



BOB HUGHES CHRISTIAN SCHOOL Annual Report 2008

Message from Principal

2008 was an exciting year full of multiple changes and challenges on many fronts beginning with my overseas wedding in August and a school inspection in the same month. Added to the daily adventures of running a school, this has only meant that there is never a dull moment in my life at Bob Hughes Christian School.

But every moment has been worth it. It has brought me great joy to see young lives changed and to know that even in small ways, Bob Hughes Christian School is making a difference. It's been wonderful to see students demonstrate the values of respect and obedience, of honesty and compassion, of fearing God and living for Him. It's been amazing to see youth transform from lives of indifference and fear to that of humility and confidence by the power of God's Word.

2008 has proven that our God truly is great. He has provided our every need in miraculous ways. I believe He will continue to do great things in our midst. With this in mind, let's keep on keeping on.

Message from the School Board

The Board was pleased that over the course in 2008, two more graduates made it into university courses. One student who is now studying nursing at the University of Western Sydney and the other studying science at the University of New South Wales.

We are looking forward to more students following in their footsteps. Part of this process will involve constant review and advancement of teaching techniques which may look into the possibility of greater incorporation of computer and multimedia in the delivery of courses.

We pray that in the coming months, we may be able to expand our school capacity in order to fully utilize our current space.

Message from the Student Representative Council

During the year 2008, Bob Hughes Christian School had been a great blessing to the students once again. As the school year started, many of the senior students and teachers from the previous year have already graduated or left the school, and so, many of the remaining students were very anxious of the coming year. In spite of circumstances, God provided new devoted teachers to carry on the job. Seeing all the teachers doing their best to teach and to make the school an environment that is glorying to God, the students were challenged to do the same.

Throughout the year, the students have learned a great deal through the school with some encouragement from the teachers and wisdom from the Word of God. One of the things they have been taught is to lead others by serving them. The students also learned to treasure and appreciate their school, their teachers and their fellow students. Among the other things they have gained is a heart for the mission field. Surely, Bob Hughes Christian School has trained its students of 2008 in the way they should go as they live the rest of their lives, whether they stay in the school or transfer to another, go for a higher education or live in another country. Thus, the students are very grateful for this school and the school year 2008.

Student population

In 2008, Bob Hughes Christian School had a population of 60 students – 26 boys and 34 girls. 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.

Student Attendance & Retention Rates

Male Attendance	Female Attendance
95.6%	96.5%

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%	13%
2005/2007	16	6	6	38%	38%
2006/2008	7	3	2	75%	50%

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 period, 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.

For the 2006/2008 period, some students went back overseas, while some students opted for a school that offers the HSC course since BHCS currently does not currently offer the HSC.

Staff Attendance & Retention Rates

The average staff attendance rate throughout the school year was 96.7%.

75% of our teachers were retained from the previous year.

School performance in statewide tests and examinations

School Certificate and Higher School Certificate

Two students sat the School Certificate in 2008.

Test	Avg Mark	Avg Band
English – literacy	75.0%	4
Mathematics	76.5%	4
Science	66.5%	3
Australian Geography, Civics & Citizenship	69.5%	4
Australian History, Civics & Citizenship	75.5%	4
Computing Skills	89.5%	Highly Competent

Literacy & Numeracy Assessments in Years 3, 5, 7 & 9

NAPLAN Test

In 2008, our students in Years 3, 5, 7 & 9 took the NAPLAN test. There were no exemptions and/or absences. Generally, all students performed within or above the National Benchmark. In a few exceptional circumstances, there were students who demonstrated difficulty in reaching the benchmark - two students who came very close to the benchmark in Year 5 literacy and Year 7 numeracy and one student in Year 3 who struggled significantly in literacy.

2008 National Assessment Program – Literacy and Numeracy (NAPLAN) Test

Subject	Year 3 (8 students)	Year 5 (5 students)	Year 7 (3 students)	Year 9 (4 students)
Numeracy	13% of students reached Band 6	40% of students reached Band 6	67% of students reached Band 7	25% of students reached Band 9
	38% of students reached Band 5	40% of students reached Band 5	<i>33% of students reached Band 5</i>	25% of students reached Band 8
	13% of students reached Band 4	20% of students reached Band 4		25% of students reached Band 7
	38% of students reached Band 3			25% of students reached Band 6
Literacy	38% of students reached Band 6	20% of students reached Band 7	33% of students reached Band 8	25% of students reached Band 9
	50% of students reached Band 5	60% of students reached Band 5	33% of students reached Band 7	25% of students reached Band 8
	<i>13% of students reached Band 1</i>	<i>20% of students reached Band 4</i>	33% of students reached Band 6	50% of students reached Band 7

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	5
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	1
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

1. Australian College of Physical Education
2. Bond University
3. Murdoch University
4. Royal Melbourne Institute of Technology
5. TAFE – Liverpool
6. TAFE – Ultimo
7. The College of Nursing – Burwood
8. University of New South Wales
9. University of Western Sydney – Campbelltown
10. West Coast Baptist College (America)

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.

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.

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	Priority Projects	Achievements
<p>Teaching and Learning</p>	<p>Continued revision of Curriculum to include Biblical foundation</p> <p>Better management and organisation of assessment programs</p>	<p>Primary curriculum has been enhanced with the support of Primary teachers</p> <p>More policies have been updated and refined into a consistent format</p> <p>A new, experienced teacher joined our High School department</p> <p>Curriculum content has been refined taking into account staff and time availability</p> <p>Students have been enjoying practical experiences of the Technology units as the program has been finalized into something more workable</p>
<p>Student Achievements</p>	<p>Yearbook to be accomplished</p> <p>School choir to be re-established</p>	<p>Every single Year 10 and/or Year 12 graduate at Bob Hughes Christian School has pursued further studies and training either at a college or university.</p> <p>SRC decided unanimously to donate \$1000 of funds raised to Ethiopian missions to contribute to the support of a water tank for the community</p>
<p>Staff Development</p>	<p>Completion of Teaching Course for one staff member</p> <p>Meeting the needs of diverse learners</p> <p>Mainstreaming the ESL learners into the NSW Curriculum</p> <p>Integrating Information Technology</p> <p>Music Instruction</p>	<p>One staff member has passed Provisional Accreditation to move to the next stage of the Teacher's Institute Accreditation process.</p> <p>Studied the following subjects at Professional Development sessions:</p> <ul style="list-style-type: none"> • Living in Egypt • The New Technology Syllabus: Addressing Its Requirements • Primary Teacher & Monitor: Resource Workshop • Developing IEPs: Partnering with our special needs students • The Teacher's Institute & Professional Competence • The Philosophy of ACE Procedures • God Who Calls into Being That Which Does not Exist
<p>Student Welfare</p>	<p>Communication classes with Rahme Ministries</p> <p>Greater participation at leadership convention</p> <p>More support for students with learning needs</p>	<p><i>Ongoing educational services:</i></p> <ul style="list-style-type: none"> * High school daily devotional * Primary weekly chapel services * Weekly mentoring and counseling support from chaplaincy officer * Home visits * Youth camps to promote leadership * Missions Awareness program to promote diversity * Graduate mentoring <p>External counseling support</p>

Facilities and Resources	<p>More books & computer resources</p> <p>Play area and equipment for Kindergarten students</p>	<p>Continued improvement of gardens and appearance of school grounds</p> <p>Plants donated by Bankstown City Council</p> <p>More play equipment for students – table soccer, table tennis tables and basketball hoop</p> <p>Stereo system</p>
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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

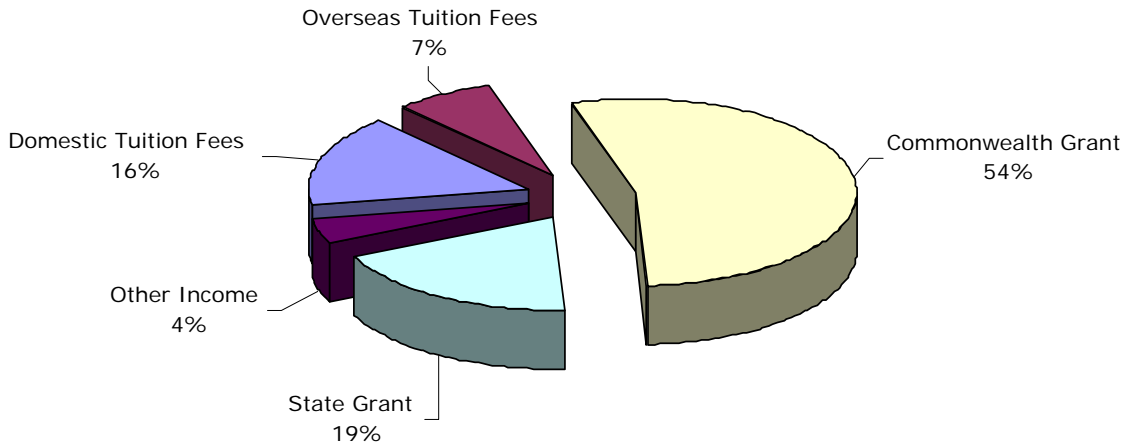
Parent, student and teacher satisfaction

Parent, student and teacher satisfaction was lower in 2008 based on overall comments and feedback from the school community. Resolution of some critical issues was key priority towards the end of 2008 which were eventually resolved with the support of the School Board.

One of the initiatives that we have worked on in subsequent months is greater communication between parents and teachers, fostering an environment of warmth and openness amongst staff, and encouraging more tolerance and love in students.

Summary financial information

Bob Hughes Christian School Total Revenue 2008



Bob Hughes Christian School Total Expenses 2008

