulate students' curiosity. These include innovative learning spaces and performance venues tailored for 21st-century education. Additionally, outdoor education is a key component, utilising the school's beautiful natural environment to extend learning beyond the classroom.

STAFF EXCELLENCE

The staff at North West Christian School are highly qualified and serve as excellent role models for students. They continuously learn, reflect, and innovate to ensure they utilise best practice teaching methods. The rapport staff build with students fosters a sense of belonging and a love of learning, which is vital for student engagement and success.

CAMPUS STRUCTURE

The school offers a combined kindy, primary, and secondary campus structure to cater to students at different developmental stages. Each section provides contemporary curricula and age-appropriate learning programs aligned with the Early Years Learning Framework, the Australian Curriculum, and the Tasmanian Assessment, Standards, and Certification body. The Early Learning Room offers care for pre-school children, ensuring that learning experiences are developmentally appropriate.

CURRICULUM AND CO-CURRICULAR ACTIVITIES

Students participate in a wide range of curriculum offerings and co-curricular experiences. These include service learning, performing arts musical productions, outdoor challenge and resilience programs, and activities that promote global citizenship. The school emphasises ICT competency and digital technology, integrating these into teaching and learning programs to prepare students for the future.

STUDENT DEVELOPMENT

Throughout their education, students develop essential skills in literacy and numeracy, along with communication skills. They are encouraged to be inquisitive and reflective thinkers, ethical and responsible citizens, and lifelong learners. The school aims to cultivate a community of excellence that fosters the development of creative, confident, and accomplished individuals.

STUDENT SUPPORT AND ENGAGEMENT

North West Christian School places a strong emphasis on student engagement and active learning opportunities. The student wellbeing program focuses on fostering nurturing relationships through pastoral care and academic mentoring. This environment helps students feel safe, develop a sense of identity, and be valued as individuals.

SENIOR STUDENT SUPPORT

Senior students benefit from small class sizes, professional counselling, and a comprehensive careers program. Leadership and service are integral at all levels of the school, with various initiatives that encourage students to engage in the civic community of the school.

COMMUNITY AND GLOBAL PERSPECTIVE

The school works in partnership with students, parents, and the community to provide a world-class education. This collaborative approach ensures the development of well-rounded young people who can make informed decisions and engage positively and productively in their world beyond the school. The school helps students develop an appreciation of diversity and a philosophy of life that enables them to be constructive and compassionate world citizens.

SUMMARY

North West Christian School is dedicated to fostering personal and academic excellence within a caring and rigorous learning environment. By developing future-oriented individuals who are sensitive to the needs of others and the environment, the school aims to produce students who are strong in service and possess a global perspective.



SENIOR SECONDARY OUTCOMES

100%

of students in 2024 attained their Tasmanian Certificate of Education.

33%

of 2023 students commenced a trade in 2024.

0%

of students have gone on to some form of vocational training.

0%

of students are still planning on commencing university in the near future.

33%

of 2023 students commenced university in 2024.

STUDENT NAPLAN ACHIEVEMENT 2024

YEAR 3

- 50% of students are meeting expectations and 37.5% of students are working towards expectations in Numeracy
- 62.5% of students are meeting expectations and 25% of students are working towards expectations in Reading
- 50% of students are meeting expectations and 25% of students are working towards expectations in Writing
- 37.5% of students are meeting expectations and 50% of students are working towards expectations in Spelling
- 12.5% of students are meeting expectations and 50% of students are working towards expectations in Grammar and Punctuation

YEAR 5

- 50% of students are meeting expectations and 33% of students are working towards expectations in Numeracy
- 57% of students are meeting expectations and 14% of students are working towards expectations in Reading
- 43% of students are meeting expectations and 29% of students are working towards expectations in Writing
- 14% of students are exceeding expectations, 14% of students are meeting expectations and 57% of students are working towards expectations in Spelling
- 29% of students are meeting expectations and 29% of students are working towards expectations in Grammar and Punctuation

YEAR 7

- 17% of students are exceeding expectations and 83% of students are meeting expectations in Numeracy
- 17% of students are exceeding expectations and 67% of students are meeting expectations in Reading
- 43% of students are exceeding expectations and 43% of students are meeting expectations in Writing
- 17% of students are exceeding expectations and 50% of students are meeting expectations in Spelling
- 83% of students are meeting expectations and 17% of students are working towards expectations in Grammar and Punctuation

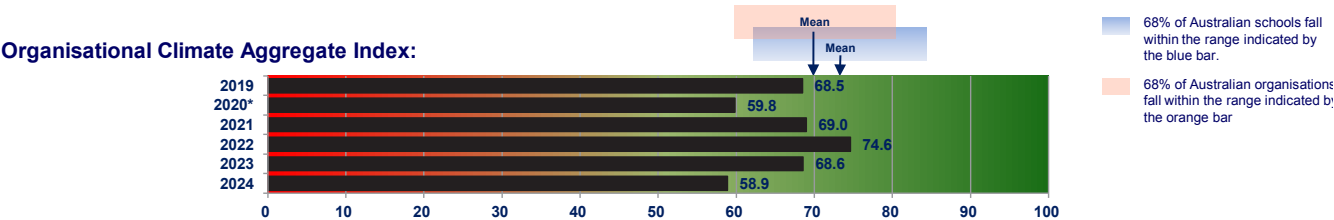
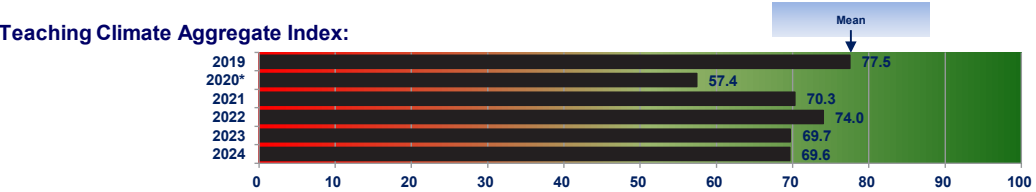
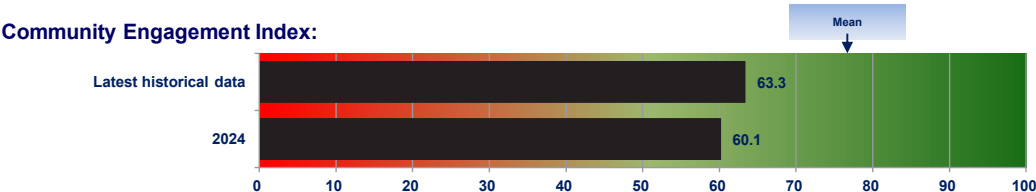
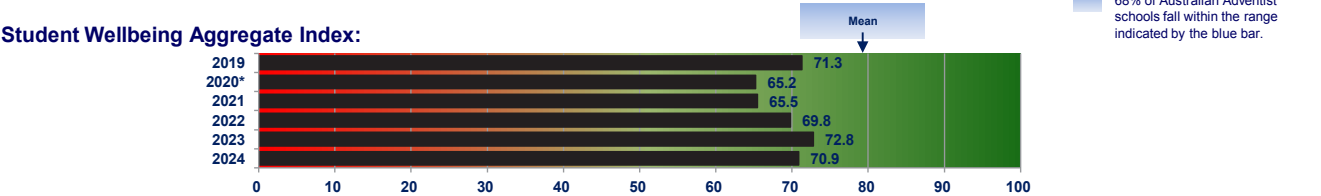
YEAR 9

- 50% of students are meeting expectations and 30% of students are working towards expectations in Numeracy
- 10% of students are exceeding expectations, 50% of students are meeting expectations and 20% of students are working towards expectations in Reading
- 30% of students are exceeding expectations and 30% of students are meeting expectations in Writing
- 60% of students are meeting expectations and 10% of students are working towards expectations in Spelling
- 10% of students are exceeding expectations, 40% of students are meeting expectations and 40% of students are working towards expectations in Grammar and Punctuation



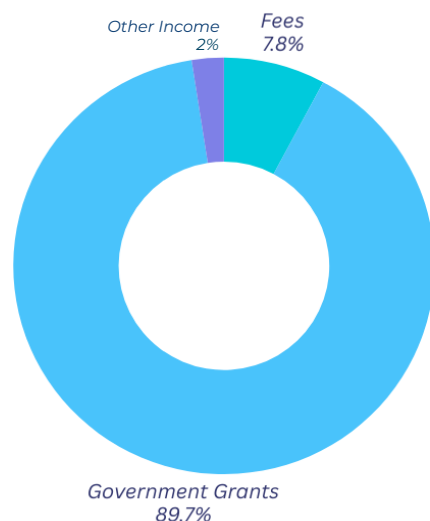
Community Feedback

Feedback from parents, students, and staff is essential for developing plans that are responsive and effectively address the needs of the North West Christian School community. The tables below present the responses from the 2024 Insight SRC Surveys, which can be compared with the feedback from previous years' surveys to assess trends and improvements. This data was used to help shape the 2025-2027 strategic plan document.

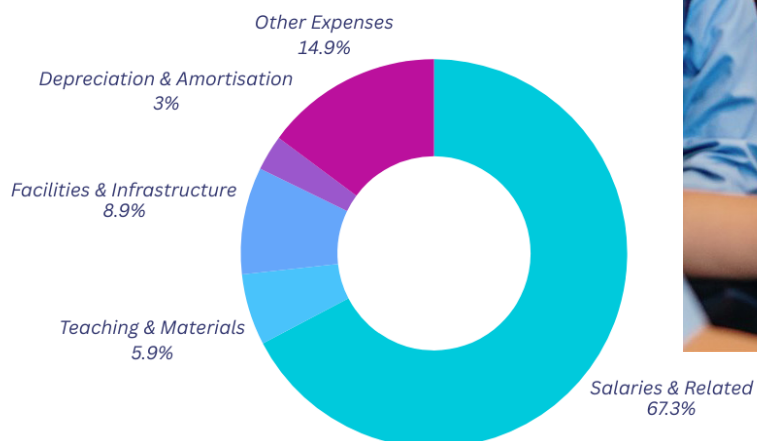


FINANCIAL OVERVIEW

INCOME



EXPENDITURE



Our income is predominantly sourced from government grants, which contribute almost 90% of total revenue, while fees and other income provide just under 10% collectively. On the expenditure side, nearly 68% is allocated to salaries and related costs, underscoring our commitment to investing in quality staffing. Additional spending is directed towards teaching materials (approximately 6%), facilities and infrastructure (around 9%), with modest percentages dedicated to depreciation, amortisation, and other operational expenses. This financial structure reflects our strategic reliance on government funding and a deliberate allocation of resources to support key educational and operational priorities.

FUTURE DIRECTIONS

The future direction of North West Christian School has been clearly mapped out in our 2025-2027 strategic plan. This comprehensive blueprint outlines our commitment to delivering an exceptional educational experience that is underpinned by our core values and dedicated to continuous improvement. The plan details a range of initiatives that span from enhancing our purpose, vision, and mission, through to the development of innovative teaching and learning practices, all designed to ensure that our community of staff, students, and parents are engaged and supported.

Our strategic plan reaffirms the importance of a clearly articulated purpose, vision, and mission, which will be visually reinforced across campus and effectively communicated to all stakeholders. At the heart of our ethos is the integration of Christian values, with a structured approach to worship and the intentional teaching of these principles. We are also committed to maintaining transparency by ensuring that all policies and procedures, including comprehensive pastoral care measures compliant with child safe standards, are readily accessible. Additionally, collaboration with Adventist strategic ministries, community service projects, mission trips, and peer support systems further solidifies our focus on building a safe, supportive, and inclusive environment.

In order to support our academic ambitions and nurture continuous improvement, the school is investing in a robust framework for staff professional development and appraisal. This includes the implementation of clear action plans that are communicated and resourced across the school, alongside ongoing opportunities for staff to observe, share, and adopt best practices. A data-driven approach to teaching and learning will further enable teachers to reflect on student performance and personalise instructional strategies, ensuring that our educational delivery is both effective and responsive to individual needs. Comprehensive induction and mentoring programmes also ensure that new and existing staff are well-supported and integrated into the school community.

To further enhance student outcomes, a dedicated teaching and learning coordinator will be appointed to establish a consistent, evidence-based pedagogical framework aligned with the Australian Curriculum. Our strategy also includes the development of innovative learning environments, as well as the establishment of consistent routines and proactive wellbeing programmes. Through these efforts, North West Christian School is poised to deliver an educational experience that is academically rigorous, socially responsible, and centred on the overall wellbeing of every student.

NORTH WEST CHRISTIAN SCHOOL ADOPTION OF REPORT

The Board of Directors of North West Christian School adopted this Annual Report in March 2025.





NORTH WEST CHRISTIAN SCHOOL

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