



2016 Annual Report



Published July 2017



Heathdale Christian College was founded from local Christian families over 35 years ago, who heard the call to establish a Christian School in the Western Suburbs of Melbourne. Their heart desired a school that had more than an academic focus. A school who like them, saw the whole child and desired to see all aspects of a child's life flourish. This ethos is part of the College's DNA and has underpinned our mission and values to view education built on Christ-centred perspective.

Our College is dedicated in providing deep learning opportunities for every student, fostering excellence, curiosity, discernment and stewardship. Our strong literacy and numeracy programs are one of our key foundational blocks from which we launch an extensive range of subjects and programs.

“To glorify God through Christ-centred education that helps children develop their God given potential”

We are a non-denominational, co-educational Christian College that has grown to over 1,300 students across our two campuses. Our Werribee campus caters for 4 year old Kindergarten to Year 12. Our Melton campus was purchased as a fully resourced school in 2013 and is continuing growth as a Prep to Year 6.

We encourage our students to strive for excellence in all areas, within a safe and caring environment. This prepares students to be a valued, contributing member of their community and a well-adjusted, confident individual.



The College's current Federal Government's ICSEA (Index of Community Socio-Educational Advantage) rating is 1131.

Section A: Staff Information

Attendance

All Staff Attendance (Teaching & Non-Teaching staff) is calculated as 94%. Teacher attendance is based on actual teacher attendance as a percentage of total possible attendance.

Retention

In 2016, Heathdale employed 123 Teaching Staff, with an equivalence of 106.5 Full Time (FTE); and 77 Non-Teaching Staff with an equivalence of 56.40 FTE.

For all staff at the end of 2016 –

- 5 left to pursue other positions
- 3 maternity leave
- 3 retired

Professional Development

In 2016 our teachers completed 1,329 hours of external professional development at an expenditure of \$38,738.



July 2016 –

Staff gathering to celebrate
Reynald Tibben's retirement & service at the College.

Staff 2016

Senior Leadership Team

CEO/Principal

Retired July 2016

Mr. Reynald Tibben, B.App Sci.(Surveying) L.S., Grad.Dip.Ed., M.Ed.
(Ed Policy & Admin)

Commencing July 2016

Mr. Ross Grace, Dip.T.(Prim), Grad.Dip.(Learning Disabilities),
M.Ed.(Educational Leadership)

Head of Junior School

Mrs Lyn Moffett, B.Ed, Dip.T.(Prim), Dip.Ed.Admin.(Post Grad)

Head of Middle School

Mrs Elizabeth Nelson, T.I.T.C., Cert.A., Grad.Dip.Ed.Admin., Grad.Dip.Curr.,
M.Ed.

Head of Senior School

Mr Graeme Hallett, B.A.(Hum), Dip.Ed.

Head of Melton

Mr Nick Smith, B.App.Sc., Grad.Dip.Ed.

Head of Organisation

Mrs Helen Allen, B.A. Ed. Teacher's Cert. (N.S.W.)

Business Manager

Mr Robert Munton, B.Ec, PTC(Hons), FCPA

College Board

Executive

Mr Trevor Sawyer (Chairman)
Mr Cameron Clark (Deputy Chairman)
Mr Tony Robinson (Secretary)
Mr Ian Keeling (Treasurer)

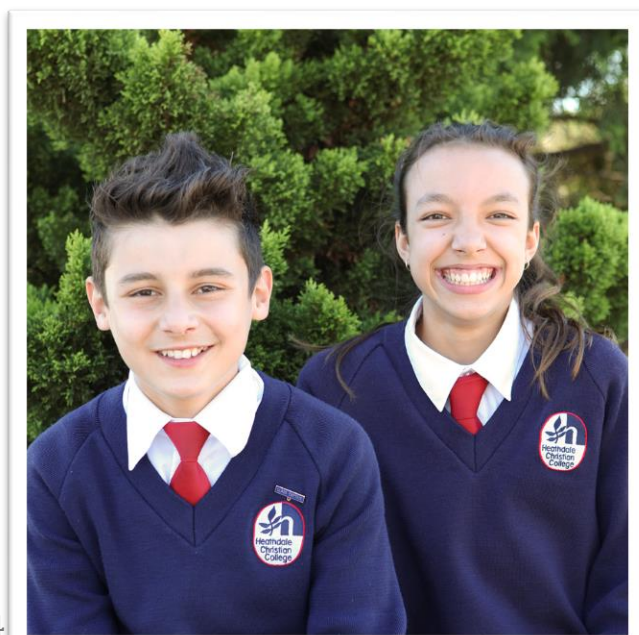
Board Members

Mr Darren Gardiner
Pastor Tim Loftis
Mrs Amanda Newton
Pastor Mark Wilkinson
Mr Matthew Wilson



"Pathway"

Artist: Jerusalem
2016 Studio Arts Student



Werribee Campus Staff 2016

Kindergarten Teachers

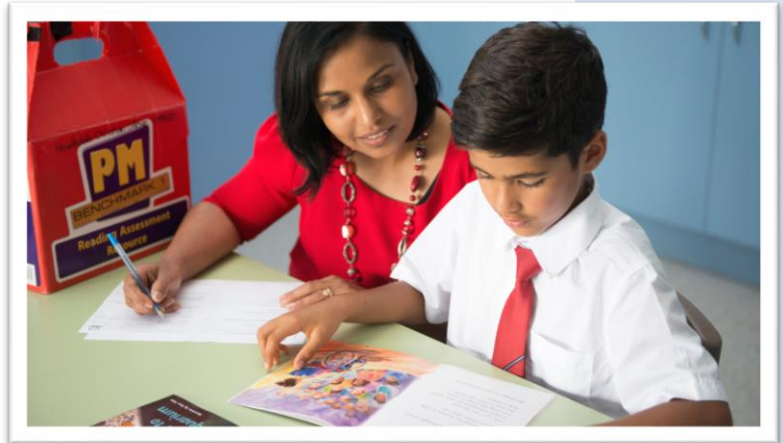
Mrs Georgina Abdilla, B.A.(Rec), Dip.Child Services
Mrs Vanessa Ashwin, B.Ed (Early Childhood), Dip.T.(Early Childhood)
Mrs Jasine Chue, B.Ed (Teach), Dip.Early Childhood
Mrs Jacqui Mitchell, Dip. T (Early Childhood), B.Early Childhood

Kindergarten Assistants

Mrs Judy Barrow, Dip.Child.Serv.
Mrs Fiona Black, Cert III (Child.Serv.)
Mrs Carmel Dibennardo, Cert III (Child.Serv.)

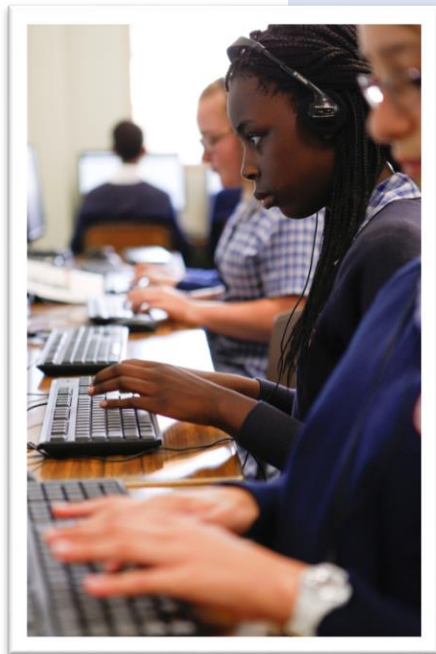
Junior School Teachers

Miss Miriam Anderson, B.Ed.(Prim)
Mrs Vicky Bawden, B.Ed (Prim)
Mrs Robyn Bethke, B.Ed., Dip.Prim.
Mr Daniel Broadstock, B.A., B.Ed.(Hons)
Mrs Alice Cheong, B.Ed.(Mus), M.Ed.(Mus)
Mrs Nari Dent, B.Ed.(Prim), B.A.
Mrs Charmaine Dickson, B.A.(English), M.Teach.(Prim)
Mrs Mary Donnan, Dip.T.(Prim), Grad.Dip.(Special Ed),
Grad.Dip.(Student Welfare) M.Ed.
Mrs Lara Emeodi, B.A., B.Teach., Dip.Min.
Mrs Anka Esterhuizen, Dip.Higher Ed.(Teach)
Mrs Margaretha Esterhuizen, B.A., Dip.Christian Higher Ed.
Miss Maryrose Grima, B.A., Grad.Dip.Ed.(Prim)
Mrs Bridget Guglielmo, B.A., M.Teach.(Prim)
Mrs Carolyn Henshaw, B.A.(Edu), B.Ed.
Miss Leah Holmes, B.A., B.Teach.(Prim)
Mrs Jacqueline Klammer, B.T., Dip.T.(Prim)
Mrs Sandra Lang, B.A., Dip.T.(Prim)
Mr Sam Lienert, B.A., Grad.Dip.Ed.(Prim)
Mrs Kristine McClelland, B Ed., M.Ed.(Special Education)
Miss Karin McEwen, B.A.(Hons), Dip.T.(Early Childhood)
Mrs Magdalena Maazi, Dip.T, Dip.French Studies
Mrs Elizabeth Parker, B.Health Sc.(Nursing), B.T.
Mrs Elizabeth Ribarsky, B.Ed.
Miss Victoria Smith, Dip.Ed.(Prim), B.App.Sci.
Mrs Debora Solomon, B.Sc., Grad.Dip.T,M.Computer Application,
Dip.Com.App.
Mrs Pamela Stanley, Dip.T.(Prim)
Mrs Caroline Tudor, Dip.T.(Prim), Grad.Dip.(T.E.S.O.L. & Lit)
Mrs Julie Venning, Dip.T.(Early Childhood)
Mrs Ann Walker, Dip.T.(Prim), B.Ed.(Christian Ed.)
Mrs Cathy Ward, B.Ed., Dip.T.
Mrs Corinne Zammit, Dip.Ed.(Prim), B.Ed.(Prim)
Mr Garry Zimmerman, B.Eng.(Civil) Hons, B.Ed.



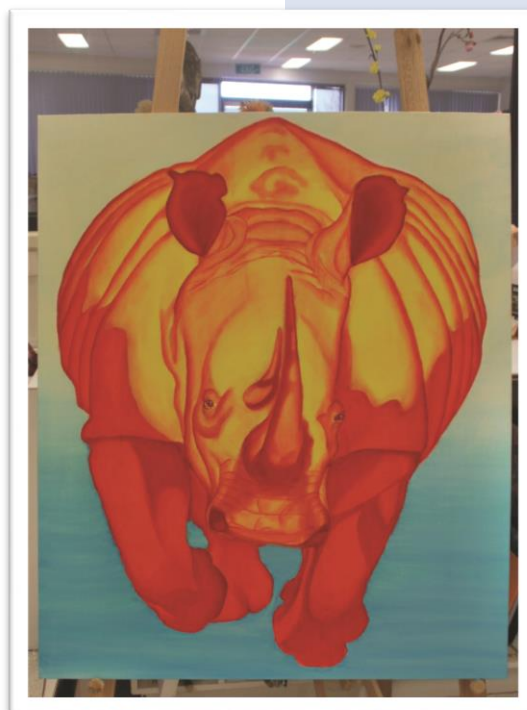
MIDDLE & SENIOR SCHOOLS

Mr Jonathan Abagia, B.A.(Hist&Eng), Grad.Dip.Ed.(Sec)
 Mr Simon Anderson, B.A.(Hons), Grad.Dip.Ed.
 Ms Alison Angelovski, B.Ed.(T.L.), Grad.Dip.Ed.Admin., Ass. Dip. Librarianship
 Mrs K Baker, B.Mus.(Perform), Dip. Ed., A.Mus.A., L.Mus.A
 Mrs Sue Brown, Dip.T.(Prim), B.Ed. (Prim)
 Mrs Violet Byrnes, B.T.(Sec, Hons), B.A.(Eng), B.Edu.(Sec)Hon
 Miss Kiew Cardoso, B.Sc., Grad.Dip.Ed
 Mr David Chalmers, B.Ed.(Prim)
 Mrs Jan Chalmers, T.I.T.C., Grad.Dip.Mus.Ed.
 Mr Harb Chehade, B.A., Dip.Ed.
 Mrs Judith Clark, B.Ed.(Prim)
 Mr Robert Court, B.A., B.Teach
 Mrs Mary Croxon, B.Ed.(Hons)
 Mr Daniel Deroon, B.A.Sc.(P.Ed), Grad.Dip.Ed.
 Mrs Sarita Dhawale, B.Sc., B.Ed.
 Mr David Filip, B.T., B.Music, M.Music(Conducting)
 Mr Stephen Fry, B.Music Ed., Dip.Th.
 Mrs Elissa Galea, B.A., B.Ed.,
 Adv.Dip.Stage&ScreenActing
 Mr Jim Graham, B.Ed., Grad.Dip.Ex.& Sports Sc.
 Mr Joe Haworth, B.Ed.(Prim), TESOL
 Mrs Jannelle Hernandez, B.A., B.T.
 Mr Matthew Horman, B.A.(Hons), Grad.Dip.Ed.
 Mrs Joy Kilpatrick, Dip.T.(Prim)
 Mr Stephen Kilpatrick, H.D.T.S. (Dip.P.Ed.), Grad.Dip.Ed.Admin.
 Mr Robert Kingdom, B.Ed.(Vis.Arts), Dip.Ed.
 Mr Alan Kirkman, B.A. B.T.(Prim&Sec), Ass.Dip.Mus., Grad.B.(Teach)
 Mrs Hayley Kirkpatrick, B.F.A.(Prod.), Grad.Dip.Ed (Sec)
 Mrs Celia Lambert, B.A.(Hons), Dip.Ed.
 Mr Nathanael Lambert, B.A.(Hons), Dip.Ed.
 Mr Peter Lamprecht, B.A.(Biblical Studies), B.T., M.Ed.
 Mr Ron Lay, B.A.Sc., Grad.Dip.Ed.
 Mrs Deborah Letcher, B.A., B.T.(Prim, Hons)
 Mrs Tammy Loftis, B.Sc.(Ed.)
 Mr Anthony Loring, Dip.Eng.Design., HNC Mech.Prod.Eng., B.Ed.
 Mr Paul Macknamara, B.Sci., B.A.Sc., Grad.Dip.Ed.
 Mrs Claire McDonough, B.A.(Hum)
 Mrs Johanna McDougall, B.Ed, B.Fine Art, M.Ed.(Sp.Ed.)
 Mrs Clarisse McGregor, B.Ed., B.ASci.,
 Mr Paul McGregor, Grad.Dip.Ed, Grad.Dip. Bible & Min., B.Sc.(Family Studies)
 Mr Ken McLean, B.Eng.(Mech), Grad.Dip.Ed.(Sec)
 Mr Brahim Maazi, M.Ed. Mult. (E Learning), B.Sc.(Hons), B.Sc.(Ele Eng), Assoc.Degree
 (Maths and Physics)
 Ms Linda Marion, Dip.T.(Prim), Dip.Ed. (TESOL)
 Mrs Rani Medara, M.A, B.Sc.,Dip.Ed.
 Mrs Kirstyn Mernone, B.A.Sc.(HMvt), Grad.Dip.(Sec.Ed.)
 Mr Andrew Morabito, B.A.(Hons), Dip.Ed., Dip.Lang(Ch.), Grad.Cert.(CALL) MCALL
 Mrs D Needham, Dip.T.(Prim), Grad.Dip.TESOL&Lit
 Mrs Christina Neethling, B.A., Higher Dip.Ed.
 Mr Fritz Neethling, B.Com., Dip.Higher Ed.
 Mr Russell Parker, B.A.Sc.(HMvt), B.Ed.



MIDDLE & SENIOR SCHOOLS

Mrs Jan Patullo, T.S.T.C.,
Mr Matthew Pullar, B.A.(Hons), Grad.Dip.Ed.
Mr Travis Ramsay, B.A., Grad.Dip.Ed., Grad.Dip.Theol.
Mrs Savitri Sahayam, B.Sc., G.C.Ed.(U.S.P.Fiji)
Mr Ben Salvador, B.A.(Music), Adv.Dip.(Jazz&Contemp),
Grad.Dip.Ed.(Sec),
Mr Nageib Seedhom, B.Eng. (Assuit Egypt) Dip.Ed., Grad.Dip.Comp.
& I.T.Ed.
Mrs Lisa Sobey, B.Ed.(Prim), Ass.Dip.Eng.(Survey & Mapping)
Miss Rachel Soitaridis, B.Early Childhood & Primary Ed.
Mrs Janet Steane, Dip. Ed., B.A.Sc.(PE)
Mrs Enid Stein, Dip.A.(Fashion), T.T.T.C., Grad.Dip.Ed.St.(Hlth Ed.),
Grad.Cert.Career Ed.
Mr Danny Struharik, B.Ed.(Sec)
Mrs Anna Szewczenko, B.Ed., Dip.T.
Mr Jim Talliopoulos, B.Sc., Grad.Dip.Ed.
Mrs Toula Talliopoulos, B.Sc., Grad.Dip.Ed.
Mrs Mary Tass, B.Behavioral Sc, Grad.Dip.Ed.(Psych), Dip.Ed.(Psych),
M.A.Sc.(Psych)
Mrs Lorraine Theel, Dip.T.
Mrs Carolyn Thomas, B.Eng, Grad Dip.T.
Mrs Ignasia Tsohis, B.A.(Hons), Grad.Dip.Ed., M.A. (Lings.), P.Grad.Dip.
(Computer Ed.)
Mrs Lynette Van der Westhuizen, B.A.(PE & Biblical Studies), Dip.Ed.,
B.A.(Hons.), M.Exercise & Sports Sc.
Mr Andrew Venning, Dip.T.(Prim), B.Ed.
Mrs Justine Watson, B.A., Grad.Dip.Ed.(Sec), Grad.Dip.Theol.
Mr Johnny Williams, B.Ed., Grad.Cert.TESOL
Mrs Heather White, B.A., B.Ed., M.Ed., B.D., Grad Dip.TESL, T.P.T.C



"Rhino"
Artist: Sinead
2016 Studio Arts Student

STAFF CHAPLAIN

Pastor Kirby Lancaster, B.A.,

STUDENT CHAPLAINS

Mr Andrew Seedhom, B.H.Sc, M.Div.
Mrs Linda Timmermans, Ass. Dip.(Christian Counselling)

CANTEEN STAFF

Mrs Kitsa McRae
Mrs Helen Nunn

IT SERVICES

Manager: Mr Tim Knell, B.Comp.Sys.
Mr Tim Chue, B.Sc.(ECOH), MBA
Mr Ian Green, B.Com.
Mr Brendan Kerwell, B.Bus.&I.Sys.
Mr Andrew Kingdom
Mrs Irene Tsourdalakis



MAINTENANCE

Mr Michael Elliott, B Christian Studies, Dip Divinity & Missions
Mr Luke Paterson
Mr Brad Simcoe
Mr Nathan Stone
Mr Ken Terry
Mr Joshua Thierry

OFFICE STAFF

Mrs Nadine Birkett
Mrs Michelle Benson
Miss Joanna Boothby, Adv.Dip.Photo.
Miss Annisa Croxon, B.A.
Mrs Kristen Dent
Mr Willie Esterhuizen, B.Com.(Acc.)
Mr William Faulmann
Mrs Julie Godau
Mr Filip Hansen
Mr David Jolly, Dip.Bus.(Acc.)
Mrs Janet Morley
Mrs Jenny Munton
Mrs Jill Scherman, Dip.Bus.(Acc.)
Mrs Lesley Stasse, B.Bus.
Mrs Gwynneth Terry
Mr Kevin Walker
Mr Fergus Weber, B.Info.Sys(Comp.),
B.Bus., (Acc.),B.Laws,CA
Mrs Dioni Wilson



RESOURCE CENTRE

Mrs Louise Illichmann, Adv.Dip. Library(I.Sys.)
Ms Sheal Madhavan
Miss Pamela Wilson, Dip.Library Serv.

TEACHER AIDES

Mr Peter Angelovski, Dip.ASc., Grad.Dip.Ed.
Mrs Megan Brisbane
Mrs Kate Clifford
Mrs Cherie Corbett-Jones, B.A.,Grad.Dip.Library(I.Sys.),
Grad.Dip.Ed.(ChildLit)
Mrs Danielle Deroon
Mrs Genevieve Flores, Dip.Child.S.(E.Child)
Mrs Carolyn Greenhough
Mrs Kristie Hobbs, Adv.Dip.F.S.
Mrs Leonie Hillard
Mrs Sue Incoll, Ass.Dip.Social Sc.(Child.)
Mrs Natalie Jacob, Ass.Dip.B.M.

TEACHER AIDES (cont'd)

Mrs Suzaan Kruger
Mrs Iphi Lawrence, B.Sc.(Chem)Hons
Mrs Yvonne Robinson
Mrs Karen Schryvers
Mrs Lisa Thompson
Mrs Eva Unger, B.Sc.(Hons) Nutrition, Masters (Nutr. & Dietetics)
Mrs Alison Waters
Mrs Jan Wiese, B.ASc.(Chem)
Mrs Alida Weitsz

UNIFORM SHOP

Mrs Noela Harmer
Mrs Vicki Skinner

Melton Campus Staff 2016



TEACHING STAFF

Miss Miriam Anderson, B.Ed.(Prim)
Mrs Jill Castles, Dip.T.(Prim), B.Ed., Grad.Dip.Bible & Ministry
Mrs Christine Hingston, B.Arts, B.Ed.
Mrs Sheridan Indarto, B.Sc.(Health), Grad Dip. Ed.(Indonesian),
Grad.Dip.(Linguistics)
Mr Alan Kirkman, B.A. B.T.(Prim&Sec), Ass.Dip.Mus., Grad.B.(Teach)
Mr Jonathan Martin, B.Ed.(E Childhood/Primary)
Miss Cassandra Rokesky, B.Ed.
Mrs Jennifer Spitteler, B.Ed., Dip.Theology.
Mrs Cathryn Templeton, Dip.Christian Studies, B.Ed., Dip.T.
Mrs Julie Venning, Dip.T.(Early Childhood)

MAINTENANCE

Mr Carey Allen
Mr Peter Castles

OFFICE/AIDE STAFF

Mrs Carol Beale
Mrs Jessica Carswell
Mrs Anna Davis
Mrs Lisa Pearce
Mrs Katherine Paterson
Mrs Natasha Wells



Section B: Student Information

Attendance

At the end of 2016 there were 1277 students enrolled in the College. Of this number, 52% were male & 48% were female.

Average attendance rate of students in 2016 was 94.66%.



NAPLAN Results

Year 9 2016	HCC Average	Australian School Average
Reading	609	581
Writing	597	549
Spelling	612	580
Grammar & Punctuation	626	569
Numeracy	624	589

Year 7 2016	HCC Average	Australian School Average
Reading	586	541
Writing	584	515
Spelling	599	543
Grammar & Punctuation	614	540
Numeracy	603	550

Year 5 2016	HCC Average	Australian School Average
Reading	545	502
Writing	515	476
Spelling	543	493
Grammar & Punctuation	558	505
Numeracy	553	493

Year 3 2016	HCC Average	Australian School Average
Reading	493	426
Writing	471	421
Spelling	482	420
Grammar & Punctuation	529	436
Numeracy	475	402

This is the ninth year (2008 to 2016), of conducting National Assessment Program Literacy And Numeracy Testing (NAPLAN) & all these results are available to view on the Myschool website: www.myschool.gov.au. Please note that both our campuses are combined for NAPLAN purposes.



Post School Destinations

"We congratulate our Year 12 students on their results.

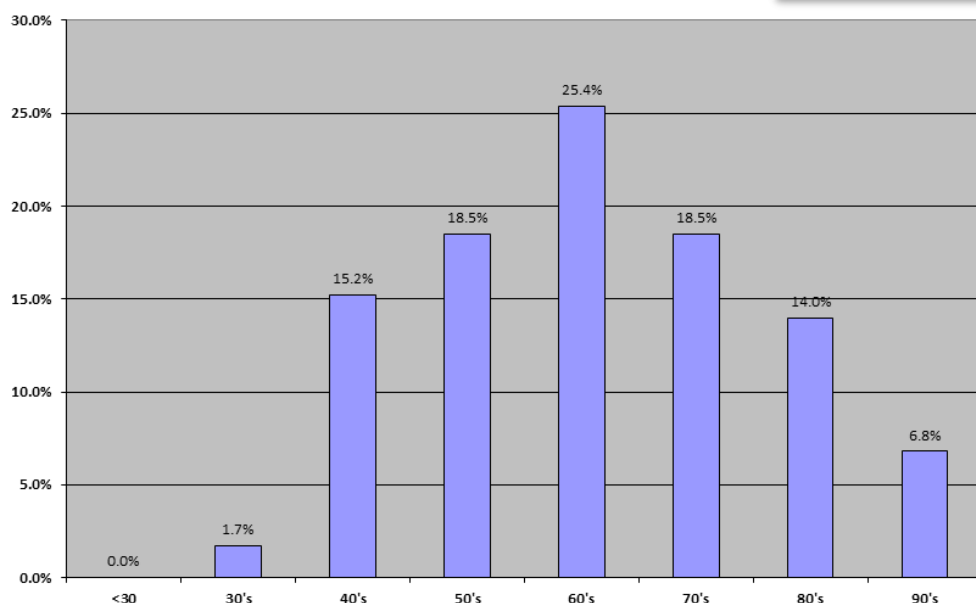
As a community, we are really pleased with their achievement and feel the students have been suitably rewarded for their commitment to their studies and by the input and support provided by their teachers."

Ross Grace
Principal/CEO



Year 12 Results 2016

2016 ATAR Score Break Down



Medium ATAR Score (state average = 65.20)	66.65
Highest ENTER Score Attained	99.15
Median Study Score	29.30

Graduating Class of 2016 Outcomes

Total Number of Year 12 Students	63
VCE Students	61
VCAL Students	2
No. Students sitting VCE Examinations	61
No. of students seeking Tertiary Places through VTAC	59 (94%)
	Via VCE = 59
	Unknown = 2
No. of students to receive an offer through VTAC Round 1 offers	55 out of 59 (93%)

Summary of All Year 12 Destinations

	VCE	VCAL
University (VTAC)	48	
TAFE (VTAC)	4	0
Independent Colleges (VTAC)	3	
Direct Entry (not through VTAC)	0	0
No Offer	4*	
Total offers	55 (59)	0

**Four students didn't receive an offer in the first round. Three gained a Second Round Offer, due to changing their preferences. 1 entered the workforce.*

	VCE	VCAL
Australian Catholic University	5	
Deakin University	12	
La Trobe University	7	
Monash University	4	
RMIT University (RMIT TAFE)	5 + (3)	
Swinburne University (Swinburne TAFE)	2 +(1)	
The University of Melbourne	5	
Victoria University	8	
Independent College	3	
Employed	1	
Hoping for 2 nd or 3 rd round offer	3	
unknown	2	2
	61	2

A total of 94% of students are going on to some form of tertiary study.

Proportion of Year 9 Students Retained to Year 12

The retention rate of students from Year 9 (class of 2013) to Year 12 (Graduating class of 2016) was 72%. Total number of enrolments for Year 12 in 2016 was 63.



Congratulations Matilda Morley
Premier's VCE Award 2016

Section C : Additional Information

Staff Satisfaction

Staff Satisfaction has been measured using three sets of data -

- Staff attendance records
- Staff interviews & regular feedback from staff
- Staff exit interviews when leaving our College

Using these data sets, the College can determine that our Staff Satisfaction level is high. Furthermore, our high staff retention rate of 99.9% would further confirm that our staff are committed and value our College's students, leadership and work environment.

Parent Satisfaction

In our 2016 Parent Satisfaction Survey, parents were asked eight key topics, several of which had a series of sub questions. We received a total of 741 responses received, which is 40% of the invitations issued, which is an outstanding result and further validates the data. Please see our 'Intentional Update #2' released March 2017 for further details. Summary of findings covering both campuses -

- 87% of parents are happy to recommend the College to others
- 85% of parents are satisfied with their decision to send their child(ren) to the College
- 85% of parents believe that the quality of teaching at Heathdale Christian College is excellent.
- There are many pieces of feedback that speak of the 'staff's care for students, being powerful Christian role models and engaging, supportive teachers'
- 85% agree that the culture of Heathdale supports student's growth in their understanding of God's world & in their commitment to serving Christ in all areas of their life.
- 79% of parents indicated that they strongly agreed or agreed that the College successfully supported more able students.

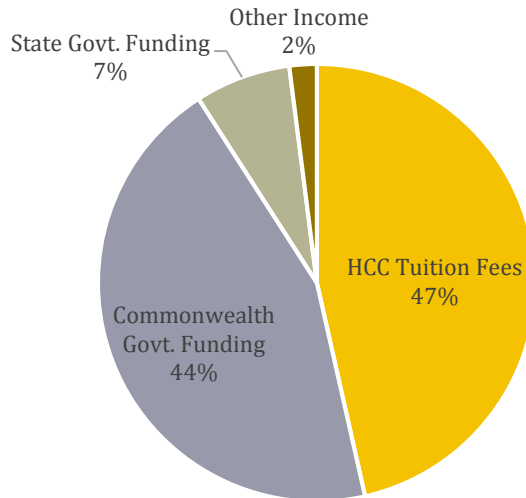


Ross Grace welcomed to our College during our Commissioning Service, July 2016.

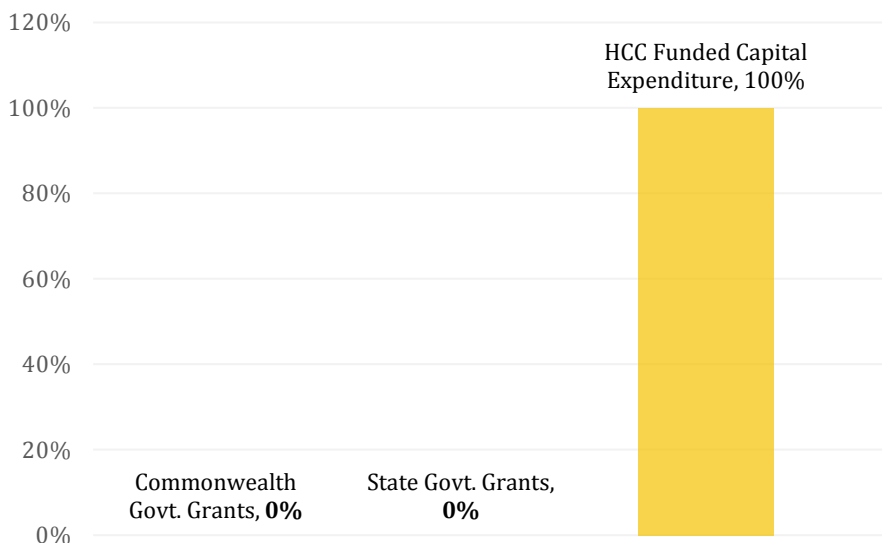
Financial Activities Report

In line with our Foundational Quality Statements, we pursue best practice management systems and excellence in all areas. Our College Board intentions are for a fiscally responsible approach to all financial activities. The following charts demonstrate the financial activities of the College with regard to Revenue and Capital Expenditure in 2016.

2016 Revenue



2016 Capital Expenditure



"Girl"

Artist: Andrea
2016 Studio Arts Student

The talented 2016 Studio Art Student's artworks printed in this report, are available for viewing in our Administration Office Foyer, Werribee Campus.



Melton Campus: 102 – 112 Centenary Avenue, Melton VIC 3337

Werribee Campus: 175 Derrimut Road, Werribee VIC 3030

Postal Address: P O Box 1042 Werribee Plaza VIC 3030

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heathdale@heathdale.vic.edu.au

ABN: 40 005 962 792 School #1846