



Annual Report

2008

The following report is prepared according to the School's Annual Reporting policy and the NSW Government's Education Act. It provides general information to the community about the School's ethos and character and its performance in Academic and Financial terms. More specific information can be obtained by contacting the school directly.

COMMENTS FROM KEY BODIES

From the Board Chair

Pacific Coast Christian School (**PCCS**) is located at Tweed Heads and is a school owned by Christian Education Development Alliance Limited (**CEDA**). Pacific Hills Christian Education Limited (**PHCE**) is a member of CEDA. PHCE also provides services to PCCS.

2008 was the inaugural year for PCCS. During the year it faced many challenges due to the circumstances in which it commenced operations. However, with the leadership and direction of the founding Principal, Neville Pollard, and more recently, Dr Tina Lamont, these challenges are being addressed in a positive fashion. Both Mr Pollard and Dr Lamont are assisted and guided by Dr EJ Boyce who is the Executive Principal, a role to which he was appointed by the Board of PCCS.

Despite its difficult beginnings PCCS has now started to develop its own identity and culture and is beginning to build strong links with its community. However, the next twelve months will continue to present a challenging environment for PCCS as it seeks to establish itself together with its own identity in the community. Its major challenge in the coming twelve months is to secure land and establish a long term base for its operations. In other respects, the challenge for PCCS over the next twelve months is to consolidate the very good initial work that Mr Pollard and Dr Lamont, under the guidance of Dr Boyce, have undertaken and to continue to grow the strong culture which is already present within the school.

Stephen Trew
Chair
Pacific Coast Christian School

From the Principal

Exceptional Staff

The teaching staff and support staff passionately serve our Lord with their gifts. All multi-task and are actively involved in the marketing of our school at shopping centres.



School Executive

Susan Bird and Chloe Gallagher are exceptionally talented young women. Their thinking abilities and work ethic are outstanding. At the conclusion of 2008 we met for a leadership day at Binnaburra Mountain Retreat to design our Strategic Management Plan (2009-2011) and Annual Action Plan for 2009. These documents are available. It is my plan to evaluate the AAP each term against our goals.

Support from Pacific Hills Christian School

So far this year, we have had Brendan Corr speak to us about Assessment & Reporting; Helen Sillar spend time with our Librarian Jillian Brown; Rob Lawler assess our computer situation and write a plan for our computers; Judy Walker assist in the office management and Susan Watson assist with Junior School Support. Ted and Shane visit whenever they can to assist us in the financial and spiritual development of our school. This level of support is greatly appreciated. The school executive has also been invited by Pacific Hills to join their SLT leadership retreat this year.

Facilities

Thanks must be given to Dr Susan Bird, Peter Brown and Lyle McPaul who have transformed vital areas of our school. We now have a Staff lounge area, Open Staffroom, Executive Room and Conference Room. These new facilities enhance the working conditions for all staff.

Missions & Community Service

Our Senior School is currently involved with RSL aged – care with weekly visitations. Our senior students are involved with Tele-cross – a program of ringing independent senior citizens to check on their well being.

Three Senior students will attend the Outback Mission to Uluru this Easter Break with Missions Coordinator Phil Gallagher. Two other accompanying staff members are Chloe Gallagher and Jill Kinerson.

Our Junior School is raising money for the Fire Victims of Flinders Christian Community College.

Junior School

Spiritual Education-We have continued with a values program in the Primary Chapel and class Devotions program. Guest speakers and staff have spoken at Chapel each week. There is a weekly memory verse students are expected to learn and character-related value to assist students understand and remember the value.

Celebrations-We believe every child is special at Pacific Coast and birthdays are an important day for all children. This year we are celebrating each students birthday in a special way by allowing them to wear mufti on the day of their birthday (or if it falls in the holidays on another appointed day).

School Sport- All Junior School students in Years 3-6 attended. Students in Years 5&6 are attended Surfing Survival Classes each Friday. Students in K-4 are participating in swimming lessons.

Staff Training-All staff will participate in an Interactive Whiteboard In-service. We hope to continue training our teachers so it can be used more widely across the curriculum.

Junior School staff participated in the Ants in the Apple In-service at Pacific Hills and is now implementing the spelling program in each classroom. We hope to have the founder of the program visit the staff later in the year to further develop their skills.

Senior School

Camp-The first Pacific Coast camp is to be held on February 9-11. The anticipation by the students of the experience is outstanding. It will be a time for the students and staff to deepen their relationships with each other and with God. Staff and students will stay at the Burleigh Christian Camp. Activities include surfing, fishing and canoeing. The focus will be very much on the gifts that God grants each of us and the purpose for which we will use our gifts. It will be terrific to see the different year groups spending time together. The sense of community that transcends age and class is one of Pacific Coast's strengths.

Academics-Literacy and Numeracy are targeted areas in 2009. This means that we are employing a number of strategies to strengthen our students' literacy and numeracy skills. All students (Years 7-10) will have a lesson set aside for Numeracy Skills and a lesson set aside for Literacy Skills. This is additional to the mandatory Maths and English lessons. These lessons focus on the basic skills and help to consolidate foundation knowledge. D.E.A.R. (Drop Everything And Read) on a daily basis, has been introduced across the entire school. This is a fifteen minute break that is set aside specifically for reading. Students are required to sit quietly and concentrate only on reading.

Pacific Coast Annual Report 2008

Our new Focused HSC is to operate during 2009. Early indications are that the new approach is a hit with both teachers and students. The students are extremely motivated. We will halve the number of subjects and doubled the number of lessons, making it a

Staffing -We have welcomed three new staff members; Brad Watson (TAS), Rebecca Green (English/ HSIE) and Rachel Thompson (Chaplain).

Sport & Swimming-The years 3-12 Swimming Carnival on 19 February was a resounding success. It was held at the Palm Beach-Currumbin Pool. The students were participating for the first time in their new Houses (Bradman, Goolagong and Norman). Bradman was victorious on the day.

From the Parents

Parents and Friends Fellowship (PFF)

Under the leadership of the President, Gregg Wyatt, this group of dedicated parents are serving the community with their gifts. So far this year, they have organised colouring competitions for our marketing day in January, breakfast for parents, books for children's birthdays and cooked at the Swimming Carnival. They have attended information evenings and welcomed new parents into the school. A wonderful effort for 4 weeks of school!

Well it's fast approaching a year now since we became involved with Pacific Coast. How blessed we have been to find such a quality Christian School and yet so close to home. It's been wonderful to have the opportunity to take an active role in the school with involvement in the PFF. To see firsthand how devoted and caring the principal and teachers are towards the school, the children, and the parents. The relationships that have been formed and just how far the teachers go in giving of themselves in assisting the students in many different ways. It has been a humble experience to realise that there are people who really care and definitely want to make a difference in the lives of others. As we are at the school quite often, whether dropping off children, or participating in an event or fundraising, it is always wonderful to see the smiling faces of both children and staff members. Julie and Stacey (office admin) are always first to greet you and never seem too busy that they can't give you their undivided attention. As you walk through the playground the children are always happy and quite often we find ourselves chatting with several of the teachers.

Dr Lamont has been a wonderful addition as principal to our school this year. Her caring nature and approachable manner have been a blessing to everyone involved with the school. She has incorporated some wonderful ideas including the addition of a chaplain and the invitation of local churches to be involved with the school. This has broadened the opportunity to share God's love to all who are involved and give support and strength for those enduring difficult times.

Everyone is excited with the ministries within the school and also the direction of where God is leading us. The mission trips bring opportunity for the students to participate in and experience a very different part of humanity. An experience that will impact their lives and change the way they view the world around us.

As the school grows and changes we see it becoming more involved with and impacting our local and broader community. With God's leading, and the dedication of the staff and teachers, we are looking forward to the opportunity to educate and positively change the lives of our students, families, and community.

Gregg & Donna Wyatt

OUR SCHOOL COMMUNITY

Teaching Standards – Staff Qualifications and Professional Learning

Pacific Coast Christian School employs 14 full time and 9 part time staff in teaching roles, giving 23 in total. All 23 of these teachers have qualifications from an approved higher education authority.

In 2008 we had 4 New Scheme teachers in our employment who were embarked on the comprehensive program of supervision that will assist them in gaining accreditation with the New South Wales Institute of Teachers.



The school regards very highly the level of training and qualification of its staff and a number of the staff hold higher degrees including 2 at Doctoral level in the fields of their expertise or in Education. A full list of staff qualifications is listed in the Schools Annual magazine and on the Website.

The continued Professional Learning of teachers remains a high priority for the School and an extensive range of opportunities are sought out and provided for staff to improve their professional knowledge and skill. All teaching staff undertake a minimum of 3 days of focused Professional Development each year in those periods of the School year when students are not required to be in attendance. In addition, teachers are released from face-to-face teaching responsibilities to attend Professional Development courses from other providers during Term time. During 2008 Professional Development opportunities, focused Developing Skills and Understanding in Teaching from a Christian Perspective; Differentiating Instruction in the Classroom; Meeting the Needs of ESL students and General First Aide training.

Teaching Standards – Staff Attendance and Retention

The School requires all staff to be in attendance between the hours of 8:00 a.m. through to 4:00 p.m. during term time. In addition to award provisions, the School negotiates appropriate Leave for further study, family care and other case-by-case matters. The staff show a high commitment to a strong work ethic and over the period of 2008 the School enjoyed a staff attendance rate of approximately 96.22% of all available teaching days. This includes absence for all approved leave including sick, Long Service, Bereavement and Leave Without Pay.

Having commenced operation as a new school entity in 2008 and employing staff to new positions in that organization, staff retention data or information is not relevant.

Enrolments – Policy and Profiles



Pacific Coast Christian School is committed to enrolling students whose parents seek a Christian Education and who are supportive of the School's ethos and Statement of Faith. All applications for enrolment are processed on equal terms. An application fee is charged for administering each family application. During the enrolment process internal assessments of students' academic abilities are carried out in order to determine if appropriate resources and places are

available for each candidate. There are no criteria applied to determining enrolment other than ability of the School community to support the individual child.

Scholarships based on Academic ability and Pastoral Bursaries for students with potential Christian Leadership are available to those who meet the respective criteria. Other forms of Fee relief are negotiated on a case-by-case basis.

In 2008 enrolments grew so that by the end of the year the total enrolment was 140 Prep to Year 12. This included 9 students attending Prep. Of this 140, 69 were boys and 71 were girls. While predominantly Anglo, the student population includes a range of ethnic backgrounds including Maori, Solomon Islands, Thai, Japanese and South African, and represents the full range of academic ability. During 2008 there were 6 students of Indigenous background 2 Full Fee Paying Overseas Students (FFPOS) and 1 student with an identifiable disability.

Full text version of the Enrolment Policy features below.

Enrolment Policy

Rationale

This policy provides guidelines for enrolment into Pacific Coast Christian School. It seeks to acknowledge and continue the original vision of those who founded the School as a Christian educational community - a centre of teaching and learning excellence founded on biblically-based beliefs, values and behaviour – able to support the learning needs of students who are enrolled.

While the policy is as comprehensive as possible, there will inevitably be some situations which are not specifically covered. In such instances, it is the Principal's responsibility to decide the appropriate course to take in the circumstances.

Policy

The School seeks to enrol students whose families seek a Christian Education for their children and who support the ethos of the School as encapsulated in the Mission Goals.

Principles

- God has created all people in His image and has made it possible for them to be in relationship with Him through the death and resurrection of His Son, Jesus Christ. Therefore, the school will give equal consideration to each applicant.
- The Principal carries final responsibility for decisions regarding enrolment positions.
- Continuing enrolment depends on students maintaining satisfactory attendance and completion of courses of study, demonstrating support of the schools culture and ethos and the family meeting obligations in regard to finances and resources.
- Decisions regarding discontinuation of enrolment are made by the Principal following discussion with parents or caregivers and appropriate staff.

Related Information

Relevant Legislation

Disability Discrimination Act
Race Discrimination Act
Anti-Discrimination Act

These Acts make it unlawful to discriminate against a person on the grounds of their disability or race by refusing to enrol them at the School. The School is committed to fulfilling its obligations under the law in this Enrolment Policy.

Definitions

Throughout this policy, unless the context requires otherwise:

parents includes guardians or any other person who has applied to have a student entered on the waiting list or enrolled at the School and, where the student has only one parent, means that parent.

disability, in relation to a student, means:

- total or partial loss of the student's bodily or mental functions; or
- total or partial loss of a part of the body; or
- the presence in the body of organisms causing disease or illness; or
- the presence in the body of organisms capable of causing disease or illness; or
- the malfunction, malformation or disfigurement of a part of the student's body; or

- a disorder or malfunction that results in the student learning differently from a student without the disorder or malfunction; or
- a disorder, illness or disease that affects a student's thought processes, perception of reality, emotions or judgment or that results in disturbed behaviour.

Enrolments – Student Attendance

Rates and patterns of student attendance varies across the school with Secondary exhibiting greater variation. In addition the school has been steadily working on developing a culture of increased engagement with specific intent on increasing rates of student attendance. A randomly selected sample of student attendance indicated an overall attendance rate of 90.3%.

Student Retention Rates

Pacific Coast Christian School commenced operation as a new entity during 2008. Therefore, student retention information is not relevant nor calculable.



OUR ACHIEVEMENTS

School Performance in Statewide Tests and Examinations.

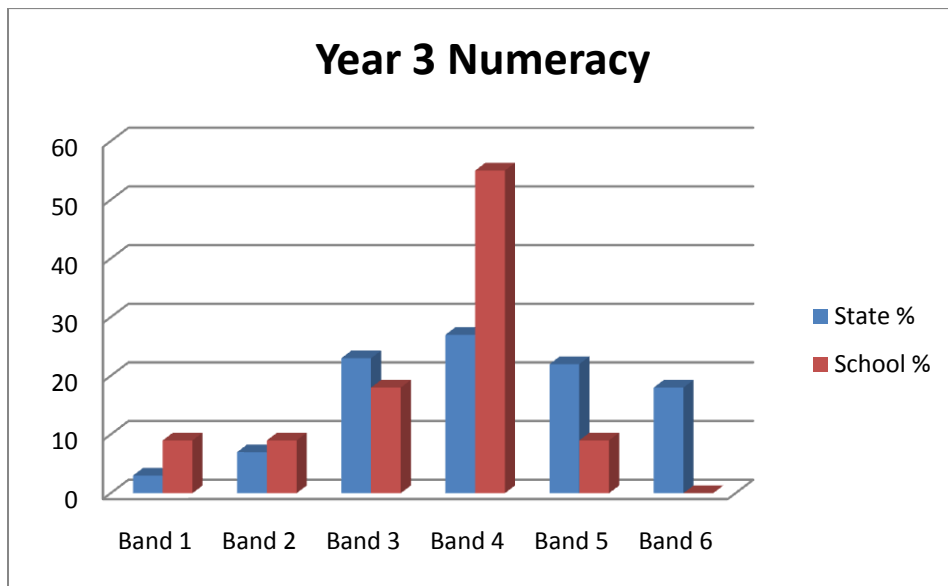
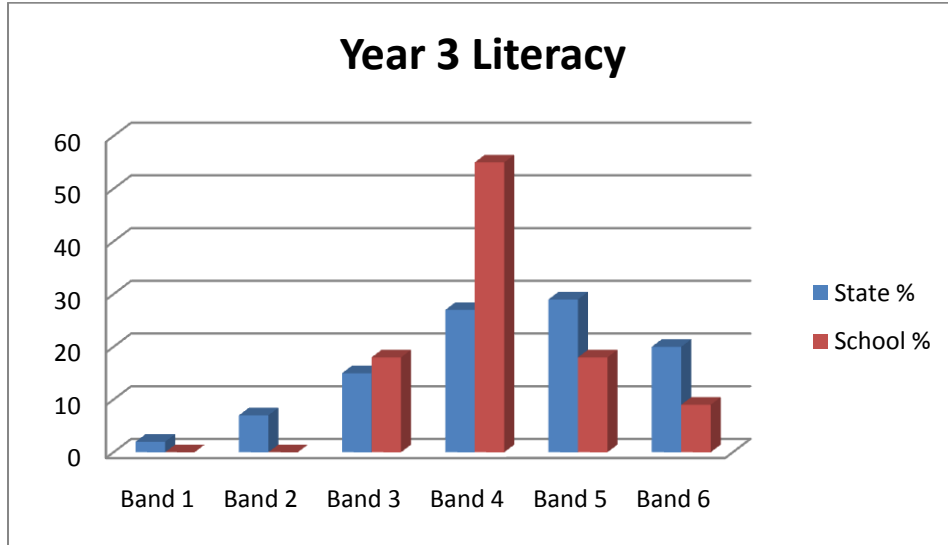
Students of Pacific Hills perform excellently in comparison to Statewide benchmarks and in Statewide external examinations.

Standardised Testing results

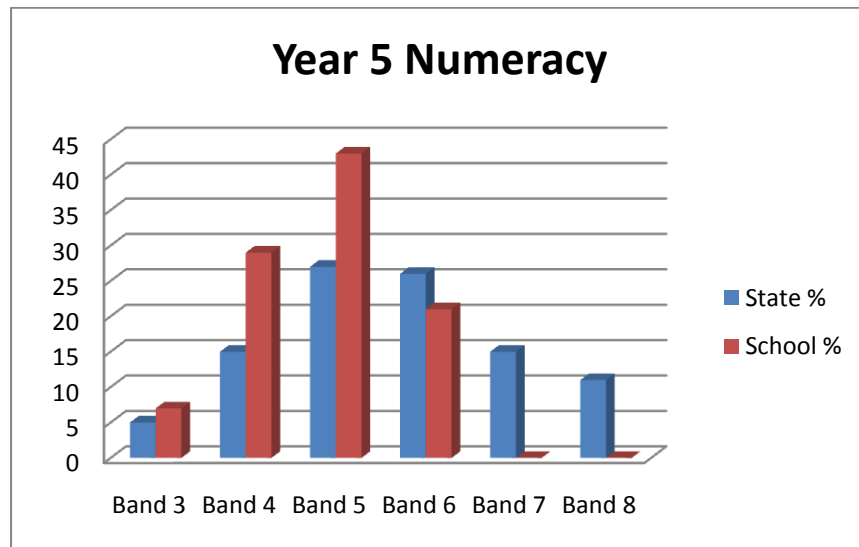
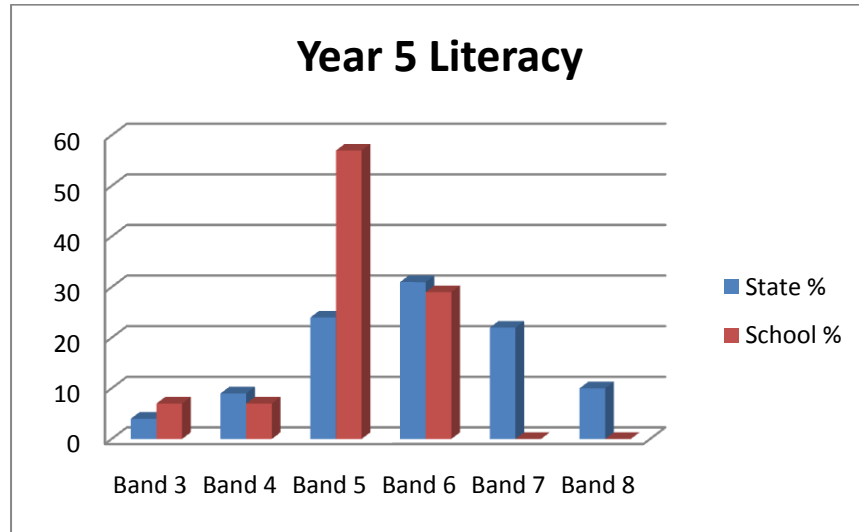
Each year every school in NSW participates in a series of Standardised tests in Years 3, 5, 7 and 9 to measure and compare students' performance in literacy and numeracy.



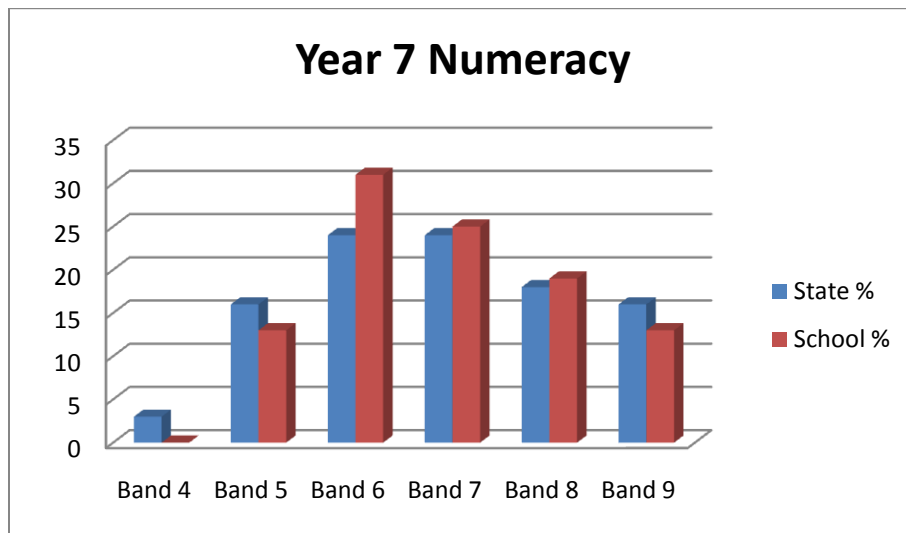
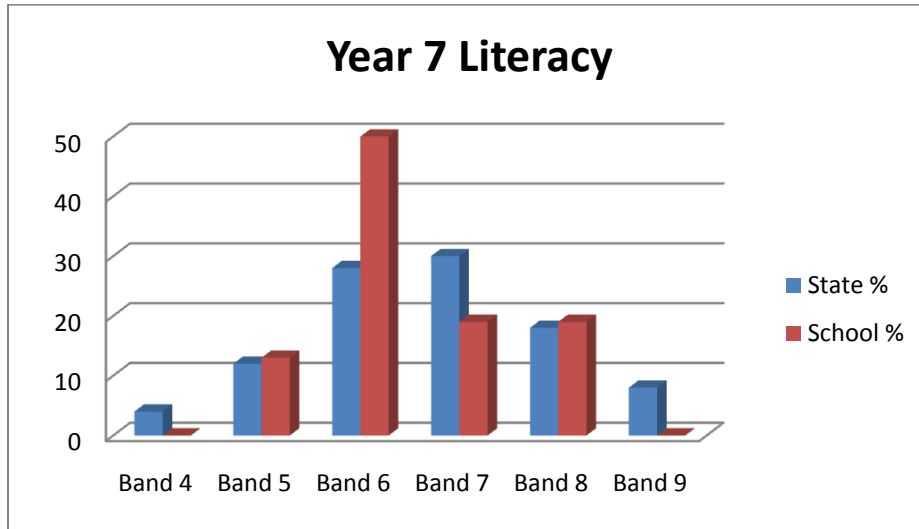
Pacific Coast's achievement in these test are excellent. As is clearly shown in the graphs that follow students of Pacific Hills are significantly represented in the upper achievement bands in Literacy and Numeracy.



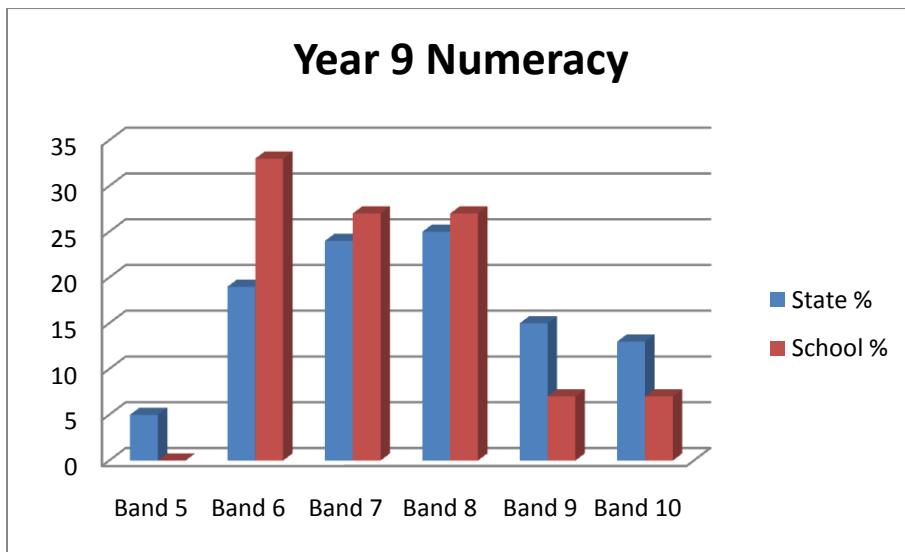
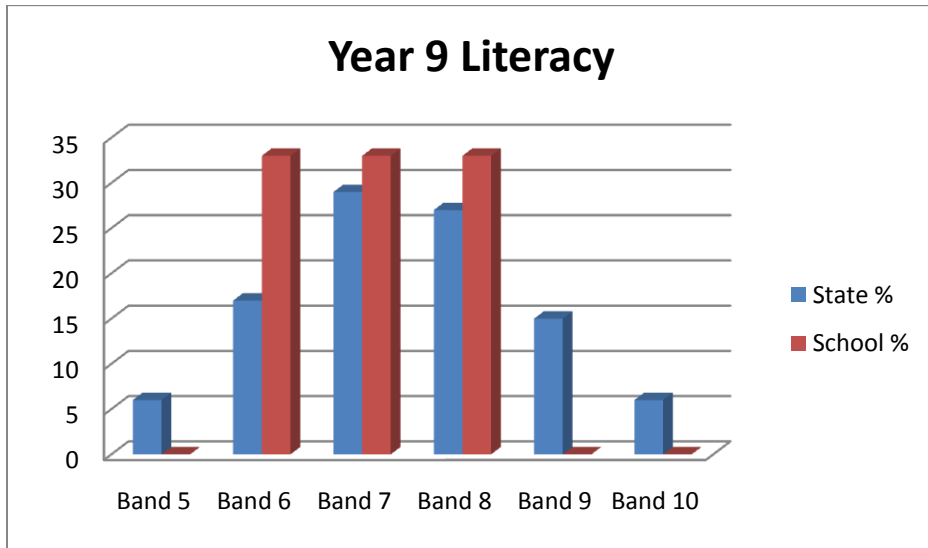
The Year 3 cohort in 2008 was 11 students. There was one student who did not achieve the National Benchmark in Numeracy.



In 2008 the Year 5 cohort was 14. One student did not achieve the National Benchmark in Literacy and another in Numeracy.



The Year 7 cohort in 2008 was 17. All student achieved the National benchmarks.



In 2008 the Year 9 cohort was 15. All student achieved the National benchmarks in literacy and numeracy

OUR CARE FOR EACH OTHER AND FOR OTHERS – PROMOTING RESPECT AND RESPONSIBILITY

As a Christian Community we strive to demonstrate practical care and compassion to others, both those who form part of the community and those beyond. This care extends to Students, Parents, Staff, the local community and to other communities.

Student Welfare Policies

Student Welfare Pastoral Care is infused in all teacher-student interactions and informs development of all policies and procedures. It continues to be a strength of Pacific Coast and is a feature of the community. During the 2008 school year refinements were made to the Safe Schools – Antibullying procedure. The changes streamlined invention by staff and brought greater clarity to the roles Pastoral Care and Executive staff were to play. They also resulted in the procedure more accurately reflecting our fundamental belief that young people must be guided towards taking responsibility for the outcomes, intended and unintended, of their actions.



While full text versions of our policies can be obtained from the school and through the website this extract conveys the essence of our commitment to caring for and discipling the students of Pacific Coast.

Safe Schools Policy Statement:

“Pacific Coast Christian School seeks to be a community that protects and promotes the safety and wellbeing of all of its members.”

Component Policies:

- a) Safe Schools: Anti-Discrimination and Harassment
- b) Safe Schools: Anti-Violence and Aggression
- c) Safe Schools: Anti-Bullying
- d) Safe Schools: Anti-Drugs
- e) Safe Schools: Child Protection.

Details of these policies can be obtained from the Assistant Principal: Policy and Curriculum.

Behaviour and Discipline Policy Statement:

Rationale:

All communities require standards of personal and interpersonal behaviour to be clearly stated, understood, and adhered to in order to preserve relationships and allow effective growth and development of the individuals. Personal decisions about behaviour necessarily bring consequences. Good decisions should lead to positive consequences while poor decisions should bring negative consequences.

With the purpose of strengthening the community, the Behaviour and Discipline policy will clarify our common vision in Christ, will strengthen and test the givens (ground rules, or policies) for how we should live together, will consider the needs of each individual in our community, and will build or restore relationships to bring new levels of commitment. The result of implementing this policy should be the discipling of young people to behave in ways that are Christ-like to others and themselves, that show maturity in their response to authority and in their respect within relationships, and that show commitment to the welfare of the community.

Policy:

At Pacific Hills Coast Christian School Discipline is an integral part of Pastoral Care administered to disciple students in Christian beliefs, values and behaviour.

Related Policies:

This policy is derived from the Pastoral Care policy.

- Safe Schools: (Anti-Discrimination; Anti-Violence; Anti-drugs; Anti-Bullying)
- Child Protection and Duty of Care
- Excellence

Principles:

1. Discipline is a God-given responsibility of parents and carers and is an essential part of developing the whole child. It is understood to encapsulate all that acts to train a child in what is acceptable and preferable behaviour. It will involve both commendation and censure.
2. Commendation is the formal recognition of behaviour that is exemplary in terms of the values of the community and that constructively builds the relationships within and the effectiveness of that community.
3. Censure is focussed upon dealing with behaviour that is harmful to self or to others or that is unhelpful to the development of Christian community. However, in dealing with such behaviour the relationship with individuals, encompassed by the Pastoral Care Principles of Communion in Christ, Reflection of His will for us and Service to others, should never be broken or withdrawn.

4. Discipline of children at School is implemented under the delegated authority of Parents.
5. The basic code of conduct at PCCS for all members of the community is that each will respect the other; that each will act kindly and courteously towards others; that each will not force themselves or anything that they own physically, verbally or emotionally on others; that each will do as asked; and that each has the privilege, if done respectfully, to ask questions of another. This code can be summarized by the five key words of respect, kindness, non-abuse, obedience and understanding.
6. Discipline is directed towards the goal of self-discipline with the development of mutual respect, consideration of others and compassion.
7. Discipline by censure as practiced at PCCS, is based upon the two tenets of respect for authority and proper use of authority. Thus, discipline will be administered with justice and fairness and should involve obvious due process under the responsibility of the Principal.
8. Discipline by censure may involve exhortation, guidance, instruction, training and the implementation of consequences. All parties need to be committed to listening to each other in order to achieve repentance, restitution, resolution and reconciliation.
9. In conformity with the requirements of the Education Reform (School Discipline) Act 1995, corporal punishment is not used at PCCS.

Procedural Guidelines

There are detailed procedures for each section of the school, which can be obtained from the respective Section leaders. The basic flow of these is as follows:

- The procedures should address two general situations – events in the classroom, and events in the playground.
- Classroom discipline is primarily the responsibility of the teacher, who is expected to keep parents informed early of any patterns of difficulty or critical incidents. There are support systems in place to help classroom teachers when students are not responsive to their efforts.
- Persistent issues of classroom misbehaviour requiring discipline should be referred to the JS and SS Section leaders.
- Playground issues are generally the responsibility of the staff member on duty or who witnesses behaviour requiring discipline.
- Issues should be followed up and be documented within a week.
- Significant misbehaviour and Serious Incidents should not be handled individually – the offending student should be removed from the situation, or if that is not possible, be isolated from other students while support is obtained from the office.
- All teaching staff should familiarise themselves with the Pastoral Care Slips and discipline procedures that are use in each of the sub-schools. The Pastoral Care Slips should be taken to all duties and classes.

- All staff should be trained in issuing discipline by commendation and by censure within the context of that sub-school and to facilitate the recording of this information in a form accessible to others in the school.

Related Procedures

- Behaviour Follow-up procedures – sub school
- Issuing Pastoral Care Slips – whole school
- Incident reports – whole school
- In class protocol - whole school
- Out of class protocol – whole school

Full copies of this policy can be obtained from the School Office

Complaints and Grievance Resolution Policies

As a community striving to live out its Christian ethos, good relationships and the settling of and reconciliation following grievances is a high priority for the School. All areas of concern held by parents should be addressed under the Home-School Communication Policy and associated procedures. This policy recognizes the right of parents to seek information about the spiritual, emotional, physical and academic welfare and progress of their children and protects the privacy rights of families, individual students and staff.

In association with this policy a revised Concerns procedure was developed that streamlined the information flow to parents and reaffirmed the partnership and mutual respect between Home and School that is aspired to in our relationship with families. This procedure outlines the rights and responsibilities of both Parents and Staff in the expression and resolution of Concerns from either party. This supports the information regarding the clear line of communication and hierarchy of responsibility that is available. A copy of these policies and the lines of responsibility can be obtained on request from the Principal.

In support of these matters Staff were inserviced in the area of “Client focused customer service”, a program that intended to highlight the priority of listening to and responding to the people with whom we partner in the education of their children.

As a new school there have been no changes to this process during 2008.

Mission and Service

The program of Mission is now a key feature of the school’s commitment to service of others. Mission groups were sent locally to Retirement Villages and to PreSchools and within NSW to Bourke. Service to others is an increasingly important component of our growing School culture.



OUR GOALS

Improvement Targets

Pacific Coast is working to develop a culture of continuous improvement amongst its staff and students. To this end we are seeking to make better and more effective use of data to identify areas of greatest potential improvement and of need. Review of our standardized testing results identifies student academic targets as follows.

- Improved literacy scores at all levels.
- Increased value addedness between points of formal assessment.
- Improved results at School Certificate level

To support these academic targets we intend pursuing the following projects.

- Targeted early literacy program.
- Additional Literacy skills lessons.
- DEAR program
- Professional Development in literacy across the curriculum
- Expansion of reading resources.

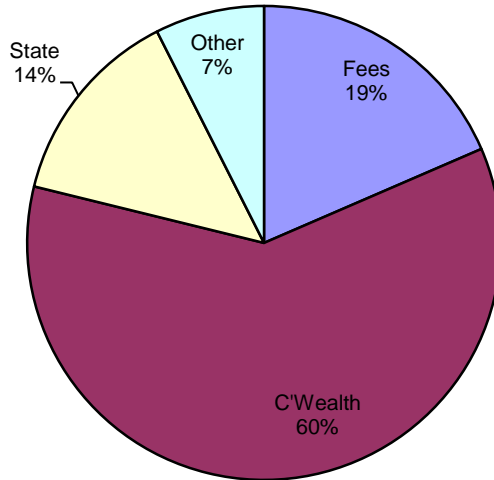
With a more broad perspective we hope to see further improvement in:

- ICT infrastructure.
- Range of subjects in the Senior Years
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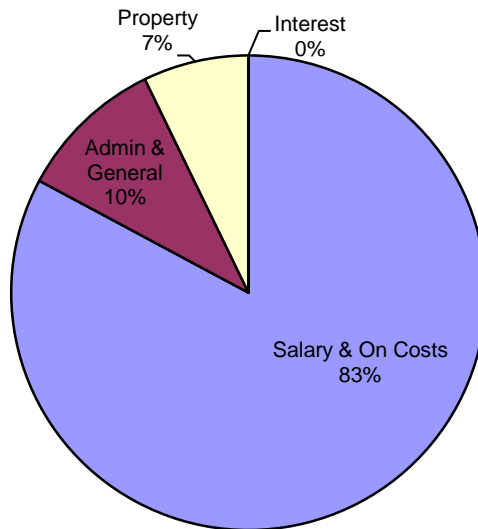
OUR FINANCES

Summary of Financial Information.

Income



Expenditure



Should you have any particular questions regarding this information or would like other additional information regarding the School, please contact the Principal, Dr Lamont through reception on 07 5523 9700.