



2023 ANNUAL REPORT

"Keep your heart with all diligence,
for from it flow the springs of life."

Proverbs 4:23

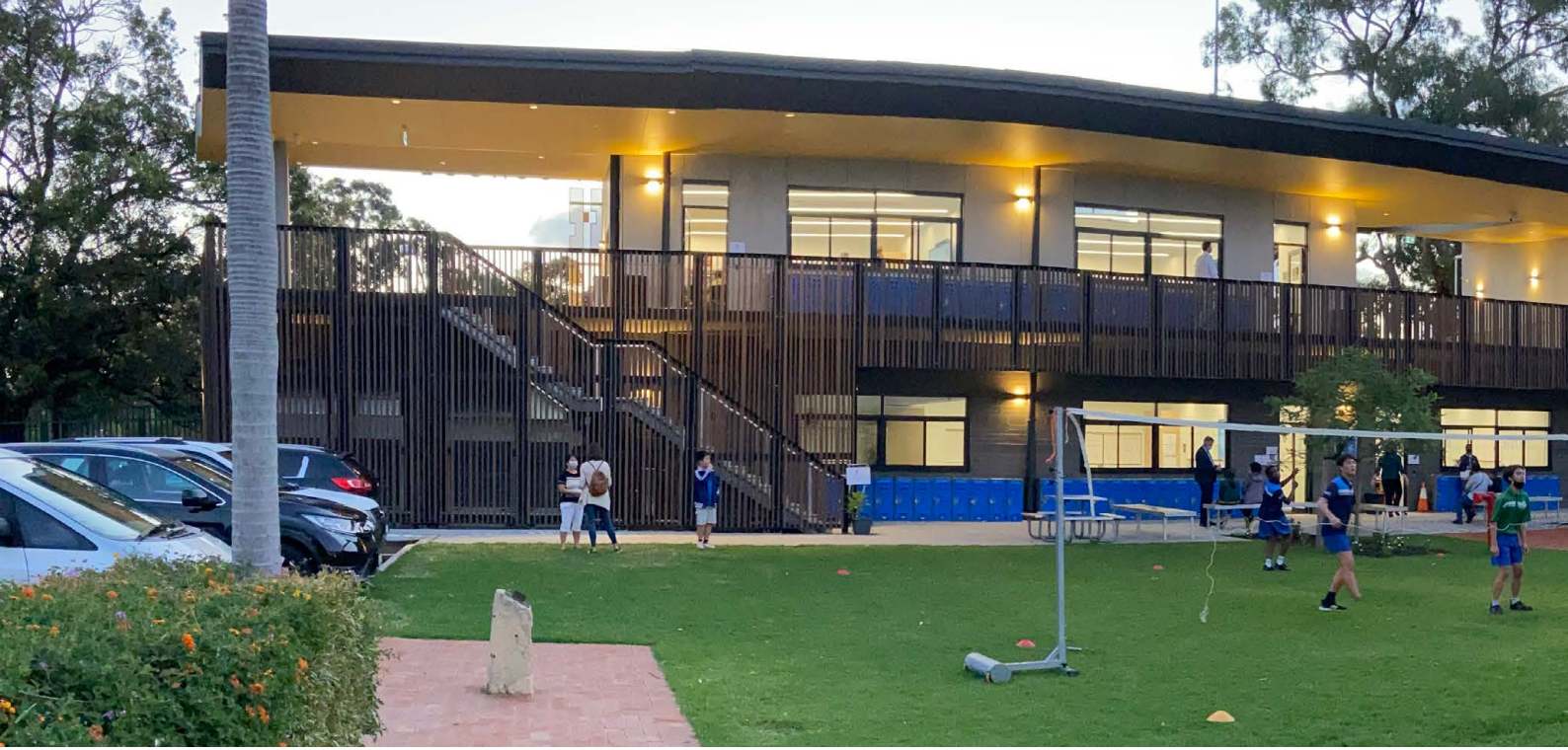


Image front cover:

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Naura Van Cer Cin (2023)



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School Profile

Summary

Sector	Independent/Non-Government
Co-educational	Yes
No. of campuses	2
Year levels offered	K-12
Registration period	1 July 2021 - 30 June 2026
Total student population	708
Staff population	127
ABN	42 853 226 323

(as at census 2023)

Emmanuel Christian Community School aims to provide an education that stresses co-operation rather than competition, fostering the development of the gifts, skills, and abilities of the students for the service of Jesus Christ in the Church and the wider community.

Teaching God's Word to instil lifetime values in the lives of the children is an all-important part of Emmanuel's desire to nurture spiritual growth.

Primary Campus K-6	Secondary Campus 7-12
50 Casserley Avenue	3 Salcott Road
GIRRAWHEEN WA 6064	GIRRAWHEEN WA 6064

The Business Office is maintained at the Casserley Campus, providing administrative and financial support, Human Resources, project, and other non-educational services to the School community.

Vision, Mission and Values

Our Vision

Changing lives through Christ-centered education.

Our Mission

To provide affordable, Christ-centered education that equips the next generation to know God and serve Him in the Community.

Our Values

- *Community*
- *Compassion*
- *Excellence*
- *Integrity*
- *Prayer*
- *Service*

Governance

The role of the Board is to ensure the School maintains its Vision, Mission and Values and ensures good Governance and oversight. Our school and the education we offer is distinctly Christian in character. The Board meets a minimum of 9 times a year to carry out the business of the Association. In addition to controlling the strategic direction of the School, the Board is ultimately accountable for the standard of student learning and quality of educational programs offered at Emmanuel, the ongoing financial viability of the School, the safety and welfare of students and staff, and compliance with all relevant laws and regulations.

Some of the ways in which the Board meets these responsibilities include, but are not limited to:

- the development and oversight of the School's Strategic Plan;
- receiving regular reports from the School's Leadership Team;
- oversight of risk management;
- effective financial governance;
- the development and regular review of board policies; and
- compliance to statutory requirements and the School's Constitution.

In 2023, the Board consisted of:

Name	Role	9 meetings (January 2023 – December 2023)
Mike Smith *	Chairperson	6
Andrew Johnson	Treasurer	6
Priscilla Odartey Lamptey	Secretary ***	8
Margaret McCarthy	Board Member	5
Rex Gabrielson	Board Member	9
Terry Chester	Board Member	8
Carolyn Montgomery	Board Member	5
Julie Hollett #	Board Member	4
Paul Price	Board Member	0
Ken Ridge **	Chairperson	2
Glenn Richardson **	Deputy Chairperson	2
Li Ai Oh **	Secretary	2
Lisa Kenrick **	Board Member	3

* Appointed in April 2023

** Resigned in April 2023

*** Appointed as Secretary in June 2023

Appointed in June 2023

Leadership

The Board appoints the School Principal, who is responsible for the day to day operation of the School. The responsibilities of the Principal include, but are not limited to:

- translating the Board's strategic direction into operational reality;
- ensuring that the educational plans and policies of the School are implemented;
- reporting on the financial position and educational performance of the School; and
- ensuring the development, safety and welfare of staff and students facilitating the day-to-day operations of the School.

The Principal has oversight of the School Leadership Team, which in 2023 consisted of:

Name	Role
Carol Davis	Principal*
Dylan Teng	Business Manager
Pinky Street	Deputy (Primary Curriculum)
Bronwyn Carruthers	Deputy (Secondary Curriculum)
Phil Gabrielson	Deputy Students (Primary)
Stuart Hayward	Deputy Students (Secondary)
Graeme Leathard	Deputy Administration

* retired at the end of December 2023



Board Chair's Report

It has been a privilege to serve as Chair on the Board of Emmanuel Christian Community School for the second half of 2023.

I would thank the previous Chair, Mr Ken Ridge and fellow retiring Board Members Li Ai Oh, Lisa Kenrick and Glenn Richardson for their work on the Board.

I would thank all the Board members who served the school during the year and the Principal, Mrs Davis, for their commitment to the school community as the governing body.

The work of the Board this year has involved a search for a new principal to replace Mrs Davis. The Board appointed Mr Stephen Bevan as our new Principal starting in 2024.

The Board has been engaged in the second stage of planning to build new rooms for the secondary school. This needed the Board to find the rooming needs of the secondary school and appointing an architect.

During the second half of this year we had farewell assemblies in the primary and secondary school to honour Mrs Davis and her amazing commitment in working at Emmanuel for 34 years.

We all have enjoyed the Award and Graduations ceremonies from the primary and secondary school. All these ceremonies honoured the students for their excellence, dedicated hard work and serving, as well as farewell Mrs Davis as retiring Principal.

Emmanuel was honoured by being one of the top twenty improving schools in Western Australia for its NAPLAN results. Congratulations to all the staff and students for their hard work in enabling this improvement to occur.

All these events have helped me get to know the Board members and school staff as we worked together to serve the students and school community.

We are all looking forward to an exciting 2024 educational year.

Yours in Christ's service,

A handwritten signature in black ink, appearing to read 'M Smith'.

Mr Mike Smith
Chairperson





Principal's Report

Our school's vision is Changing Lives Through Christ Centred Education. We are thankful for our staff of committed Christians – teachers, education assistants, administration officers, receptionists and maintenance crew – all of whom contribute to Christian education and the pastoral care we offer at Emmanuel.

We often remind ourselves at staff devotional times and school assemblies of our Vision, Mission and Values and are encouraged to measure decisions we make against those values.

Schools are busy places of learning, growth, friendship and discovery and the academic, sporting and the social calendar each year is very full. All students are loved, prayed for and guided in the Christian faith, whether or not they have a faith commitment.

2023 was the first year since the Covid 19 pandemic, that schools could operate free from restrictions and all classes, sporting events and special celebrations went ahead as planned.

We are rightly thankful and very proud of our students and their teachers for our very encouraging NAPLAN results two years in a row. We also thank parents who value education and pass to their children an expectation of hard work and striving for their best, whatever that may be.

Our small group of ATAR students all gained scores for entry to university in 2024. We congratulate these students for their hard work and results.

We are looking forward to being able to submit plans for the building of stages 2 and 3 of our secondary school during 2024. The planning and permission stage is a long one and we pray that submissions will proceed smoothly for our building. If all goes well we hope that the new administration building and classrooms will be

constructed whilst the current admin building continues to operate, making the transition a smooth one.

Thank you for entrusting me with the care and oversight of our school since 2021. The future for Emmanuel is a bright one and I look forward to seeing and hearing all about it.

In Christian Service,

A handwritten signature in black ink that reads "Mrs Carol Davis".

Mrs Carol Davis
Principal





Student Performance and Outcomes

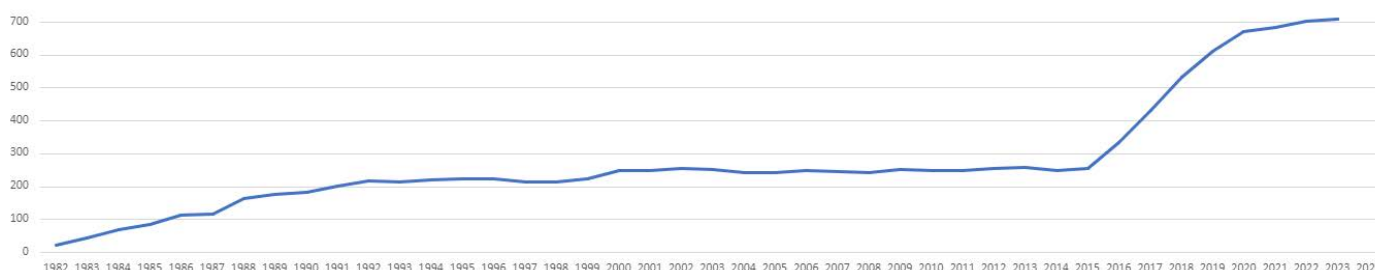
Student Population and Attendance

Area of School	Female	Male	Total	Average Attendance %
Kindergarten	31	19	50	90%
Pre-Primary	25	24	49	91%
Year 1	21	34	55	92%
Year 2	29	18	47	93%
Year 3	30	30	60	94%
Year 4	22	28	50	95%
Year 5	29	31	60	95%
Year 6	31	30	61	93%
Year 7	28	32	60	92%
Year 8	33	24	57	93%
Year 9	39	13	52	91%
Year 10	27	19	46	91%
Year 11	14	17	31	98%
Year 12	16	14	30	91%
Total	319	290	708	93%

Students at Emmanuel are required to attend school for the days stated, and arrive on time ready for instruction. When students are absent from the School they are marked as absent in SEQTA, the electronic attendance programme used by the School, and a text message is sent to parents requesting a reason for the absence. At the conclusion of each week, an analysis of the attendance of each child is undertaken and where necessary, the Deputy Principal, makes a phone call seeking clarification from the parents and offering pastoral support if necessary. If students continue to be absent, meetings are set up with parents and relevant pastoral care staff members.

Comparative Population Summary 1982-2023

The graph below shows movements in the student population over the past 41 years, as taken from the August census dates each year. The discernable jump in numbers in 2016 is due to the Year 7 formally commencing in the Salcott campus.



164.3%
Overall Growth
2017 - 2023



Primary School Curriculum

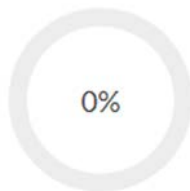
Emmanuel’s mission is for our students “...to know God and serve Him....”.

Partnership with families is foundational in equipping the students to know and serve God today, tomorrow and in the future.

We serve a diverse demographic with cultural and linguistic (migrants and refugee) differences, a wide range of parental school education levels and many who are disadvantaged and vulnerable. We recognize the richness as well as the challenges this brings. (see Diagram 1 below).

Full-time equivalent enrolments: 658.0

Indigenous students



Language background other than English

- Yes (67%)
- No (33%)
- Not stated (0%)

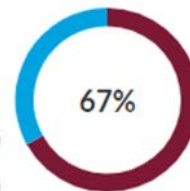


Diagram 1

We therefore continue to improve partnership with parents in the education of the child. We continue to develop our staff with knowledge and skills to provide a safe and supportive place, and teaching practices that are responsive to the needs of our students. These include:

- parent-teacher information meetings held by each year level at the beginning of the year,
- whole primary school professional learning on Trauma Informed practices, facilitated by our year 1 teachers,
- “Little Learners” program twice a week in term four, delivered by our Kindy teachers for 2023 Kindy families which is receiving high and regular attendance,
- provision of Burmese interpreter at teacher-parent meetings
- translation of some key information documents into Burmese, Vietnamese and Arabic e.g *Three- and Four-Year-Old Development Milestone*
- making available Health Department fact sheets in different languages for our Kindy and Per-Primary families,



- contracting Masters Psychology at the end of 2023 for a more timely and increased access to school psychologist to diagnose students with learning difficulties or learning disabilities, and to support all members of the school community.

To work towards excellence in teaching, we continue to revise and refine educational programs and implement research and evidence-based practices such as:

- ongoing review of teaching programs and practices e.g reading, writing, integration, inclusive education, differentiated teaching, Early Childhood pedagogy,
- refining classroom practice based on research-based approach to teaching,
- fostering performance development culture including targeted professional learning for all educators,
- school-wide (primary) data collection system to track student progress in literacy and numeracy,
- use of data such as NAPLAN by educators to reflect and plan teaching and learning,
- introduction of Brightpath to develop whole school writing assessment continuum,
- Multi-tiered teaching approach (whole class → small group → one-one) to target specific learning needs,
- our Multi-Age Group (MAG) remediation program in English and Mathematics for years 5 and 6 which has seen reduction of student numbers and better outcomes,
- implementation of whole school Bible program from K-6 in 2024 which includes main Biblical themes and narratives, Emmanuel School Values and Peacewise program; to better equip our students with Biblical knowledge, values and skills for Christian living,
- conclude the teaching of Spanish as Language program to introduce AUSLAN in 2024 in the primary school,
- Education Assistants in the early years (K-4) to offer differentiated programs,
- Early Childhood Coordinator position for 3 days to lead K and PP in 2023 and K-Year 1 in 2024,
- mentoring of all educators by senior leaders, Miss R. Ashmore, Mrs. G. Smith Mr. P. Gabrielson and Mrs. P Street,
- dedicated budget to resource literacy and numeracy programs,
- participation in “Transforming Transitions” research with AISWA and ECU to reflect, evaluate and redesign entry of families into kindergarten,
- enrolment of our middle leaders in Christian Schools Australia “Step Up Training Course for Middle Leaders”.

In my fourth year as the Deputy for Curriculum, I am encouraged by the dedication of our educators and the efficacy of our teaching programs.

It is affirming to see our progress in NAPLAN over the past 3 years (Diagram 2) as well as the acknowledgement by ACARA (Australian Curriculum Assessment and Reporting Authority) as a “high performing school”, relative to our socio-economic status (Diagrams 3).

Year 3 NAPLAN Reading Results 2017-2023

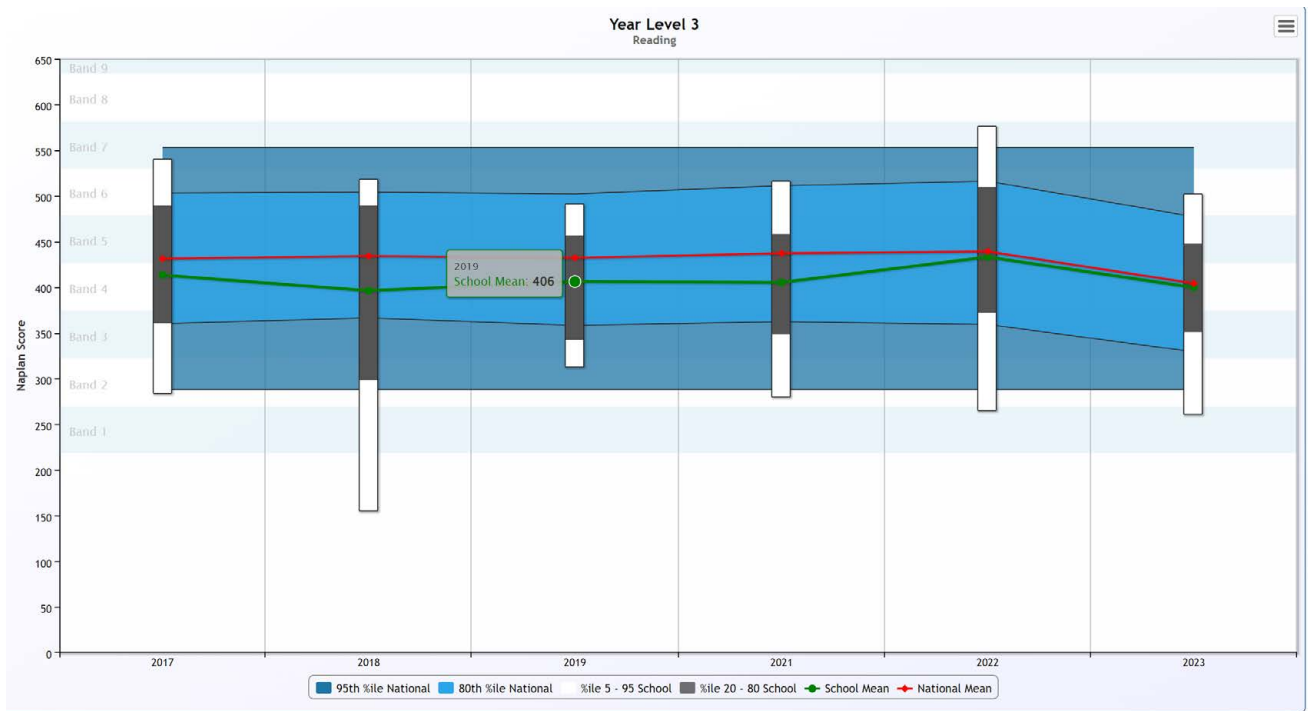


Diagram 2

The West Australian 15.12.23

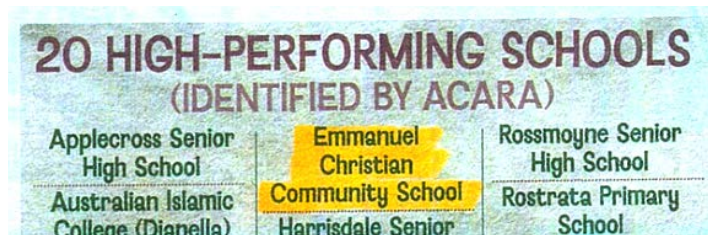


Diagram 3

NAPLAN Scores Years 3

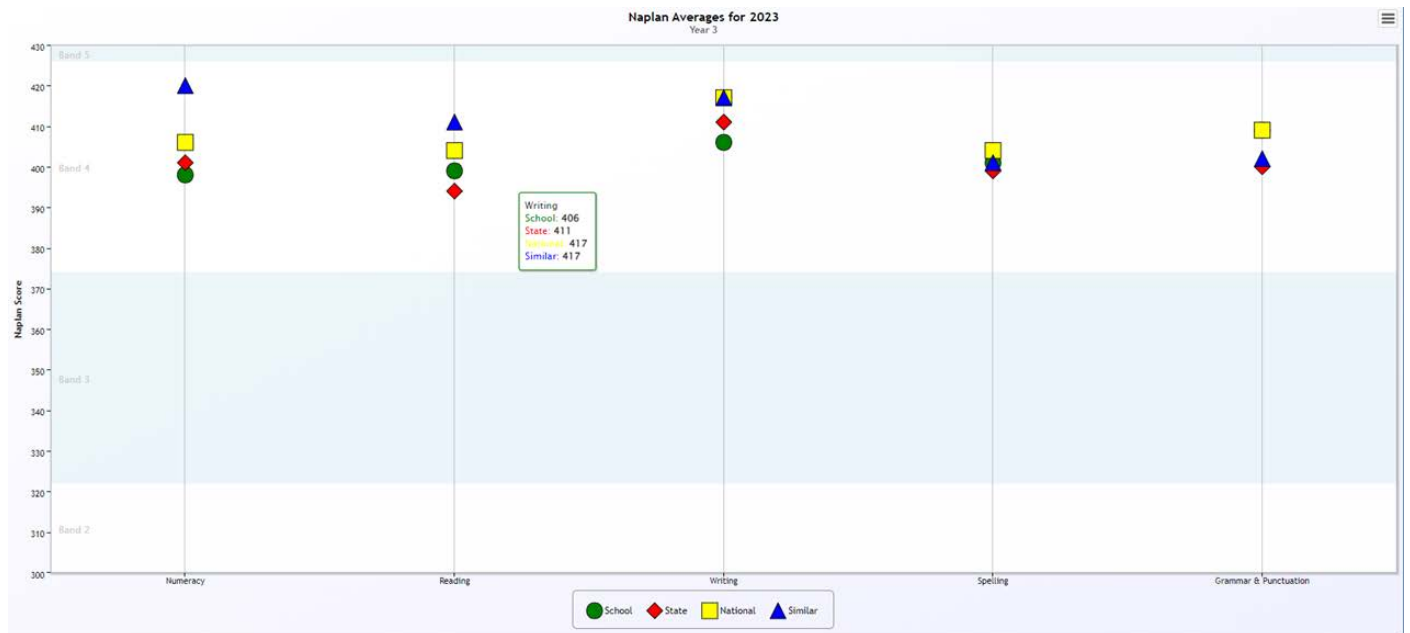


Diagram 4

NAPLAN Scores Years 5

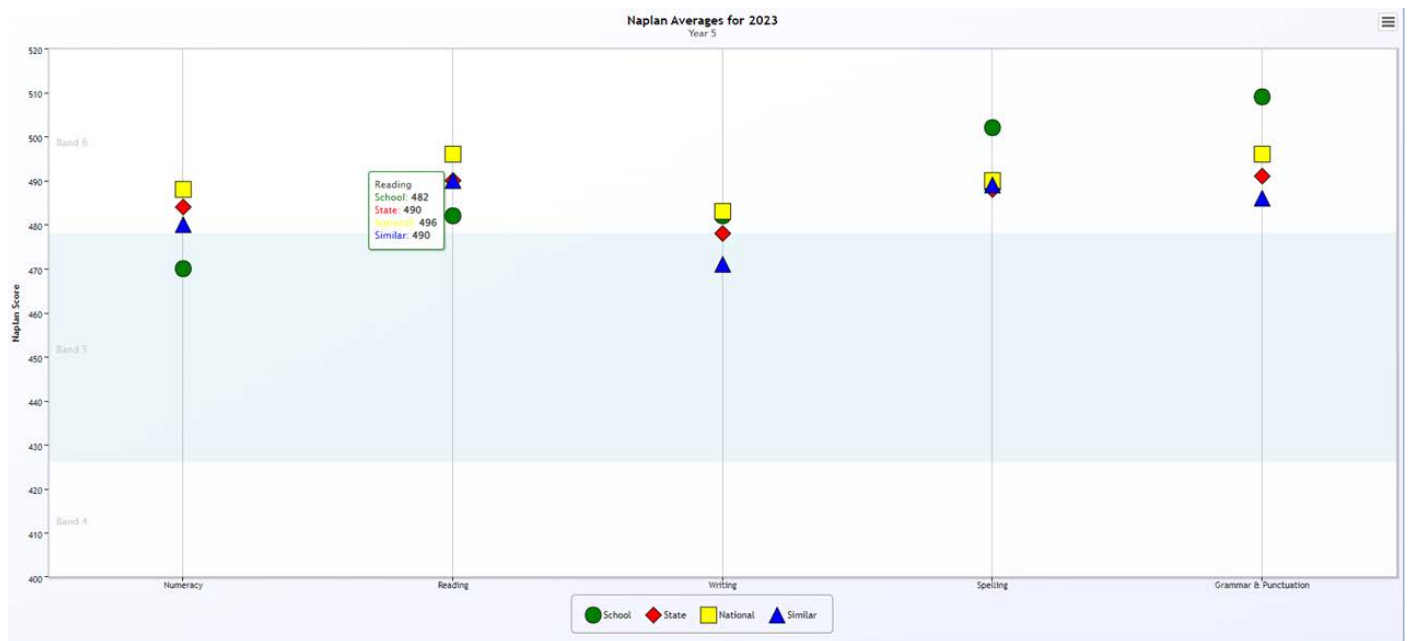


Diagram 5

NAPLAN Scores Years 5

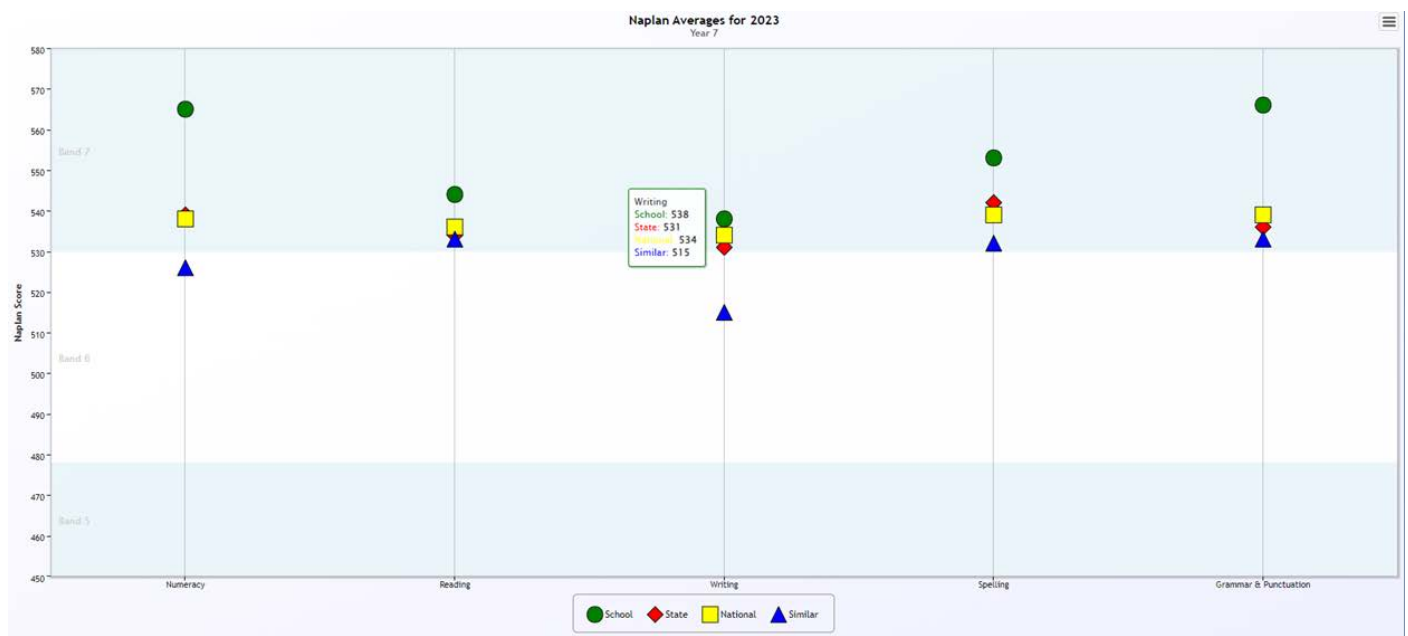


Diagram 5

We continue to strive towards excellence. Teacher excellence, specialist in learning difficulties and disabilities, a more considered effort into parent engagement and understanding of trauma informed practices, will benefit all stakeholders in the community.

Along with great needs and challenges, there is a collective effort by all staff in making our school a welcoming and a safe place so our students can thrive.

Please continue to pray for us.

Mrs Pinky Street
Deputy Principal: Curriculum (Primary School)



Secondary School Curriculum

2023 NAPLAN Results

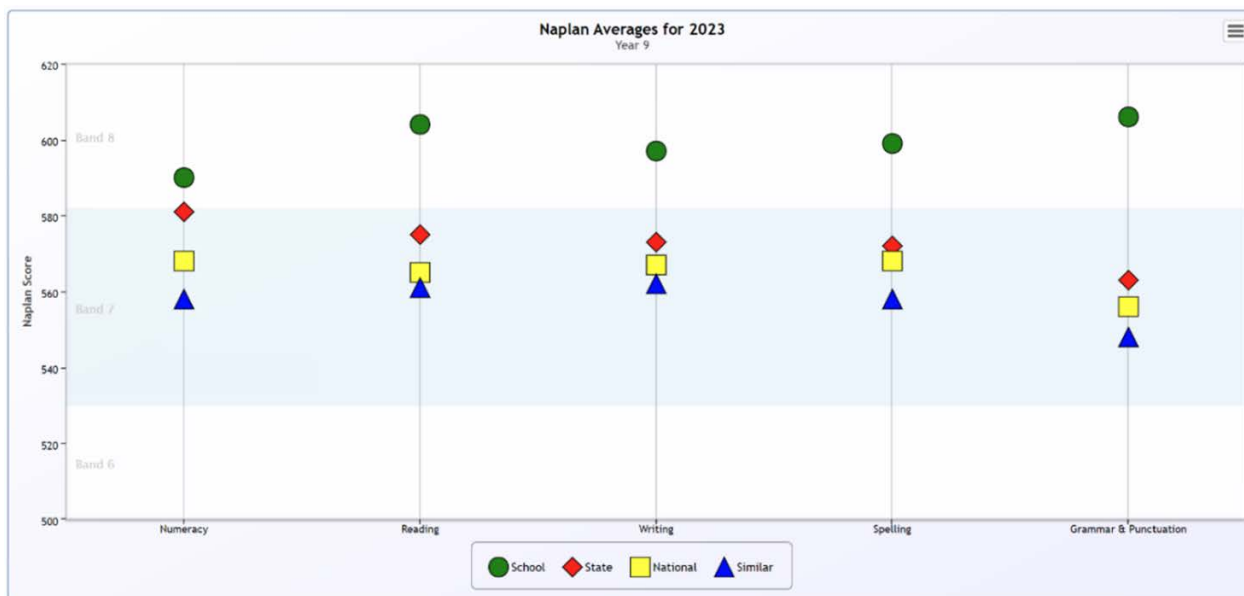
2023 NAPLAN fully transitioned to online assessment.

Overview of ECCS Secondary NAPLAN 2023 Data

- By the time students are in Year 7 they have on average improved their overall performance in literacy and numeracy in comparison with the National Average.
- By Year 9 they are above in all areas.

Following are graphical data to support the above summary:

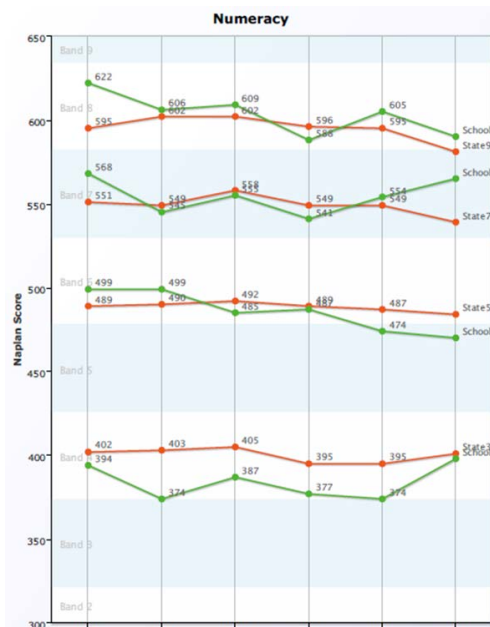
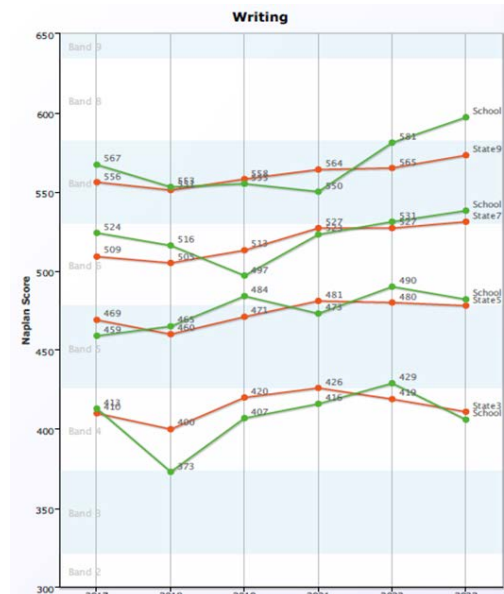
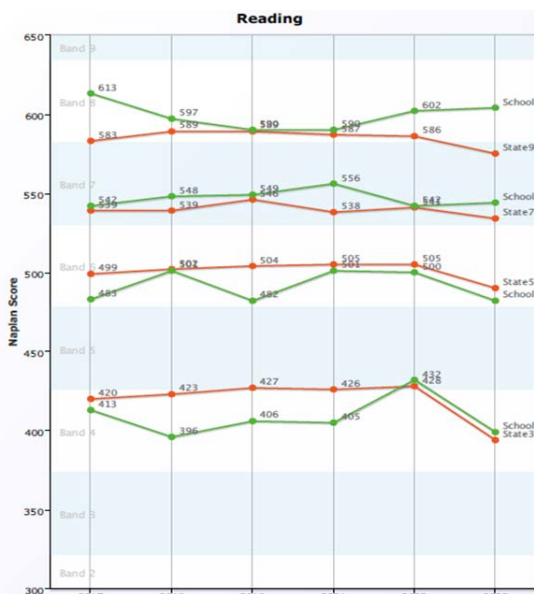
Our Year 9 average results are above all other averages (state, national and similar schools).





Tracking progress of each cohort

These graphs represent the average NAPLAN score for each year group from 2017. In 2020 there was no NAPLAN. The green lines represent ECCS average scores, and the orange lines represent the state averages.



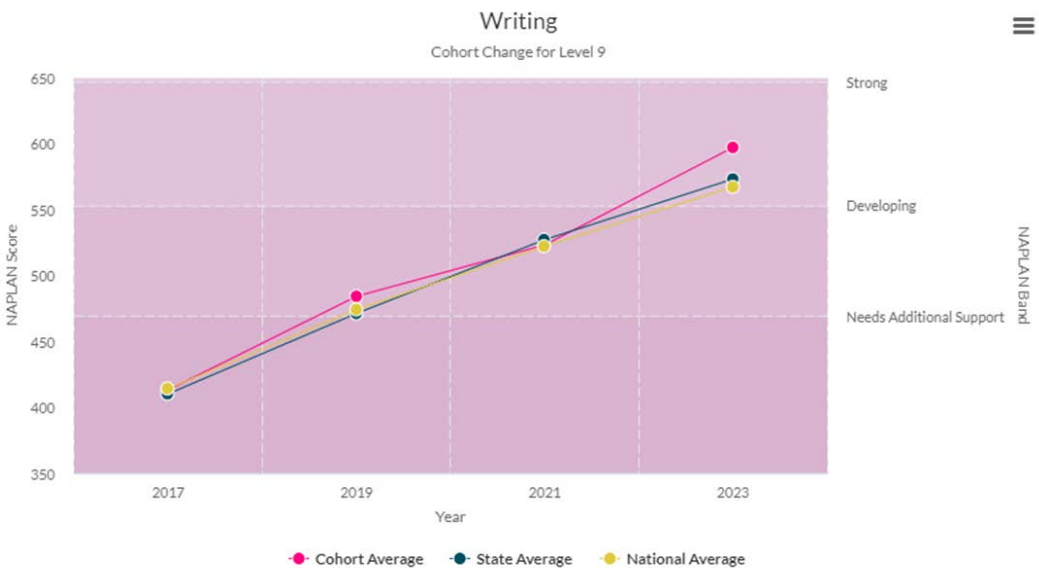


Tracking Year 9 Average Scores

Reading



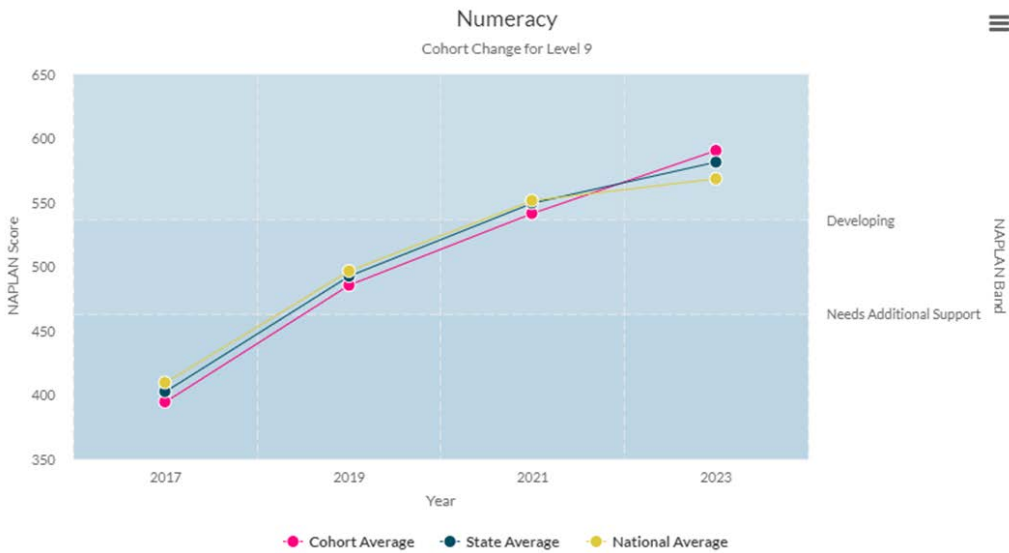
Writing



These graphs show the average scores for the current Year 9 cohort from 2017 onwards in comparison with average state and national scores.



Numeracy



The student reports are now in a new format with four proficiency levels:

- **Exceeding:** the student's result exceeds expectations at the time of testing.
- **Strong:** the student's result meets challenging but reasonable expectations at the time of testing.
- **Developing:** the student's result indicates that they are working towards expectations at the time of testing.
- **Needs additional support:** the student's result indicates that they are not achieving the learning outcomes that are expected at the time of testing. They are likely to need additional support to progress satisfactorily.

Year 9 Results Using the New Bands





OLNA Results from Round 2, 2023

Online Literacy and Numeracy Assessment.

Students who have achieved the old NAPLAN Band 8 in Year 9 already pre-qualify for the OLNA and have achieved the literacy and numeracy standards for WACE graduation.

For Year 9 and 10 students who had not prequalified, extra Literacy and Numeracy strategies were employed in English and Math classes to help students drill in concepts, become familiar with the language of OLNA and the type of questions presented. Our aim is that all Year 10 students meet the WACE requirements for Literacy and Numeracy so that they can enter Upper School without the added pressure of OLNA testing.

Below is the percentage of each year group who have achieved the OLNA standard after the second round of OLNA testing in Terms 3 (Year 11 & 12) and 4 (Years 9 & 10).

After the NAPLAN in Term 1, 32 Year 9s had to sit some part of the OLNA in Term 4. 16 of those have now achieved the standard.

Percentage of students who have demonstrated the standard at the beginning of 2024:

Year	Numeracy	Reading	Writing
Year 10	72%	86%	84%
Year 11	79%	86%	88%
Year 12	94% (2 students)	97% (1 student)	100%

Students were informed of their OLNA status before the second round, and we implemented OLNA preparation classes for Literacy and Numeracy for Year 11 and 12 students as part of their timetabled classes. Students under the guidance of Learning Support teachers worked through OLNA practice questions, with assistance and teaching as required.

Year 12 students completed the final round of OLNA testing in Term 3. Failure to qualify for WACE graduation does not mean that they can never achieve Secondary graduation as further opportunities to take OLNA tests will be given to them after they have left school.



2023 WACE Results

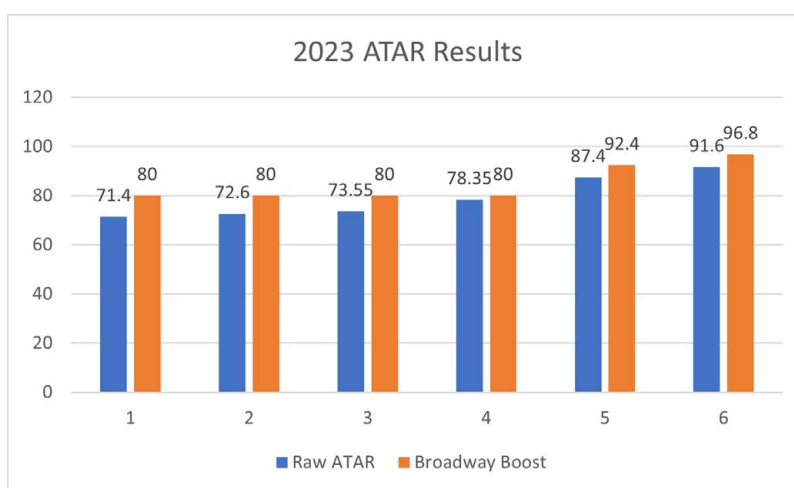
The Class of 23 had 30 students. 6 took the ATAR direct entry to university pathway (5 ATAR courses). 24 took the VET/ non-ATAR pathway (a mixture of VET certification, General and ATAR courses).

ATAR Results

- 9 students sat WACE exams.
- 6 of these students completed 5 ATAR courses to gain an ATAR score.
- All students who completed the ATAR program gained high enough scores to enter any WA university (ATAR of 70 or more).
- With the UWA Broadway Boost, all students gained an ATAR of 80 or more.
- Highest ATAR – 91.8, and with Broadway Boost it became 96.8.

The following ATAR courses were offered:

Course	Number of Students	Mean	Range
Applied Information Technology	6 (1 did not attend the exam)	46.2 (57.2)	22.2 – 63.7
Chemistry	5	58.8	55.2 – 67.9
Design	2	62.2	57.5 - 67
English	7	55.4	42.1 – 81.7
Human Biology	3	59.5	51.1 – 65.8
Mathematics Applications	2	54	48 – 60.1
Mathematics Methods	4	55.0	49.6 – 63.3
Physics	2	55.8	54 – 57.6
Psychology	1	54.5	54.5



ATAR Range 71.4 – 91.8 | Broadway Boost 80.0 – 96.8

Conclusions regarding ATAR Results



The results are pleasing and reflect the ability levels of the students



First time all ATAR students achieved an ATAR over 70



The correlation between school marks and exam marks are well within the 0.7 or higher mark



The prayer, patience and sacrifice from staff has paid off

VET Results

14 students passed the Certificate III Business

6 students passed the Certificate II Hospitality

1 student passed the Certificate II Data and Voice Communications (TAFE)

1 student passed the Certificate III Engineering – Technical (TAFE)

2 students achieved WACE points doing ADWPL

Note:

- Certificate III contributes 6 WACE points (4 in Year 12)
- Certificate II contributes 4 WACE points (2 per year)

Non-ATAR Results

Only 1 student of 24 did not pass sufficient courses to achieve the WACE (WA Certificate of Education). This same student was the only student who did not achieve the Writing component of the OLNAs.

Five other students did not pass the OLNAs even though they demonstrated improvement over the course of the year.

Conclusion Regarding Non-ATAR Results



The General and VET pathways are extremely important in our school, and we must continue to promote these alternatives to students



The prayer, patience and sacrifice from staff teaching these courses has paid off



OLNA preparation is to begin after NAPLAN.



Note: in Year 12 we only have two students who have not achieved OLNAs.



Please pray for these students. One of them has just achieved Numeracy, and has been working hard at it.

Mrs Bronwyn Carruthers
Deputy Principal: Curriculum (Secondary School)





School Improvement initiatives

Curriculum

As student interests change, new courses are offered to cater for their interests. In 2023 Ancient History ATAR was offered to Year 11 students and proved to be very successful and enjoyable. The Year 12 course will follow in 2024.

The Hospitality Certificate II was trialled by Year 10 students. Those who decided not to continue with it in Year 11 achieved the Certificate I instead.

An increase in time for the teaching of Spanish was factored into the timetable for Year 7 students. This is to ensure that the phased implementation of the Western Australian curriculum for teaching Languages was implemented.

Outdoor Recreation is an elective chosen by Year 9 & 10 students. Many new experiences were added to the program including Beach Volleyball and Squash.

Learning Support

The capacity of the Learning Support Team doubled in 2023 with the addition of a teacher specialising in Numeracy. This allowed for twice the support for students with learning difficulties or those with English as a Second Language. More Education Assistance was able to be given in classes other than English or Mathematics. An Education Assistant was also employed to provide a specialist program for a student with high educational support needs.

Professional Learning

Teachers were able to attend a wide variety of Professional Learning after the “famine” experienced during COVID. These included sessions on improving student outcomes in English, workshops to review the Maths and Science ATAR exams, Keeping Safe Child Protection, Conferences for Science and Maths teachers, use of AI for teachers and so on. Teachers make use of webinars for professional learning as well as attending in person.

Student Leadership

The Student Council attended a leadership training seminar run by CSA in addition to other training and the Student Council Camp. It was hosted by ECCS and students from Mandurah Baptist College joined us for the day.

Cru West provided mentoring training for Year 10 students in preparation for taking on mentoring of the incoming Year 7s for 2024. Bonds of friendship began to form between the Year 10s and Year 6s which will hold them in good stead for 2024.

Arts Expo

The 2023 Arts Expo increased its size and creativity and included displays from both the Arts and Technologies Learning Areas. This event is held currently with the Secondary Awards Evening and many parents and students enjoy viewing the creative and cleverly designed displays of other students.

Soccer Academy Expanded

The Year 3 and 4 students were included in the soccer academy in 2023. They received intensive training from Kenny Weston for a one-hour session each week.



Chaplains' Report

The 2023 school year started off normally unlike the previous couple of years which started off with COVID lockdowns. So it was good in that everything was back to normal. 2023 saw the commencement of our new Chaplain; Evelyn Jovita. She has been a wonderful addition to the Pastoral Care Team here at ECCS. She is creative and innovative has connected well with our student body as well as staff.

We continued to provide pastoral care to students and staff. Some of our students were faced with bereavements and serious family illness and the chaplains were on hand to provide much needed pastoral care and support.

As Chaplains we have continued to lead and serve our learning community in the following areas;

- Breakfast Club; Preparing and serving breakfast to our students who cannot afford it for one reason or another.
- Whole school prayer; Organizing Secondary School students to lead prayers with the Primary school.
- Organizing and leading lunchtime prayer with students. 2023 saw us launch CRU- Lunchtime Bible study groups for different year groups.
- Speaking at the 2023 Commissioning Service for new staff members.
- Secondary School Assembly; Speaking and booking guest speakers.
- One on one pastoral support for students with behavioural issues as part of their restorative plan.
- School camps; being present at Year 7, Year 9 and Year 11 camps.
- Facilitating on-going financial support for the 2 children, sponsored through Compassion Australia, with fund raising initiatives.

- Opening and closing in prayer at School events such as; Year 6 Masquerade, Year 6 and Year 12 Graduation ceremonies.

We finished 2023 on high note because GOD has been good to us as a learning community and ministry of GBC and look forward to experiencing GOD's goodness and grace in 2024. We are praying for GOD's faithful provision for some people in our school community who are struggling financially.

Mr Chinyama Kangombe
Miss Evelyn Jovita
Chaplains





Staffing



Staff Standards and Workforce Composition

Workforce Composition

Teaching staff	55
Full-time equivalent teaching staff	46.5
Non-teaching staff	72
Full-time equivalent non-teaching staff	37.5
Aboriginal and Torres Strait Islander staff	1

As at census 2023

Staff Recruitment and Appointments

A strategic aim of ours is to employ the highest standard of Christian educators; staff who are recognised for their excellence and professional practice and who are able to fill particular needs within the School. These will be people who can uphold and actively promote the Vision, Mission, and Christian values and beliefs of the Emmanuel Christian Community School Inc Association.

In addition to any relevant qualifications and experience, we consider that an active Christian lifestyle and membership of a local Christian church are the best ways for a candidate to demonstrate their suitability for employment.

For the recruitment of permanent teaching staff in particular, the School requires a pastor of Girrawheen Baptist Church to be a member of the interview panel. The purpose of this is to provide feedback with regards to the candidate's spiritual maturity and Christian walk.

All staffing positions are advertised locally through reputable employment sites and appropriate media. Girrawheen Baptist Church is notified of any upcoming vacancies, ahead of outside advertising. In addition to posting vacancies on the School's website and social media pages, the following avenues for recruitment were utilised in 2023:

- [ChristianJobs.com.au](https://www.christianjobs.com.au)
- [Christian Schools Australia \(CSA\) Job Vacancy List](#)
- [Seek.com.au](https://www.seek.com.au)
- AISWA
- ECCS Alumni Facebook page
- [Australian Christian Employment Opportunities Facebook page](#)

2023 Teaching Staff:

Name	Job Title	Campus	Start Date	Qualifications	Other Qualifications / Skills
ARNOT Leandra	Teacher (Primary)	Casserley	02-Jan-20	Higher Diploma in Education (Junior Primary)	
ASHMORE Rachelle	Senior Teacher (Primary)	Casserley	01-Jan-10	Bachelor of Education K-7, accreditation in Special Needs	
BIRD James	Teacher (Science)	Salcott	01-Jan-23	Master of Teaching (Secondary)	Bachelor of Science (Chemistry), Post Graduate Diploma of Teaching (Science and Chemistry)
BOSCH Michelle	Teacher (Math)	Salcott	12-Jul-21	Bachelor of Primary Education (B Prim. Ed.) (Senior Primary) - Education I, II and III, Mathematics IE and IIE Biology IE and IIE, English IE	
BRITZ Surette	HOLA (English)	Salcott	01-Jan-19	Higher Education Diploma	Certificate in Australian Literature, Advanced Cert in Education Leadership, Bachelor of Arts & Philosophy
BROWN Leanne	Teacher / VET Coordinator	Salcott	01-Jan-18	Cert IV in Workplace Training & Assessment,	Cert IV in Allied Health Asst, Cert II in Home & Comm Care, Cert IV in Aged Care, Cert IV in Disability, semi-finalist for WA Trainer of the Year
BUCKLEY Conor	Year Coordinator, HASS Teacher	Salcott	19-Jul-21	Post-Graduate Diploma in Education	Master of Education (Leadership), Baccalaureate in Theology and Arts
CAMPBELL Mason	Year Coordinator, Science/PE Teacher	Salcott	01-Jan-20	Grad Dip Teaching (Secondary - HPE)	BSc, Cert IV in Fitness (Personal Training)
CARLY Kym	Teacher (English)	Salcott	17-Jan-22	Graduate Diploma Education Secondary (English)	Bachelor of Theology, Bachelor of Arts (English)
CLEMINSON Lynmari	Teacher (English)	Salcott	01-Jan-20	Bachelor of Education (English & History)	Leadership Certificate
CRUZ William	Teacher (HPE/Soccer/ Spanish)	Salcott	25-May-11	Bachelor of Education	Coaching Soccer at Senior Level
CUMINE Elise	Teacher (Primary)	Casserley	01-Jan-21	Bachelor of Education (Early Childhood)	
DE WET Deidre	Teacher (Math)	Salcott	02-Jan-20	Higher Education Diploma	Bachelor of Science (Mathematical Sciences)

Name	Job Title	Campus	Start Date	Qualifications	Other Qualifications / Skills
DOBRICH Rebecca	Teacher (Primary)	Casserley	12-Jun-17	Bachelor of Education (Early Childhood)	Cert IV in Education Support
FERNANDEZ Christine	Teacher (Biology, Psych, Health)	Salcott	01-Jan-23	Bachelor of Physical Education	Diploma of Education, Certificate of Applied Positive Psychology (CAPP)
GABRIELSON Grace	Year Coordinator, Learning Support Teacher	Salcott	11-Feb-10		
GABRIELSON Phillip	Deputy Principal (Students)	Casserley	01-Jan-91	Bachelor of Arts in Education (Primary)	
HARDIE Suezanne	Teacher (Primary)	Casserley	01-Jan-05	Bachelor of Education (Major Primary)	Cert IV Education Assistant (Special Needs)
HUANG Daniel	Teacher (HASS)	Salcott	01-Jan-23	Graduate Diploma in Education (Primary)	Bachelor of Commerce (Honours 2A), Certificate IV in Training & Assessment
JACKSON Paul	Teacher (Materials, Design & Tech)	Salcott	02-Feb-18	Bachelor of Education (Physical & Health)	Graduate Cart in Education (Design & Technology)
JAMES Elizabeth	Teacher (Learning Support)	Salcott	24-Jan-23	Graduate Diploma of Education	Certificate in Teaching English as a Second , Language, Bachelor of Social Work, Bachelor of Science
JAMES Simon	Teacher (Media & Design)	Salcott	01-Jan-23	Graduate Diploma in Education- Visual Arts	Bachelor of Arts- Visual Arts
LOMBARD Beulah	HOLA (Math)	Salcott	01-Jan-19	Higher Education Diploma	Bachelor of Science (Major Maths)
MARTINEZ Melissa	Teacher (Food Technology)	Salcott	17-Jan-22	Secondary Teaching Credential and MASTEP Scholar	Bachelor of Science (Biological Sciences), Certificate II in Kitchen Operations
MATTHEWS Sharon	Teacher (Primary)	Casserley	01-Jan-21	Bachelor of Education (Primary)	
MOREY Madeleine	Teacher (Primary)	Casserley	17-Jan-22	Master of Teaching (Primary)	Bachelor of Commerce majoring in Chinese Language and Accounting
MULLALEY Jodie	Teacher (Primary)	Casserley	24-Jan-23	Bachelor of Arts— English, Communication and Cultural Studies	Youth Ministry Internship, Illustrator
NEAVES Linda	Teacher (Primary)	Casserley	15-Apr-96	Bachelor of Education (Primary)	Diploma for Teachers of Students with Specific Learning Difficulties

Name	Job Title	Campus	Start Date	Qualifications	Other Qualifications / Skills
PADMANABHAM Anandh	Teacher (Math & Technology)	Salcott	02-Jan-20	Graduate Diploma of Education (Secondary), Major Maths	Master of Philosophy, Grad Dip of Applied Computing, Bachelor of Engineering
PAULUS Janice	Teacher (PE)	Salcott	12-Jul-21	Bachelor of Social Science (Youth, Health and Physical Activity)	Bachelor of Arts (Education)
PIRIE Brendon	Senior Teacher (Primary)	Casserley	01-Jan-08	Bachelor of Education (Primary)	
QUINTANILLA Jacqueline	Teacher (Primary)	Casserley	01-Jan-18	Bachelor of Education (Primary), specialisation in English	
QUINTANILLA Jessica	Teacher (Primary)	Casserley	01-Sep-16	Graduate Diploma of Education	Bachelor of Communications
RAMER Heidi	Teacher (Christian Studies, Biology, Science)	Salcott	01-Jan-21	Graduate Diploma of Education (Secondary Teaching)	Master of Divinity, BS Biology: Molecular & Cellular Biology
RAWSTORNE Hannah	Teacher (Primary)	Casserley	01-Jan-15	Graduate Diploma of Education (Primary)	Bachelor of Music Classical Performance
REID Elita	Teacher (Primary)	Casserley	01-Feb-16	Bachelor of Education (Early Childhood)	
RIDDLE Leigh	Teacher (Primary)	Casserley	11-Aug-17	Graduate Diploma of Education (Primary)	BA Product & Furniture Design
RUDOLPH Kimberley	Teacher (Primary)	Casserley	22-Jan-18	Bachelor of Education (Kindergarten through Primary)	
SAN DIEGO Mark	Teacher (Music)	Salcott	21-Jul-22	Music Teacher	Bachelor of Engineering (Chemical Engineering) (BEng Hons), Bachelor of Science (Multidisciplinary Science)
SIANI Peter	Teacher (HPE)	Salcott	01-Jan-21	Bachelor of Secondary Education	
SMITH Gillian	Early Childhood Coordinator	Casserley	20-Oct-22	Graduate Diploma of Education (Early Childhood Studies)	Bachelor of Psychology Honours (Postgraduate), Bachelor of Arts (Communication and Psychology majors)
SMOKER Carly	Teacher (Visual Arts & Media)	Salcott	16-Feb-80	Bch Teaching	BA Visual Arts & Design
STEPHENSON Nicolie	Teacher (Primary)	Casserley	07-Feb-11	Graduate Diploma of Education (Early Childhood Studies)	Bachelor of Health Science (Health Promotion), Post Graduate Dipl in Health Science
TAYLOR Megan	Teacher (HASS)	Salcott	25-Nov-13	Bachelor of Education (K-Yr7)	

Name	Job Title	Campus	Start Date	Qualifications	Other Qualifications / Skills
THOMPSON Katie	Teacher (Primary)	Casserley	02-Aug-21	Bachelor of Education (Kindergarten through Primary)	AUSLAN, Cert IV Disabilities, Cert III Human Services
THYER Benjamin	Teacher (Primary)	Casserley	23-Mar-20	Bachelor of Education (Primary)	
VAN DER MERWE Ilonke	VET Support/ Teacher Aide	Salcott	01-Jan-21	Cert IV in Training & Assessment (TAE40116)	Cert III in Catering (SIT30921)
VICKERS Nicolette	HOLA (Science)	Salcott	01-Jan-20	1987-1991 Bachelor of Science (Major in Chemistry, Sub-major in Mathematics)	
WESTON Kenny	Soccer Specialist	Salcott	25-Jan-21	Soccer - AFC B Licence, UEFA A Licence	Football Consultant/ Coach, Australian Institute of Sports Training, Financial Planning
WILLIAMSON Kathryn	Teacher (Primary)	Casserley	01-Jan-05	Graduate Diploma in Primary Education	Bachelor of Social Work
WREN Candis	Teacher (Primary)	Casserley	09-Mar-16	Graduate Diploma of Education (Primary)	Bcomm (Double Major in HRM & IR)

Exited	Job Title	Campus	End Date
STRANG Sally	Teacher (Primary)	Casserley	6/28/2023
DIX Esther	Teacher (Drama)	Salcott	6/30/2023
HUGHES Nataly	Teacher (Primary)	Casserley	12/31/2023

Staff Qualifications

All teaching staff employed at Emmanuel meet the requirements for registration with the Teacher Registration Board of Western Australia (TRBWA). To qualify for full registration, teachers must:

- hold a teaching qualification from an accredited Initial Teacher Education (ITE) program, or a teaching qualification recognised by the TRBWA as equivalent.
- demonstrate proficiency to the prescribed standard in English, both oral and written;
- meet the Professional Standards for Teachers in WA at the 'Proficient' level.
- be fit and proper (requiring a criminal record check); and
- have taught for a minimum of 100 days in the five years prior to application in one or more educational venues in WA or other Australian or New Zealand schools.

First-year teachers are registered under the TRBWA's Provisional standards, which require a qualification from an accredited ITE, and that the teacher meets the fit and proper requirements. All teaching and non-teaching staff are required to hold a valid Working with Children Check at all times, and to provide a National Police History Check which is no more than three months old at the time of their appointment.



Professional Learning

Ongoing personal and professional development of our staff is vital to achieving the priorities of our Strategic Plan. We foster a culture of continual improvement, accountability, and spiritual growth amongst all staff as well as the Board. To that end, professional learning is scheduled throughout the year and staff are strongly encouraged to investigate opportunities for learning in an area of improvement or professional interest. By investing in professional learning and training, we raise the calibre of our educational programs, enhance student learning, and ensure the School is operating efficiently. The professional learning undertaken by staff in 2023 has been catalogued below:

Board, Governance and Financial

Christian Schools National Policy Forum & Symposium

Early Childhood

EYLF Leadership JULY - 13871

EYLF V.20 Fundamentals NORTH - 13866

Leadership

Building Future Proof Business Teams

Brightpath: Response to literature - assessment

Oasis Coaching Team Development Follow Program

CSA National Leaders Summit

Learning Support and Special Needs

Special Needs Supplementary Per Capita (IE Funding) Update for experienced IE Funding Coordinators

Supporting EAL/D Learners in the Classroom

Using the EAL/D Writing Progress Map

Miscellaneous

2022/23 Taxation & Payroll Training

AHRI Webinar: Changes to the enterprise bargaining framework: What HR needs to know

AHRI Webinar: The Right to Request Flexible Working Arrangements

Anaphylaxis e-Training

Animal Ethics Information Session

Asthma First Aid

Briscoe Consulting

Cert III in Catering (SIT30921)

Cert IV in Training & Assessment (TAE40116)

Child Abuse and Mandatory Reporting

Consulation Session for New 2024 Gen Year 11 & Yr12 HASS

Consulation Session for New 2024 Gen Year 11 & Yr12 HASS

CSA WA State Conference 2023

ECU Teacher Training 2023

ECU Teacher Training 2023

Employment Law 2023 - Recruitment, Probation, Redundancy, Termination

Enrolling Students with a Background Other Than English

First Annual ICT in Schools Summit WA

Flourishing School, Teaching, Clickview

GAWA Connecting Geography Teachers and Resources 7-10

Health and Safety Representatives Course

HLTAID003 - First Aid

HLTAID012 - Provide First Aid in an education and care setting

Improving Student Performance - ATAR English

Improving Student Performance - English General

Keeping Safe: Child Protection Curriculum

Legal Webinar - Legislation changes involving Short Term Contracts

Maths ATAR Exam Review Workshop - 13755

MAWA Conference

Mentors for Early Career Teachers

On-line Legal seminar to discuss the recent IR changes - 13841

Psychosocial hazards at work: Practical steps to manage workplace risks to psychological health

Reportable Conduct Scheme Webinar (AISWA)

Science ATAR Review / Network Day - 14028

SEQTA in-house/self-paced learning

STAWA Future Science Conference 2023

Tourism & Hospitality School Connect PD

Transforming Transitions (Invite Only) - 13853

Uniprep 2024 Training Day

What kind of Christian School are you becoming

Year 11 ATAR Modern History Assessment Workshop



Staff Satisfaction

Staff satisfaction was assessed again in 2023. Data showed that ECCS staff reported high satisfaction levels with improvement in most domains.

Staff Wellbeing continued to be a focus area for staff between 20219 and 2023.

	2023	2019
Leadership	3.8	3.48
Skills and Capabilities	3.36	3.13
Engagement	4.1	4.01
System and Processes	3.75	3.66
Focus and Productivity	4.02	4.03
Care and Well Being	3.66	3.57
Purpose, Strategy & Values	3.68	3.52
	(out of 5)	(out of 5)

Top Priority Areas:

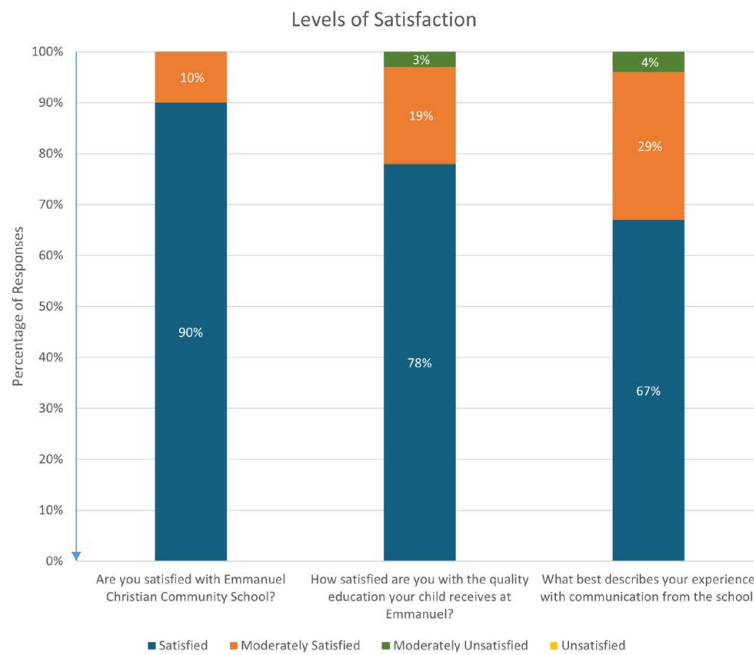
2023 Top Priority Areas		
	Area	%
1	Staff Wellbeing	46
2	Quality Teaching	32
3	Spiritual growth	29
4	Communication	25
5	Student wellbeing	24

2019 Top Priority Areas		
	Area	%
1	Staff Wellbeing	48
2	Class sizes	43
3	Communications	33
4	Resourcing	25
5	Pastoral Care	25

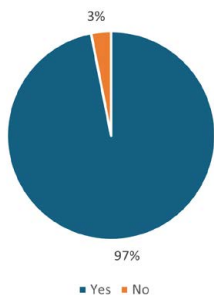


Community Satisfaction & Development

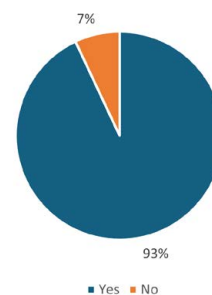
Community Satisfaction Level



Do you feel the school cares about the wellbeing of your child?

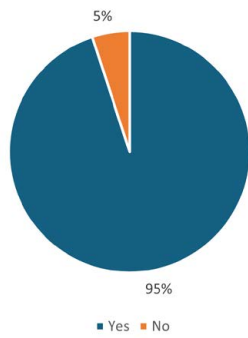


Do you feel valued as a member of the school community?

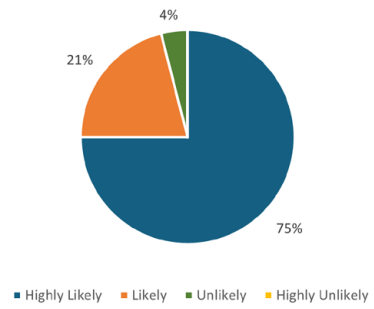




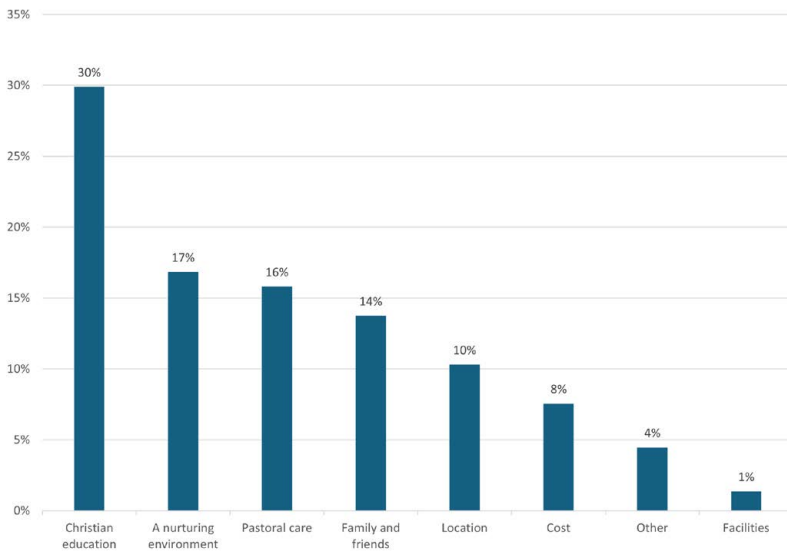
Do school fees provide value for money?



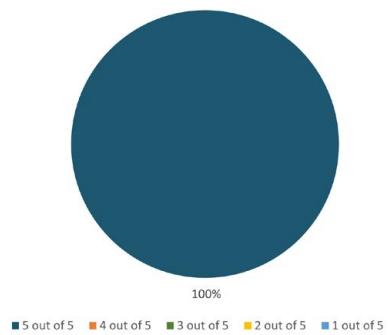
How likely is it that you would recommend the school to other parents?



What is your reason for choosing to send your child to Emmanuel?



Please rate ECCS out of 5

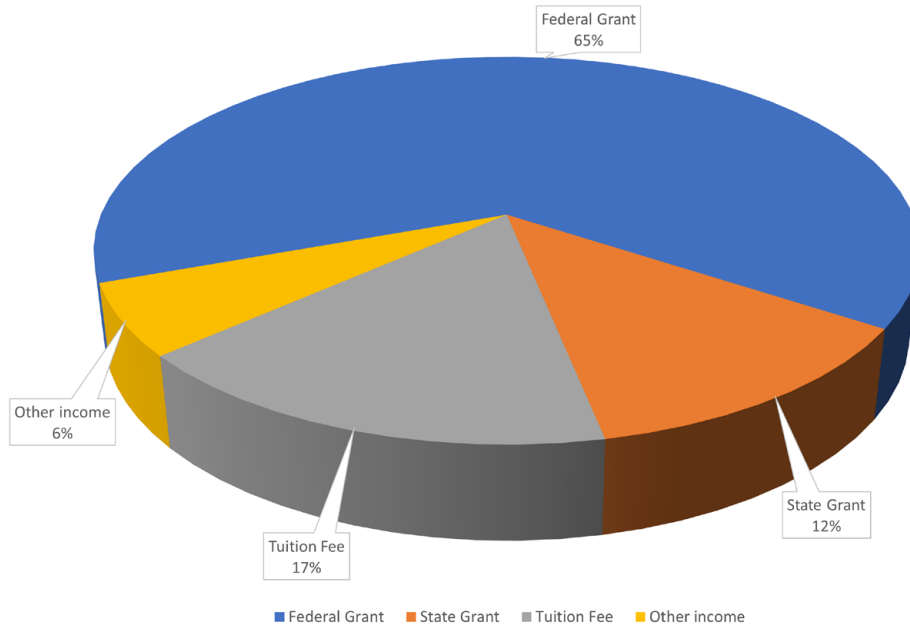




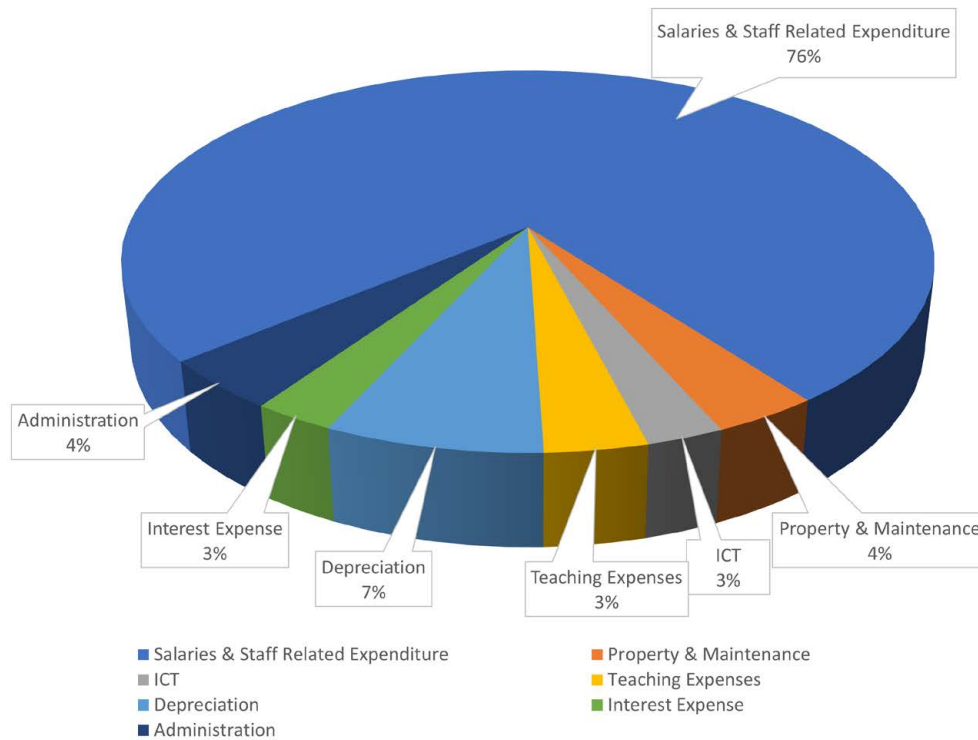
Finances

Source of Revenue & Expenditure Analysis

2023 Source of Revenue



2023 Expenditure Analysis





Fee Schedules

Our aim, in keeping with our Constitutional mandate, is to make Christian education affordable and accessible to as many Christian families.

How Fees are Calculated

A number of factors are taken into consideration when calculating tuition fees for the coming year. These include, but are not limited to, ensuring staff salaries are competitive, projected expenses, a comparison to similar schools, Government funding, the Consumer Price Index for Education, and the overall viability of the School.

Tuition fees only account for about 19% of the School’s income. Tuition fees represent the gap between the total cost of educating a student and the funding we gratefully receive from State and Federal Governments (roughly 75% of income). Fee concessions and discounts are available to families subject to satisfaction of some conditions.

Kindy to Year 12 Fee Schedule (Resident Students)*

Tuition Fees	\$ Base Per Term	\$ Indicative Per Month	\$ Indicative Annual Total
Kindergarten	465	155	1,860
Pre-Primary	843	281	3,372
Primary (Years 1 - 6)	843	281	3,372
Year 7	1,160	387	4,640
Year 8	1,186	395	4,744
Year 9	1,206	402	4,824
Year 10	1,227	409	4,908
Year 11	1,260	420	5,040
Year 12	1,285	428	5,140

* Exclusive of camps, elective fees and other expenses.



GOD WITH US

EMMANUEL CHRISTIAN COMMUNITY SCHOOL

COMMUNITY | COMPASSION | EXCELLENCE
INTEGRITY | PRAYER | SERVICE

CHANGING LIVES THROUGH CHRIST-CENTERED EDUCATION

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