



Bayview College

*To Believe. To Think. To Achieve*

# 2023 Annual Report



# Annual Report



Welcome to the 2023 Bayview College Annual Report. Under the Australian Government Compliance Requirements (Schools Assistance Act 2008) all schools are required to ensure that School Performance Information is made publicly available.

Founded in 1884 as Loreto College, a Catholic girl's school, Bayview was incorporated in 1977 as Christian Community College, a co-educational secondary ecumenical school. It was renamed "Bayview" in 1994 acknowledging the cottage on site that housed the Academy conducted in 1864-1865 by (Saint) Mary Mackillop.

Bayview College provides a Christian and holistic education, developing academic, spiritual, emotional, and physical growth in each individual student via a personalised, "stage not age", curriculum. At the heart of a Bayview College education is an emphasis on instilling in our young people our core values, Compassion, Integrity, Respect, Courage, and Responsibility.

Bayview College plays a significant role in the lives of the Christian Community in Portland and as such it continues to work in conjunction with the participating churches – Anglican, Baptist, Catholic, Lutheran and Uniting Churches as well as the Loreto Institute.

Representatives from the Loreto Institute consult with Bayview College Board members and the College Executive Team to ensure that the College continues to operate according to the constitution.

Whilst the COVID-19 pandemic that disrupted normal operations in 2020 – 21 was over, student and staff absences through illness was still higher than pre-pandemic years. This subsequent pressure on the day-to-day operations of the college, in covering classes for absent colleagues, and continuity of learning for students was impacted. Additionally, the impact following two years of disruption, on the emotional and learning readiness of students became apparent, and this presented a further challenge for staff.

The Educational Strategic Plan 2023 – 2025 continued to guide and inform projects and decision making. This aspirational plan reflects the changes on the educational horizon and states *"Bayview is building on the legacy of our past, creating a caring coastal community that is forging our future."* Our five strategic intents: Christian, Confident Learners, Caring, Collaborative and Creative, focus our energies on our continuous journey of innovation and change leading us to aspire to be *"a beacon of light in our community."*

The upward trend in our enrolments and increased capture of market share is continuing. Our dedication to educational excellence, our care of students, and proactive engagement with community has resulted in increases in enquiries, and enrolments. Additionally, as with the previous academic year we saw at the end of 2023 a reasonable percentage of students left full time schooling at Bayview College to pursue traineeships and apprenticeships. Anecdotally, these students and their parents are saying the experience of the 2020 – 21 negatively impacted these students experience of school-based learning, increased their desire for greater independence and financial independence. Even so despite the unexpected attrition overall student numbers still increased.

Our commitment to maintaining and establishing new links with organisations that complement and enhance our programs is core to our ongoing success. As such we are working closely with SW TAFE, the University of South Australia, Deakin University, Future Schools, GSGLLEN, Live4Life, Beyond the Bell and neighbouring schools.

Our partnership with COSAMP saw us successfully deliver VET Music Industry for the second year with five students successfully gaining their certificate. This has resulted in an increase in the number of students taking private music lessons at the College and the number of ensembles performing regularly at the College.

Our collaboration between Bayview College, Portland Secondary College and Heywood and District Secondary College continues and as we work more closely together, we can collectively address issues that are common between schools and develop and deliver programs together of mutual benefit. We successfully partnered with Rotary, funded with the assistance of United Way Glenelg to bring Collective Shout to the district to work with all students and staff at the three local secondary schools, and the broader community. Students responded positively to each of the sessions; the combined staff workshop was a wonderful opportunity to gather as professionals from all three schools; and the parent/community workshop was well attended. Whilst nothing concrete is planned at this time, we are hopeful that we can continue to collaborate on large scale projects for the benefit of students, staff, and the wider community.

Formal participation in the *Leading Learning that Matters* project was concluded in October 2023. However, the ongoing connection with Project Zero and the Graduate School of Education at Harvard University, Cambridge, USA, will continue to directly impact professional learning at Bayview College. We are hopeful to have a member of the PZ team in Portland working with staff in 2024.

## Vision

To Believe

To Think

To Achieve

## Mission

As an independent Christian Community College, we journey towards this Vision by delivering high quality teaching and learning through curricula that consistently challenges our students:

- To grow in Unity in Christ
- To act with compassion, integrity, respect, courage, and responsibility
- To be conscious of the needs of others
- To be confident to challenge and respond to injustice.
- To have active, curious, creative, and questioning minds
- To develop a passion for learning
- To understand their role in a diverse, global society
- To be informed decision makers
- To build strong positive relationships
- To be resilient and confident young people
- To strive to achieve personal excellence in all their endeavours.
- To develop their strengths by providing them with the tools necessary to do so.

We believe that the partnership that exists between the parents, students, teachers, and community is central in realising the Vision.

## College Board

The Board, under the leadership of Rev. Gregory Tait, continued their support of the College community. With the increased student numbers, we held a Master Planning Day in March to review demographic data, our physical footprint and capacity to house projected student numbers. The demographic data did not support the assumption that our numbers would continue to grow, therefore, no immediate plans to increase or redesign learning spaces were made. However, at the end of 2023 we had enrolled 20 more Year 7 students than anticipated.

The Board oversaw the successful application to the Block Grant Authority back in 2020 to refurbish the upper level of the teaching block, the gymnasium and provide an all-weather cover over the Student Services courtyard, however commencing this project had been delayed twice due to impacts within the building industry caused by COVID. The project successfully went to tender and was commenced late 2023, but without the all-weather cover over the courtyard which presented insurmountable problems with the permit.

We farewelled Paul Ould and Ross Stanford in 2023 and we thank them for their service to the College. We welcome Lilja Sigurpalsdottir to our board. Our board has a diverse skill set which includes representatives from the member churches, and expertise in legal, building, education, finance, and risk matters. The sub-committees of the Board continue to engage with the College Executive Team. Each of the subcommittees, the Christian Identity, Finance, Property, and Risk Committees, meet regularly and provide reports to the College Board at the monthly meetings. The ongoing support of the Loreto institute is valued and appreciated. Despite the absence of a Loreto Sister within the Portland community, our Director of Christian Identity, Chaplain, Faith & Values teachers, and House System keep the Loreto Charism alive in our school community. Loreto continues to actively support Bayview College and the representative of the Loreto Institute on the Bayview Board provides us with a direct link to the institute.

## Staffing

In an era of teacher shortages across Victoria Bayview College is very fortunate to be able to attract and retain a broad range of professionally qualified, committed educational professionals, from graduates to highly experienced, who thrive on teaching in our supportive and innovative school environment. Working with staff from the University of South Australia, staff focused on deepening their understanding of student and staff wellbeing, and the impact of the pandemic experience on school culture. Staff undertook a range of min-enquiries and action research projects to proactively address areas of concern.

In 2023 the teaching staff comprised a total of 19 full-time and 17 part-time professionals. Of these, 19 were male and 17 were female. There is one staff member of indigenous Australian background. 34% of teaching staff have taught at Bayview College between 10 & 25 years, a further 9% have more than 4 years teaching at Bayview.

The new Director of Community Wellbeing commenced at the beginning of 2023, along with two new teaching staff members. The Director of Christian Identity and Culture was an internal appointment and this role seamlessly transitioned into the fabric of the College. A further two teaching staff commenced in semester 2 to fill maternity leave positions 2 part time Learning mentors left our employment, one for travel and one to pursue a new career path. Three long term staff members, who were on leave in 2023, decided to retire at the end of the school year.

Our Educational Support Staff saw some change mid-year with the departure to Melbourne of a full-time staff member who combined the roles of Library Manager and Accounts Officer. We split

these roles and appointed two suitably qualified staff to complete the requisite duties. Through the recruitment process we also found an IT technician to expand our IT support needs. These 3 staff joined us mid-2023.

We employed two trainees, with the assistance of Westvic, for the second time in 2023: a Sports & Recreation Trainee and an Educational Support Officer Trainee. Both young people completed their professional responsibilities well whilst completing their relevant TAFE Certificates. Our Sports & Recreation trainees has gone on to other employment, and our Educational Support Officer has taken up a similar position in another school. The retention rate for the whole staff at the end of 2023 was 87%.

The sixth year of the funded National School Chaplaincy Programme (NSCP) witnessed further breadth in the wellbeing programs that we were able to provide for our students and their families. Our chaplain introduced several new initiatives for students and staff.

Through the Victorian Government's Tutor Learning Initiative, we engaged a former staff member who has worked closely with students in years 8 and 9.

## Teaching Staff Qualification Number

Bachelor's degree 42

Post Graduate Diploma/Cert 15

Honours 2

Master's Degree 5

Doctorate 1

## The infrastructure support-staff (12) consisted of:

Business Manager

Executive Assistant/ College Registrar

Library Manager

Accounts Clerk

Educational Support Officers (2 part-time/ 1 fulltime)

Property Manager (Full-time)

Grounds Maintenance (1 employed on a part time basis)

IT Administrator

IT Technician

Learning Mentor (three full time, one trainee)

Science Lab Technician/compliance officer

Sports & Recreation Trainee

## Attendance

Staff absence due to illness continued to be high. The pressure on staff workload caused by this was compounded by the lack of Casual Replacement Teachers in the district. We again took advantage of providing all staff with a flu immunisation. This helped to minimise days lost due to illness particularly over the winter months.

## Staff Professional Learning

Staff members across all levels of leadership continue to model the concept of lifelong learning for students. The collaborative professional learning culture within the college continues to develop and strategically focussed staff meetings, professional reading, and team activities around the goals of the College as articulated in the Educational Strategic Plan and identified by staff during their Annual Review Meetings formed the basis of the PL undertaken. A positive outcome of the pandemic was the move to many more online professional learning opportunities that are available. As a rural school this has resulted in increased access to a range of PL opportunities to staff irrespective of location.

As part of the ARM (Annual Review Meeting) process, teaching staff engaged in Learning Walks with colleagues, observing and discussing aspects of professional practice. These collaborative cross faculty discussions opened professional dialogue with colleagues who would not usually work together.

Priority professional learning areas for 2023 were:

- Child Safety Renewal
- Consistent use of SIMON Learning Area Pages
- VCAA assessing.
- UniSA Scholars in Residence: Action Research
- Culture of Thinking
- Inclusion
- Collective Shout: Media influence on Young People
- Cognizance Project
- Project Wayfinder
- Personal Learning Plans
- Literacy4Learning
- Participating in the ISV and Harvard University Leading Learning that Matters program.
- VCAA

Our membership of Future Schools continues to provide us with access to numerous online learning opportunities. Our work with other educational leaders who are prioritising innovation and contextual educational change is critical in our ongoing journey as a school, and the ability to connect with schools around the nation in online platforms positively impacts our community.

Independent Schools Victoria (ISV) consistently provide staff with webinars, resources, and network opportunities to develop the skills required to navigate the evolving context within which schools operate.

## Christian Identity and Culture

Bayview College's Faith and Values program explores our human response as children of God. The College takes seriously its mission to nurture students who model compassion, integrity, respect, responsibility, and courage, striving to make the school, community, country, and world better for the future. This occurs through the Faith and Values curriculum, College assemblies, church services held each term and staff and student prayer held on regular occasions.

The new Executive level role has responsibility for College Culture staff culture and how we live out the vision and mission of the college. As such the focus of the Annual Staff Spirituality Day was on our heritage and a day of reflection on Mary Mackillop with a visit to Penola and the heritage centre.

The Christian Identity Board sub-committee is charged with ensuring the ongoing Christian identity of the College. The Chaplain and Director of Christian Identity and Culture, two student representatives, along with the representatives of the member churches work with the principal on ensuring that our unique Christian ethos is maintained. The Christian Identity Committee began planning for the 140<sup>th</sup> celebrations to be held in 2024. The support of the ministers is appreciated by the staff team and the open dialogue that continues to enliven the spirit and the ethos of the College.

The role and purpose of the Christian Identity Committee is:

- To help guarantee the Christian faith and Christian world view are maintained in the life of the school.
- To pray for the school and to be supportive of the Principal and Chaplain.
- To help guarantee the ecumenical stance of the College.
- To play an appropriate part in the Bayview College Church services.
- To provide oversight of the College Chaplaincy and the Faith & Values Programs.
- To be involved in the recruitment process of the Chaplain.
- Provide generic reflection on the work of the Chaplain and the Director of Christian Identity and Culture
- Contribute to the Faith and Values classes as appropriate.

## Curriculum

Our continued emphasis on the "Stage not Age" concept to timetabling enables us to maintain a breadth of subject offerings that rotate and are updated annually, with extension units for highly able students and several interdisciplinary units. All students, in partnership with their parents, develop their Personal Learning Plan (PLP), which incorporate a recognition of skills and knowledge developed in activities that occur outside of school hours and within the community. The PLP flexibly maps student pathway choices for years 8 - 12 of their education. Giving students

voice and choice in their learning program provides them with ownership of their programs that are tailored to their passions and interests. Within this framework the timetable is divided equally with subjects receiving equal amounts of time per cycle from year 9 onwards.

In 2023 the College undertook a comparative review and decided to commence the transition from the Australian Curriculum to the Victorian Curriculum. This process of review, renewal and rewriting will be complete by the commencement of the 2025 school year.

In 2023 core subjects for Years 7 and 8 were English, Mathematics, HASS, Science, Faith & Values and Health & Physical Education. All Year 7 students also studied LOTE: Japanese. Japanese is offered as an elective from Year 8. Year 7 students completed a rotation of practical and arts-based subjects for one semester each.

- Arts/Technology rotation – Art, Visual Design, Performing Arts, Food Technology, Textiles, Wood Technology, and Digital Design

Years 8, 9 and 10 students studied electives offered in the Arts, Technology, HASS, Health & Physical Education, English, Science, and interdisciplinary studies.

Coursework for all subjects except LOTE: Japanese includes:

- Learning Area Structure
- Scope and Sequence – Topic/Timeline, Learning Intention (Knowledge and Skills), Evidence of Learning (Assessment), Teaching/Learning Sequence (Steps and Activities), Thinking Routines, Resources.
- Standards for the specific level
- General Capabilities
- Cross Curriculum Priorities
- Thinking Skills

Coursework for LOTE (Japanese) includes:

- Domain Structure
- Learning Focus
- Concepts and Skills
- Standards for the specific level

Details of units in course work – Topic, Learning Foci, Class Activities, Assessment Tasks and Resources

- General Capabilities
- Cross Curriculum Priorities
- Thinking Skills

Semester Reports to parents focus on students' achievements in a specific subject.

We continued our partnership with Southwest TAFE to provide our senior students with access to a range of VET courses that they can choose to undertake as part of their VCE, VCE:VM or VCAL programs.



## Students

Students embraced participating in curricular/extra-curricular activities and opportunities across a range of personal, spiritual, academic, social, and physical areas in 2023. House sports proceeded with Ward House victorious again, with interschool competitions occurring throughout the Year and not only increased numbers competing, but also improved results for Bayview College.

The College production, Shrek the Musical was staged at the Portland Civic Hall to sell out audiences for each of the 4 performances. This celebration of the Arts, which also involves students from St John's Lutheran Primary School and All Saints Parish Primary school, highlight the leadership and performance talents of the students. Students were recognised through their involvement in the National Youth Science Forum and the Olympic Changemaker awards. Students were selected for University of Melbourne Kwong Lee Dow Young Scholars program, and the Cybertaipan. Our Tournament of Minds teams were extremely successful in the regional and state competitions.

The multi-age Mentor group system provides many opportunities for nurturing and supporting students new to the school, and for leadership within the group. 2023 saw the Middle Years and Senior School Leaders have prominent profiles within the community and this resulted in many competent and enthusiastic young people stepping up for leadership opportunities throughout the year.

Our immersion overseas programs returned in 2023. The Students with a Cause went back into to Cambodia extended and challenged our Year 12 students. To establish a solid relationship with our new sister school Ichiritsu High School Osaka we undertook two programs in 2023, one outgoing in June and one incoming in August.

The College Camps program went from strength to strength. Year 7 commenced the year with a 3-day transition camp held at Robe, South Australia. This camp always plays an important part of the transition program that we implement to assist the students, making the move from primary to secondary school as smooth as possible. The Year 8 camp to Pritchard's landing, on the Glenelg River, was very successful and enjoyed by all the students. Year 9 Camp to Melbourne CBD proceeded in June. The Year 11s returned to the ski slopes in term 3 and the Year 10s undertook the Great South Coast challenge at the end of Term 4.

In 2023, the student population at August census was 282 This was an increase on the previous year.

Average student attendance for the year across all year levels was 85.61 % based on daily class attendance averages.

Percentages based on whole-year figures for 2023, taken from SIMON Learning Management System attendance module.

## Average Attendance

### Non-Indigenous & Indigenous

Yr. 7 – 85.24 %

Yr. 8 – 84.01 %

Yr. 9 – 85.36 %

Yr. 10 – 82.35 %

Yr. 11 – 84.85 %

Yr. 12 – 91.83 %

## Student Welfare

Celebrating the achievements of our students and staff is a key part of Bayview College. Each student has unique skills and talents that need to be recognised by the school community. The annual Bayview College Presentation Ceremony held towards the end of Term 4 annually, it is a wonderful occasion to celebrate together the achievements of so many. Many students received awards for endeavour, achievement, and their contribution. Ritual, ceremony, and rites of passage are important markers of a school and ways that schools create culture. The valedictory celebrations were held for the graduating class of 2023.

The Shire wide Live4Life program is now embedded in the community. This is an important opportunity for young people to learn more about Mental Health, supporting peers and seeking help, which provides our students with tools and language to navigate life's challenges.

The Collective Shout workshops were designed to address the emerging concerns within our community of the impact that exposure to sexually explicit material in the media was having on the developmental needs of your people. The wellbeing team has continued to work with young people and their families following these workshops.

## 2023 VCE / VCE VM/ VCAL

### Post Compulsory Completion and Achievement Information (source VCAA)

Number of Unit 3 / 4 studies taken up by students in 2023	26
Number of VET Certificates in 2023	15
Number of students enrolled in at least one VCE Unit 3 / 4 level in 2023.	
Number of students enrolled in VCAL Senior in 2023	6
% Study Score over 40	4.8%
Total number of Year 12 students in 2023	31
VCE	25
Percentage satisfactory completion of VCE in 2023	100

Number of students awarded the VCE Baccalaureate	0
Percentage VCAL Units completed in 2023	100
<b>Median VCE Study Score</b>	28
<b>Tertiary Placement.</b>	
Percentage applying for Tertiary placement in 2024	68 (VCAA data)
Percentage receiving an early offer	18%
Percentage receiving a First Round Offer	66% (VTAC data)

(Data for Victorian universities only)

### **General overview of student pathways**

Biological Science, Science, Health Science, Arts/Teaching, Biomedical Science, Design, Marine Science, Occupational Therapy, Arts (Criminology), Arts, Film & Television, Criminology, Psychological Science,

Students that have entered the workplace: Learning Support, Building Apprenticeship, Carpentry Apprenticeship.

## **NAPLAN Data Summary**

It is important to note that in 2023 there were significant changes to NAPLAN testing and the reporting of student data.

NAPLAN helps:

teachers to better identify students who need greater challenges or extra support.

- schools to identify strengths and areas of need in teaching programs
- schools to set goals in literacy and numeracy
- school systems to review programs and support offered to schools. The NAPLAN data from 2023 onwards identifies individual students requiring additional support and extension.

The information available within the NAPLAN Data Service provides a picture of the level of student achievement in the domains of Literacy and Numeracy. The NAPLAN tests are now completed online by all students.

The NAPLAN results are reported across five outcomes, one for each of the following:

Reading, Writing, Numeracy, Spelling and Grammar and Punctuation. From 2023, NAPLAN results are reported against four proficiency levels. This replaces the previous numerical NAPLAN bands and National Minimum Standards. The NAPLAN measurement scales, and time series have also been reset. This means results from 2023 on cannot be directly compared with results from 2008 to 2022.

In the score equivalence tables there are four proficiency levels:

Needs Additional Support

Developing

Strong

Exceeding

The online NAPLAN testing adapts to student responses in real time, presenting students with questions that are difficult, based on the student's test performance. A student's NAPLAN result is based on both the number and difficulty of questions the student answers correctly. A student who completes a more complex pathway is more likely to achieve a higher result than a student who answers the same number of questions correctly but follows a less complex pathway.

NAPLAN results are reported using 5 scales: one for each of the domains of reading, writing and numeracy, and 2 for the conventions of language domain (one scale for spelling, and one for grammar and punctuation). Each scale spans all year levels from Year 3 to Year 9 with scores that range approximately from zero to 1000. It is possible for a NAPLAN scale score to be negative.

## YEAR 7 and 9 2023 NAPLAN RESULTS

The table below from the Myschool website shows the average student results at this school for 2023. The cell colour indicates how the school's results compare to all Australian students. The NAPLAN participation for Bayview College was 100% compared to all Australian students 95% participation. **Table 1. 1 Average student results for Bayview College in 2023.**

2023

Compare to  Students with similar background  All Australian students

	Reading	Writing	Spelling	Grammar	Numeracy
Year 7	540	535	531	516	537
Year 9	583	578	561	544	579

NAPLAN participation for this school is 100%  
 NAPLAN participation for all Australian students is 95%

<sup>NB</sup> A school's NAPLAN test must have a minimum of 11 participants and 80% participation rate for a comparison to be available. Grey shading indicates participation did not meet these thresholds.

**Interpreting the table**

Selected school's average when compared to all Australian students

- Well above
- Above
- Close to
- Below
- Well below
- No comparison available

Top

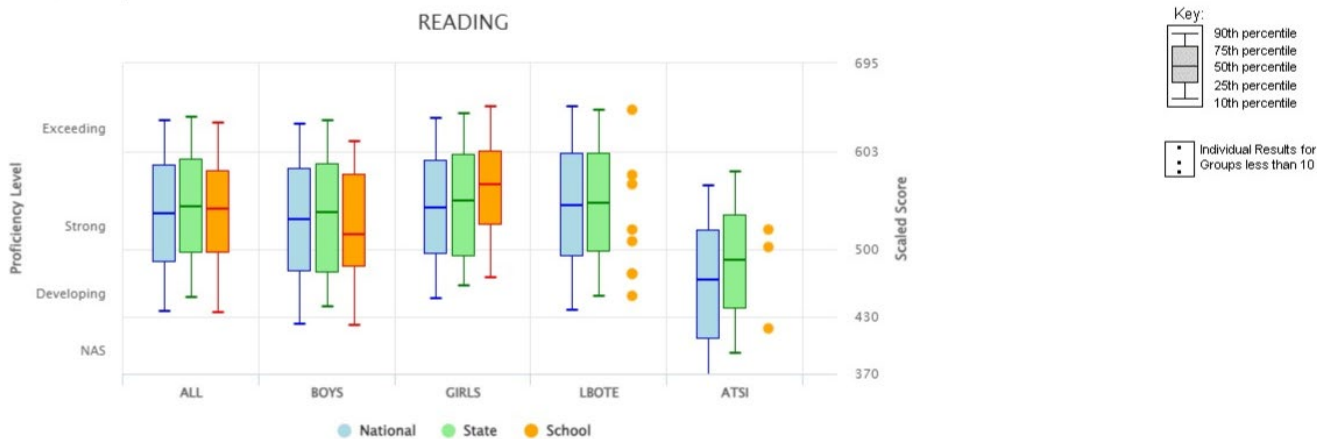
Summary: This table shows that in 2023 Year 7 students achieved average results for Reading, Writing, Spelling and Numeracy. The average for Grammar in Year 7 was "Below" the standard of all Australian students. Year 9 students achieved average results for Spelling, Grammar, Writing and Numeracy. The Year 9 average for Reading was "well above standard".

# YEAR 7 2023 NAPLAN RESULTS

Bayview College  
National Assessment Program - Literacy and Numeracy Tests 2023

## School Overview Report

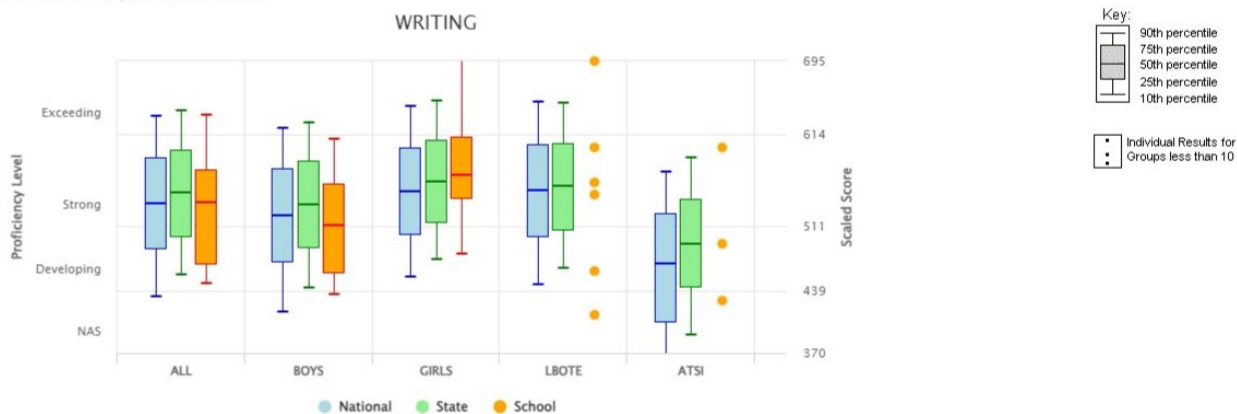
2023 | Year 7 | Outcome: READING  
Home Group: All | UDG: All  
Date: 30/04/2024 | Time: 02:09:16 PM



Bayview College  
National Assessment Program - Literacy and Numeracy Tests 2023

## School Overview Report

2023 | Year 7 | Outcome: WRITING  
Home Group: All | UDG: All  
Date: 30/04/2024 | Time: 02:50:54 PM



Bayview College  
National Assessment Program - Literacy and Numeracy Tests 2023

## School Overview Report

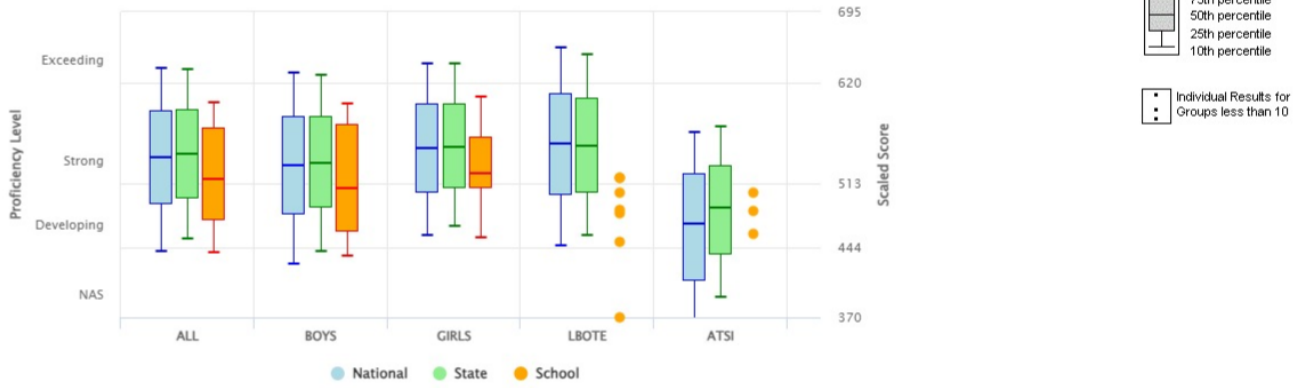
2023 | Year 7 | Outcome: SPELLING  
Home Group: All | UDG: All  
Date: 30/04/2024 | Time: 02:52:05 PM



# School Overview Report

2023 | Year 7 | Outcome: GRAMMAR & PUNCTUATION  
Home Group: All | UDG: All  
Date: 30/04/2024 | Time: 02:54:47 PM

## GRAMMAR & PUNCTUATION

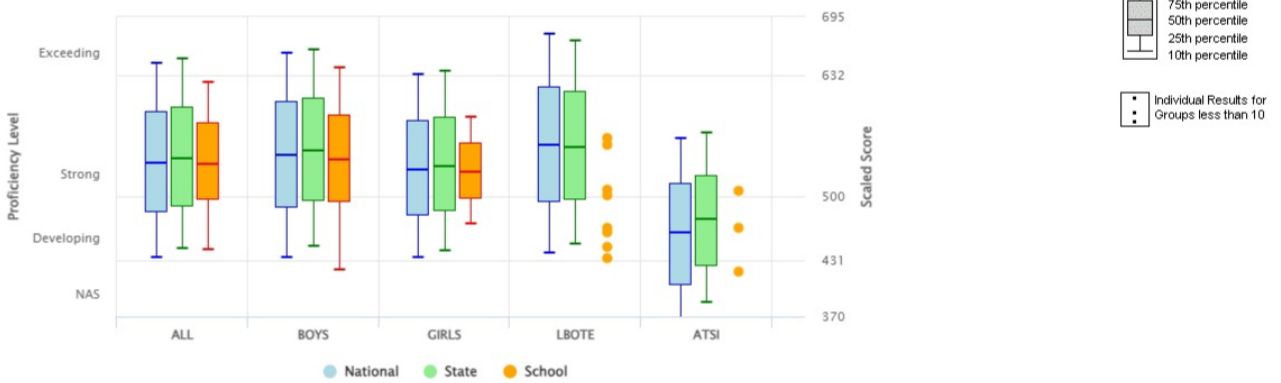


### School Overview Report

# School Overview Report

2023 | Year 7 | Outcome: NUMERACY  
Home Group: All | UDG: All  
Date: 30/04/2024 | Time: 02:56:05 PM

## NUMERACY



**Bayview College**  
National Assessment Program - Literacy and Numeracy Tests 2023

## School Overview Report

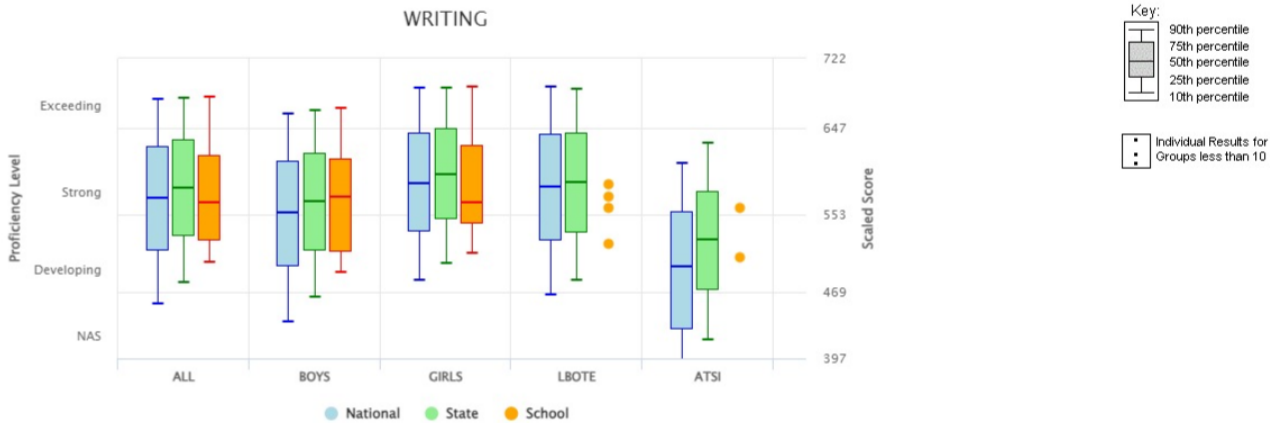
2023 | Year 9 | Outcome: READING  
Home Group: All | UDG: All  
Date: 30/04/2024 | Time: 02:57:17 PM



**Bayview College**  
National Assessment Program - Literacy and Numeracy Tests 2023

## School Overview Report

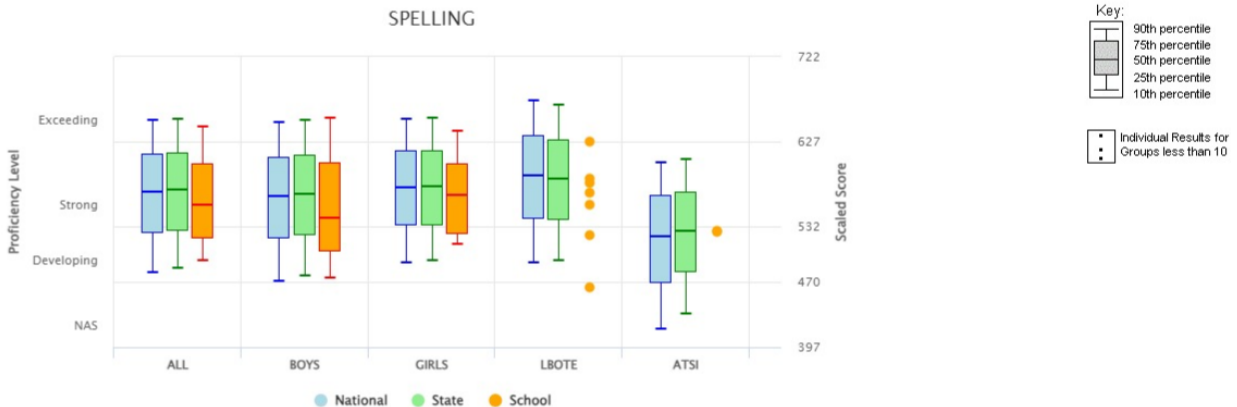
2023 | Year 9 | Outcome: WRITING  
Home Group: All | UDG: All  
Date: 30/04/2024 | Time: 02:58:33 PM



**Bayview College**  
National Assessment Program - Literacy and Numeracy Tests 2023

## School Overview Report

2023 | Year 9 | Outcome: SPELLING  
Home Group: All | UDG: All  
Date: 30/04/2024 | Time: 02:59:08 PM

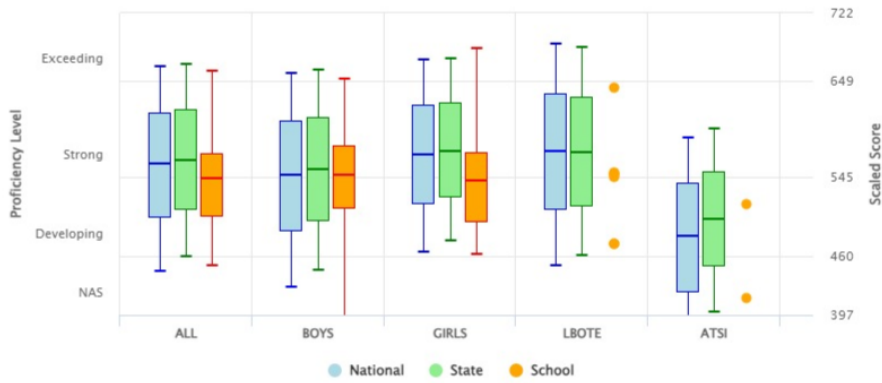




# School Overview Report

2023 | Year 9 | Outcome: GRAMMAR & PUNCTUATION  
Home Group: All | UDG: All  
Date: 30/04/2024 | Time: 03:00:40 PM

## GRAMMAR & PUNCTUATION



**Key:**

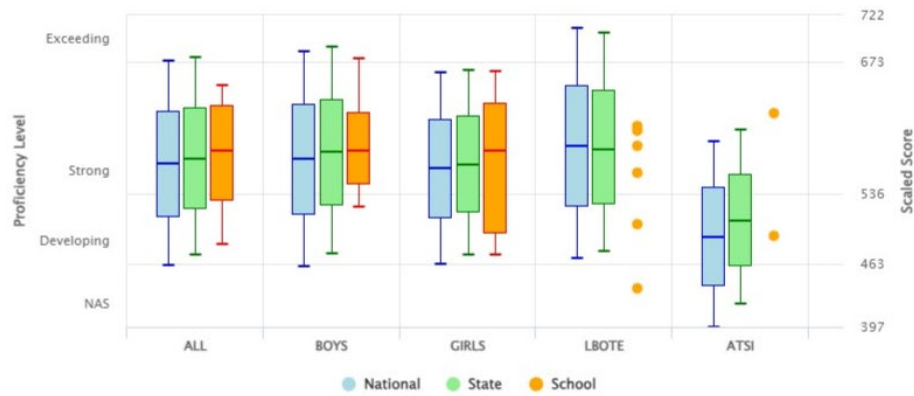
- 90th percentile
- 75th percentile
- 50th percentile
- 25th percentile
- 10th percentile

• Individual Results for Groups less than 10

# School Overview Report

2023 | Year 9 | Outcome: NUMERACY  
Home Group: All | UDG: All  
Date: 30/04/2024 | Time: 02:59:52 PM

## NUMERACY



**Key:**

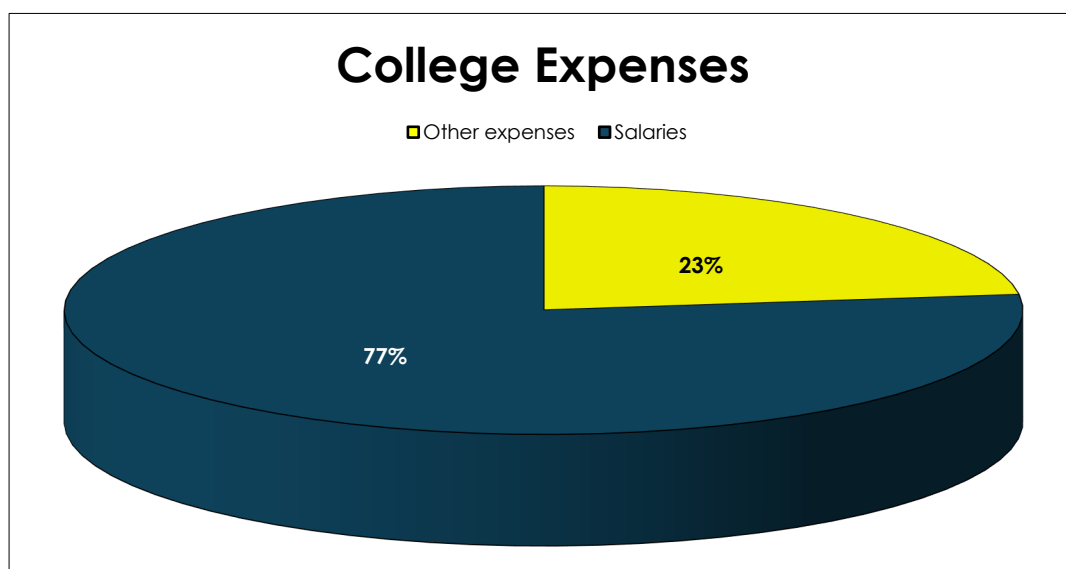
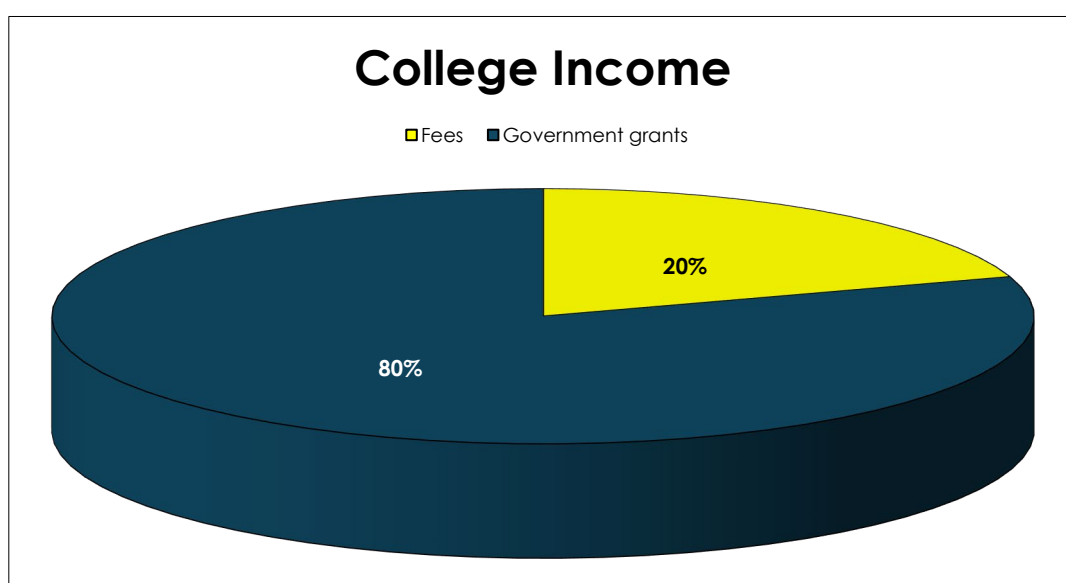
- 90th percentile
- 75th percentile
- 50th percentile
- 25th percentile
- 10th percentile

• Individual Results for Groups less than 10

## Financial Activities

Bayview College is heavily reliant upon Government and Families to finance its operations. As shown in the graph below, 80% of recurrent income in 2023 was provided by State and Commonwealth Governments. The remaining 20% was sourced from the parent body in the form of fees. The socio-economic range in the Portland community requires that fees remain affordable, making the College dependent on funding from Government sources.

As a direct result the COVID-19 Pandemic, a planned 2023 building refurbishment project was forced to be delayed. There were no other significant building refurbishments undertaken during 2023.



The second graph shows that staff salaries and associated costs account for 77% of expenses during 2023, which is comparable with industry standards. The balance of expenditure is directed towards supporting the educational needs of students to ensure high standards are achieved at every year level. The College prides itself on the level of support shown to those in need and provides opportunities to students that may otherwise have missed out.

## Parent, Student and Teacher Satisfaction

Every three years the school undertake the complete suite of the LEAD Survey conducted through Independent Schools Victoria. 2023 was an off-cycle year for the LEAD Surveys, therefore we gauge satisfaction through other measures.

The College was negotiating the new Enterprise Agreement throughout 2023 and despite everyone's best intentions this created some angst and tension amongst the staff, and between the staff and the employer group. Ultimately an agreement, that was acceptable to both employees and employers, was reached with an 82% approval rating.

Students and parent satisfaction is positive as indicated by retention and attraction. Although we lost students interstate, and to workplace and training, we are not losing many students to local competitors. Students and parents appreciate having a voice in the choice of learning programs and staff in leadership positions work assiduously to address any concerns raised. Social connectedness, peer relationships, and student-staff relationships have improved in 2023 and the culture of the College is closer to what it was in the pre-pandemic era. Parents remain appreciative of regular communication from the college and lose confidence when the timeliness of contact is below expectations. Students and parents are consistently responding positively to the "stage not age" approach to curriculum that has our young people working on a suite of subjects that are tailored to their personal interests and abilities and with equal exposure of time on the timetable. Both parents and students have commented on their appreciation of student voice and agency in this model. This feedback is especially apparent for young people on Individual Learning Plans (ILPs) who experience some form of learning exceptionality. The implementation of the Personal Learning Plans (PLPs) that are foundational to the model, provide an extended discussion with each family about the students' current educational experience and future aspirations with senior members of staff.

The College Executive are committed to continue our conversation with parents, students, staff, and community to ensure our ongoing improvement and innovation as a Christian Independent College.

Community interest in the College is not only meeting, but almost exceeding expectations and the establishment of waiting lists is something under discussion as we reach capacity for our footprint.

## Conclusion

Bayview College continued to experience a positive shift in 2023. As we push forward our change agenda, which places Christ at the centre of what we do for the students now and in the future, we will continue to grow as an attractive option for families seeking an affordable Christian and Independent education in the south-west region.

The structural, operational, and pedagogical changes that have occurred over the last few years are resulting in increased student engagement, continued recognition as a place of educational excellence, and strong community perception and student outcomes. Our facilities and grounds provide us with the ideal environment for students to thrive. With continued focus on our school wide pedagogy, using data to inform teaching practice, developing, and nurturing critical partnerships, fostering student wellbeing, and leveraging off IT to support and extend student learning, Bayview will continue to provide exceptional educational experiences in Southwest Victoria.

Michelle Kearney

**Principal**

**May 2024**

*To believe. To think. To achieve.*  
A Christian Community College - ABN 25 005 371 344