



BOB HUGHES CHRISTIAN SCHOOL

Annual Report 2007

Message from Principal

With its unique educational philosophy and ministry focus, Bob Hughes Christian School plays an extremely important role within the community at large working hand in hand with families and churches who are seeking real Christian education for their children.

Driven by the motto "Growing Up God's Way", the school daily pursues the goal of helping young lives grow and learn to see life from God's point of view within a safe and caring community. BHCS offers a distinctive kind of education that values character-building, flexible learning and Christ-endearing pursuits so that children are given the opportunity to grow up living lives full of meaning and purpose as they learn to fear God and value the eternal over the temporal.

2007 was a year that presented many challenges on every front, yet God, in His grace, has turned the challenges into blessed opportunities which have strengthened our faith and produced outcomes which have made most grateful.

I am thankful for the students and their warm hearts towards the things of God. Many of the students have demonstrated great interest in understanding and knowing God and have also indicated a willingness to serve Him with their lives. On the whole, they have been humble, respectful and have not given their teachers too much grief.

I am thankful for the graduates who have left very good impressions about our school through their strong character and strong faith. Many of these graduates have branched out into different areas and fields utilizing their gifts and talents for others and not themselves.

I am thankful for the dedicated and committed staff who have selflessly and tirelessly laboured to serve the students and their needs regardless of sacrifice. I am proud to be part of a team of people who are exemplary role models to the students and who know the meaning of hard work.

I am thankful for parents who have been incredibly patient and supportive of the school because they too have shared in our vision and passion for Christian education for so many years. They, too, have been visionaries looking ahead into the future and seeing the benefits of a child growing up God's way.

For all these things, it is my prayer that our school continue to strive and thrive for the sake of future generations to come. Truly, there is no greater joy and no greater investment.

Message from the School Board

What an amazing year 2007 has been! We praise God for allowing us to go through another school year because we realize that were it not for the grace of God upon us, we would not be able to exist. We are reminded that this school was established for God's glory and will only remain as long as it pleases God to do so.

Progress has been measured and steady. We've may have been beset by multiple challenges and trials which for some might appear to have hampered our progress. However, we have found the gradual progress valuable seeing that it has allowed us to thoroughly analyze and sort through many key issues, thus preparing us for greater opportunities ahead.

Let us not forget all the wonderful things the Lord has done for us in the past, and continues to do in the present. Let us always remember how He has faithfully met all our needs, even before we ask Him. Our Lord has never been late in answering our needs, and though often times, our expectations are not met in the way we want, we know that whatever the Lord does, it is perfect. We can trust Him to only give good things to us.

Since our God is faithful, we can keep going on in His strength helping to raise a Godly generation – a generation who will learn to do justly, and to love mercy and to walk humbly with God.

Message from the Student Representative Council

The school was great. Many improvements have been made from previous year. We are excited to be part of the new developments. 2007 was an interesting and challenging year, but it was amazing how God took us through it. We had a lot of graduates who are now out of school reaching their life goals. We are so grateful to the teachers and the staff who consistently encourage us and show us great patience as we struggle through the years of learning at BHCS.

Studying at BHCS not only equips students with great knowledge and wisdom needed in life, but it also prepares them for college and/or university life. We are thankful for the vision God gave to Pastor Tabaquero, the founder of the school, because we would not be where we are right now, learning to serve the Lord. We are so thankful for the school and for all the hard working staff at BHCS.

Staff Attendance & Retention Rates

The average staff attendance rate throughout the school year was 98%.

100% of our teachers were retained from the previous year.

Student Attendance & Retention Rates

On average, students attended school 93% of the time.

Years compared	Year 9 enrolment on census date 1	Year 11 enrolment on census date	Year 9 enrolment at census date remaining in Year 11 on census date	Apparent retention rate	Actual retention rate
2002/2004	0	2	0	0%	0%
2003/2005	5	4	4	80%	80%
2004/2006	16	8	2	50%	12.5%
2005/2007	16	6	6	38%	38%

Comment:

For the 2002/2004 period, the high school formally opened and catered only to Year 7-8 students. The school was not registered to cater to Year 9 students at the time. This is why our apparent retention rate and actual retention rates do not reflect the fact that in 2004 we had 2 students enrolled in our school in Year 11.

For the 2003/2005 period, the variation in the retention rates was a result of the fact that a student moved overseas.

For the 2004/2006 period, two large families left at the end of 2005 drastically reducing our enrolment in 2006 by approximately 25 students. Furthermore, a significant proportion of the students who were enrolled were overseas students and who due to various circumstances could not stay for the period.

For the 2005/2007, student numbers still remained low in 2007 with no dramatic increase. However, it was clearly evident that though we may not have had a dramatic increase in student numbers, many more students decided to stay on with the school as compared to the previous year.

School performance in statewide tests and examinations

School Certificate and Higher School Certificate

Five students sat the School Certificate. Three of the students enrolled at the start of 2007 upon recently arriving from Korea. Due to the minimal English level of these three students, their scores significantly impacted on the overall average scores for the school. The two English-speaking students achieved an average band score of 4 on their tests.

Test	Average Band Score
English – literacy	3.6
Mathematics	2.8
Science	2.8
Australian Geography, Civics & Citizenship	3.0
Australian History, Civics & Citizenship	2.8
Computing Skills	Competent

Literacy & Numeracy Assessments in Years 3, 5 & 7

BST and PWA

In 2007, our students took the LANNA test instead.

ELLA and SNAP

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LANNA results

Year 3 Overview: Four students sat the test. Except for one student whose score was just on the border of the minimum benchmark level for reading, all students were above benchmark levels in all learning strands.

Year 5 Overview: Three students sat the test. Except for one student who fell below the minimum benchmark in writing, all students were above benchmark levels in all learning strands. The student who fell below the benchmark enrolled into the school at the start of 2007 with some learning gaps. He was placed on a structured program that would cater to his learning needs.

Year 7 Overview: Five students sat the test. Except for one overseas student who fell below the benchmark levels in numeracy and writing, all students were above benchmark levels in all learning strands. The student who fell below the benchmark enrolled at the start of 2007 with some learning gaps. However, with the aid of an external tutorial program to strengthen her numeracy and writing skills, improvements will be quickly made.

2007 Literacy and Numeracy National Assessment (LANNA)	Percentage of students above the national benchmark		
	Year 3	Year 5	Year 7
Numeracy	100%	100%	80%
Reading	75%	100%	100%
Spelling	No benchmark. Maximum score is 144. Average school score was 106.3.	No benchmark. Maximum score is 144. Average school score was 117.3.	No benchmark. Maximum score is 144. Average school score was 121.8.
Writing	100%	67%	80%

Details of all teaching staff

Category	Number of Teachers
Teachers who have teaching qualifications from a higher education institution within Australia or as recognised within the National Office of Overseas Skills Recognition (AEINOOSR) guidelines, or	6
Teachers who have qualifications as a graduate from a higher education institution within Australia or one recognised within the AEI-NOOSR guidelines but lack formal teacher education qualifications, or	2
Teachers who do not have qualifications as described in (a) and (b) but have relevant successful teaching experience or appropriate knowledge relevant to the teaching context (Manual, page 39)	0

Post – School Destinations

Australian College of Physical Education
Bond University
TAFE – Liverpool
TAFE – Ultimo
The College of Nursing – Burwood
University of Western Sydney – Campbelltown
West Coast Baptist College

Enrolment policy

Bob Hughes Christian School provides a comprehensive, co-educational K-12 curriculum that is firmly founded on Christian values that challenge youth to aspire toward lives of character, service and influence while pursuing their individual quests for excellence. BHCS assists parents in fulfilling their Biblical responsibilities for their training their children in the way of the Lord. Students who are enrolled are expected to support the school's ethos and comply with the school rules to maintain the enrolment.

Procedures

- Applicants are required to submit an application and supporting documentation (including signed Parent Agreement) and pay for initial upfront fees. Documentation will vary depending on student's enrolment status as domestic or international student.
- Applicants are required to be interviewed by the Principal
- Applications are considered and approved in consultation with Principal and Administrator and the Board (if necessary) on the basis of:
 - applicant's reasons for choosing this school
 - applicant's supporting statement
 - interview responses regarding their ability and willingness to support the school's ethos
 - consideration of applicant's educational needs
 - consultation outcome with parents, family and other relevant persons
 - siblings already attending school
- Upon approval, applicants are enrolled into the school and registered on school management software, SPALTO and the balance of enrolment fees are paid and agreement forms signed.
- Applicants undertake a Diagnostic Test, after which books are ordered and uniforms purchased.

Student population

Bob Hughes Christian School has a current population of about 55 students with a fairly even distribution of male and female students. This total is comprised of students predominantly from non-English speaking backgrounds. 50% of students are of Asian descent between Filipino and Korean. The remaining students comprise of Anglo-Saxon, Spanish, South American, African and Islander backgrounds. The school accepts overseas students and students with special needs.

Policies

All the policies below apply to all staff and students at Bob Hughes Christian School. All these policies have been newly developed and full text of all the policies listed below will be made available to students and parents of Bob Hughes Christian School via the school website. It will also be available anytime from the administration office and on occasion will be published in the school newsletter. Furthermore, staff on Professional

Development Day at the beginning of every term will be rehearsed through the requirements of the policy and at the time of appointment.

A. Policies for Student Welfare

Bob Hughes Christian School seeks to provide a safe and supportive environment which:

- Minimizes risk of harm and ensures students feel secure
- Supports the physical, social, academic, spiritual and emotional development of students
- Provides student welfare policies and programs that develop a sense of self-worth and foster personal development

Child Protection Policy

BHCS is aware of its duty of care and responsibility for the welfare and well-being of school students and the need to protect them from physical, mental, or emotional misconduct and abuse from members of the school and wider community. The purpose of this policy is to provide written processes about the appropriate conduct of school staff and students that is in accord with NSW legislation concerning the care and protection of children.

Our policy encompasses definitions and concepts, legislative requirements, preventive strategies, reporting and investigating “reportable conduct” and investigation processes. Staff and school board members will be issued with this policy. Both teaching and non-teaching staff will be provided with appropriate training on child protection on an annual basis.

Security Policy

The purpose of this policy is to provide preventive measures and procedures that will ensure the safety, security and overall wellbeing of all parties related to Bob Hughes Christian School since the safety and protection of all students and staff are of primary importance at Bob Hughes Christian School.

This policy encompasses use of grounds and facilities, procedures for security of the grounds and buildings, theft, emergency procedures, fire drill procedures, accidents, illness and travel on school-related activities.

Supervision Policy

Bob Hughes Christian School believes the adequate supervision and care of students is of utmost importance to our school. Our policy is to ensure that all students are provided with adequate and appropriate supervision when they are under the school’s responsibility.

This policy encompasses duty of care and risk management, levels of supervision for on-site and off-site activities, and guidelines for supervisors.

Codes of Conduct Policy encompassing

We have measures in place to ensure that there is no confusion about how students should behave at school.

Our policy encompasses code of conduct for staff and students, behaviour management, the role of the student leadership system and anti-bullying strategies.

Pastoral Care Policy encompassing

Pastoral Care is provided to assist students of all grade levels with personal and educational problems in order to help students better achieve.

Our pastoral policy encompasses how the pastoral care system works, availability of and access to special services such as counseling, health care procedures including sick bay procedures, critical incident policy and homework policy.

Communication Policy encompassing

We have established formal and informal mechanisms in place that will help to facilitate communication between the school and those with an interest in the student's education and well being.

B. Policies for Student Discipline

Students are required to abide by the school's rules and to follow the directions of teachers and other people with authority delegated by the school. Where disciplinary action is required penalties imposed vary according to the nature of the breach of discipline and a student's prior behaviour. Corporal punishment is not permitted under any circumstances. All disciplinary action that may result in any sanction against the student including suspension, expulsion or exclusion provides processes based on procedural fairness. The full text of the school's discipline policy and associated procedures is provided to all members of the school community through our website. The discipline policy for implementation in 2005 contains revised processes for disciplinary action that are based on procedural fairness.

C. Policies for Complaints and Grievances Resolution

The school's policy for dealing with complaints and grievances includes processes for raising and responding to matters of concern identified by parents and/or students. These processes incorporate, as appropriate, principles of procedural fairness. The full text of the school's policy and processes for complaints and grievances resolution is provided in the Staff Handbook.

School-determined improvement targets

Area	Priorities <i>We are still working on these goals:</i>	Achievements
Teaching and Learning	Updating of Policies Revision of Curriculum to include Biblical foundation Enhance comprehension Enhance short story and essay writing capabilities using different text types Outside school hours tutoring support to be made available	Overnight trip to Canberra New teachers have encouraged more higher order thinking skills in students. New teachers have also helped to revise the current curriculum in preparation for the upcoming Inspection. 50% of policies have been revised.
Student Achievements	Yearbook to be accomplished More cooking classes	A student is attending Bible college and seeking involvement in the areas of ministry, whilst other students have expressed an interest to be involved in ministry work and service.
Staff Development	All staff to take refresher courses in First Aid Support in various subject areas	<i>Summary of Professional Development sessions:</i> Communication Strategies – Peter Rahme Diploma of Business Compliance (AIS) Living in Egypt The New Technology Syllabus Addressing Its Requirements Primary Teacher & Monitor: Resource Workshop

		Develop IEPs: Partnering with our special needs God Who Calls into Being That Which Does Not Exist The Politics of Consensus & Christian Education Ministering to the Home Beginning & Developing a School Band – Its Benefits & Challenges Educational Possibilities with an Interactive Whiteboard Disciples, Disciple Makers and Makers of Disciple Makers Child Centred Education & the Christian School BOS Requirements for School Inspections The Teacher’s Institute & Professional Competence The Philosophy of ACE Procedures
Student Welfare	Drama Club to be formally established More extracurricular learning	Chaplaincy Program began and has been a great support to the students Personal student counseling available Holiday Kids Club available Student Representative Council - more active & taking more initiative in goals and projects
Facilities and Resources	More books & computer resources Maths computer software	New software purchased – Microsoft Applications & Adobe Design Package for Technology classes New air-conditioner in Primary learning centre New hand dryers More new plants and flowers in the garden Canteen made available

Initiatives promoting respect and responsibility

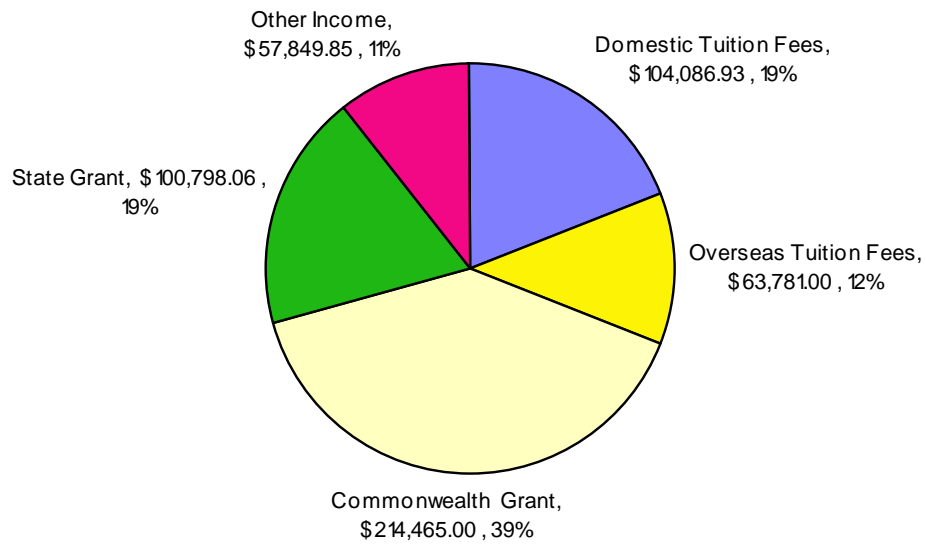
- Chaplaincy Program
- Student Representative Council
- Department of Defense Awards
- In-school Character Award & Incentives Scheme
- Merit & Demerit System
- Learning Centre Privileges

Parent, student and teacher satisfaction

Generally, parents are satisfied with the Biblical input that the children have in the school. One of the key reasons why parents continue to enroll their children at BHCS and why the staff are satisfied with the school is primarily due to the school’s Bible-based focus and the values that the school upholds.

Summary financial information

Bob Hughes Christian School Total Revenue 2007



Bob Hughes Christian School Total Expenses 2007

