



Kennedy
Baptist College

2018



Annual Report

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CHAIRMAN'S COMMENTS

Every member of the Kennedy Board considers it an honour to serve the College. All are passionate about the mission of the College and give of their time and skills throughout the year. Each board member brings different skills and perspectives to the decision-making process. During 2018 Joseph Tan retired from the Board. We give thanks to God for Joseph who first joined the Board in 1993 and used his legal skill to serve with faith and wisdom. Richard Di Perna has joined the Board this year and brings his engineering skills to assist the College.

The Board's major role is to provide good governance and oversight of the College. This involves guiding and sustaining the College in a range of areas.

To facilitate more efficient governance the Board has three committees: Finance and Audit, Governance and Human Resources and Marketing and Information Technology. The committees research specific issues and provide reports and recommendations so that the Board can make informed decisions.

We approved the building of the Food Technology and Textiles Centre, and it is our desire that the staff and students be provided with up to date facilities and equipment to teach and learn into the future.

We carefully monitor the finances of the College to ensure that an excellent affordable education is provided to all students.

This involves juggling priorities and demands that are constant and changing.

It is also the Board's responsibility to look to the future and proactively adapt and change to meet the needs that will occur. To assist with this, we are very thankful to God for our Principal, Mr Ashby and the whole staff – teaching and support. We often see them going the extra mile to fulfill the mission of the College. We are also thankful to families who entrust their children to the College for at least 35 hours per week.

Finally, the Board gives thanks to God as we continue to look to Him to lead and guide us on a journey that always involves challenges, blessings and changes.

Rev Philip Bryant

Executive Chairman of the Board



Board Members: Left to right: Mr Dean Oates, Mrs Nina Tassell, Rev. Philip Bryant, Mrs Anina Findling, Mr Phil Ridden, Mr Luke Mason. Absent: Mr Richard Di Perna

PRINCIPAL'S COMMENTS

"The mission of Kennedy Baptist College is to ensure that every student becomes the best they can be. Stories of individual challenge, persistence and achievement are testimony to the philosophy of Kennedy Baptist College."





It is with great pride that we present a snap shot of the opportunities provided by the College through the 2018 Annual Report. This year has provided the chance for the College to reflect upon its practices and respond appropriately in its organisational search for excellence. The sixth year of Kennedy Baptist College has also provided the opportunity for the College to develop an excellent reputation for quality educational services with the highest levels of pastoral care for all members of this community. We certainly look forward to strengthening this reputation in the future.

The sixth year of Kennedy has provided some milestones for the College. Our inaugural Year 7 students graduated from the College in November. It has been exciting to see these students embracing opportunities and developing and growing throughout their journey at Kennedy. We have also now completed the second phase of our strategic plan. This included the following priorities:

- To continue to improve the quality of teaching and learning through the Kennedy pedagogy.
- To improve educational opportunities for students with high-level learning needs.
- To continue to develop and improve the effective use of resources in engaging students in 21st Century learning.

- To forge and build upon meaningful relationships within the College and throughout the wider community in order to further our Christian mission.

It is hoped that these priorities have been recognised by all community members as we strive to provide improved education services for everyone.

The goal of Kennedy Baptist College is to encourage every student to become the best person they can be. Stories of individual challenge, persistence and achievement are a testimony to the philosophy of Kennedy Baptist College. These stories are evident in individual academic results and workplace learning results, at every music concert, art exhibition, drama production, sports day and much more. They are the results of a school that provides the opportunity for each student to strive for personal excellence.

Mr Mark Ashby

Principal

ABOUT OUR COLLEGE

KENNEDY MISSION STATEMENT

"To provide educational opportunities of excellence in a Christian context, addressing the needs of individuals for lifelong learning."

Background

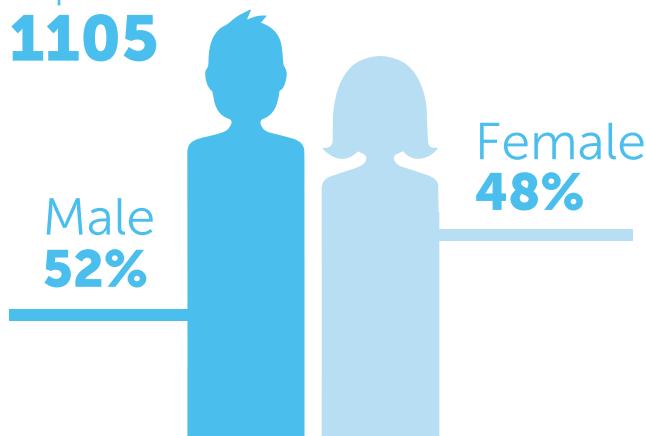
In 2011 the Boards of Somerville Baptist College and Winthrop Baptist College announced a future change to the Colleges' structure in the form of a merger, forming the new Kennedy Baptist College. Additional curriculum scope, expanded facilities and increased opportunities presented the Colleges' communities with an exciting new phase of development. Named after William Kennedy, the Colleges worked throughout 2012 preparing for the commencement of Kennedy Baptist College in January 2013.

The College motto is "Strive today, conquer tomorrow".

In 2018 the College catered for students from Year 7 to Year 12 with a total College population of 1105 students.

Total student Population

1105



College Values

Kennedy Baptist College upholds core values which form the framework of our pastoral care, discipline and learning programs. The values are:

- Faith • Integrity • Boldness • Growth • Service

Students, staff and parents are expected to reflect these values in every aspect of their involvement with the College.

College Facilities

Kennedy Baptist College has developed facilities based around learning area cluster class buildings. These clusters consist of:

- Arts Centre including a 1200 seat auditorium.
- English and LOTE
- Mathematics
- Humanities
- Technology
- Science
- Sports Centre
- Research and Study Centre

2018 saw the opening of Sports Centre and ongoing development of College facilities. These developments provide our staff and students with wonderful resources to maximise learning opportunities.

OUR COLLEGE COMMUNITY

There are over 50 primary schools which contribute to the intake of students to the College.

This includes students from the local government authorities of Melville, Cockburn and Fremantle. As part of the induction to the College, our incoming Year 7 students and families participated in a number of activities designed to make their transition to secondary education smooth and for the new students to gain a sense of pride in and ownership of their College.

In the year prior to entry, a student's engagement included:

- Open Day
- Year 7 Orientation Day
- Years 8-12 New Student Orientation
- Year 7 Pre-Start Day

Upon their commencement, students were involved in:

- First Day Induction: Commencement Ceremony
- Activities with pastoral care staff
- College Mentoring Program where Year 11 volunteers train to be 'big brothers' or 'big sisters' to new students
- Lunch time activities
- A 'Life Skills' course which encompasses key skills necessary for senior school studies and social development.

Parents were involved in:

- Year 7 Family Information Evening where parents met their child's friends and their families, and key staff

- Year 7 Meet the Teachers Evening
- Parents & Friends Meetings and social events
- Parent-Teacher Interviews during Term 1
- Parent web portal SEQTA which provides families with direct access to student results and feedback
- Mother/Father's Day Functions
- Parents Information Evening: Protective Behaviours
- Positive Fathering Adventures

The College Parents & Friends Association is run by a small but efficient and enthusiastic group of parents.

The Parents & Friends Association has four executive officers involved in the College planning and fund raising. Feedback is actively sought by the College Administration through the P&F on College matters.

In addition, parent engagement is further enhanced through:

- Fortnightly newsletters
- Parents & Friends Connect newsletter
- Open Day
- Parent/student activities
- Award nights
- Parent seminars
- Easter services
- The College website
- The College Yearbook
- Signup.com
- Consent2Go
- SEQTA Mobile App

STUDENT OPPORTUNITIES

Our students have had the opportunity to participate in a wide range of programs that add value to their educational experiences including:

Academic Specialist Programs and Activities

- LOTE (Indonesian / French)
- Science enrichment
- National academic competitions
- Sports clubs
- Curriculum excursions
- Curriculum incursions
- Tutoring program
- Specialist Basketball and Cricket programs
- National and International study tours
- National and International mission opportunities

Academic Extension

The streaming of classes for Mathematics, Science and Humanities provided the opportunity for extension activities to address the needs of individuals in each of these learning areas.

The Kennedy Extension and Enrichment Program (KEEP) has provided an environment where academically able

students can be challenged and extended to attain the highest levels of excellence alongside peers who share similar aspirations, abilities and interests. The students in KEEP have been taught by teachers with expert skills and knowledge for this particular program. Students covered the core curriculum, but have also been engaged in extension and enrichment activities.

The Arts

- College choir
- College ensemble
- College productions
- Arts events

Pastoral Care Programs

- Heads of Years
- College Chaplain
- Year 7 transition program
- 11/7 mentor program
- College Psychologist
- College Counsellor
- College assemblies
- Social and emotional learning program
- Year camps
- Christian Connect
- Kennedy Day by Student Council



Sporting Opportunities

- Interschool Athletics
- Interschool Cross Country
- Lightning Carnivals
- Interschool Swimming
- Champion Schools sports
- School Sports Western Australia
- Athletics / Swimming carnivals.
- Southern Association Sports competition (SAS and SAS Junior).

2018 SAS Overall Placing

| | |
|-----|--------------------------------|
| 1st | Kennedy Baptist College |
| 2nd | All Saints College |
| 3rd | Ursula Frayne Catholic College |
| 4th | Carey Baptist College |

Extracurricular Activities

Kennedy offers a wide range of extracurricular activities, after-school activities and interest groups that include:

- Book Club
- Maker Space
- Chess Club
- Biology Club
- Board Games Sessions
- Study Skills Sessions
- Coding & Electronics Club
- Photography Club
- Drama Club
- Fitness Group
- Christian Connect
- Tech Team

2018 SAS Junior Overall Placing

| | |
|-----|--|
| 1st | Corpus Christi College and St Norbert College |
| 2nd | Kennedy Baptist College and Ursula Frayne Catholic College |
| 3rd | Seton Catholic College |
| 4th | Emmanuel Catholic College |



National Reporting Requirements

1. PROFESSIONAL ENGAGEMENT



Teaching Experience

The College's teaching staff come from diverse teaching backgrounds and bring a wealth of experiences to enhance our students' learning programs. A wide range of expertise enables the provision of challenging programs across the eight learning areas. The majority of teachers have been involved in education for ten years or more.

The staff at Kennedy are committed to educational excellence. They have a strong commitment to their ongoing professional development.

School Support Staff

The College has a wide range of support staff. Their roles include finance, enrolments, student support services, administration, maintenance and learning support. The College staff work as a team and all are valued contributors to the effective operation of the College.

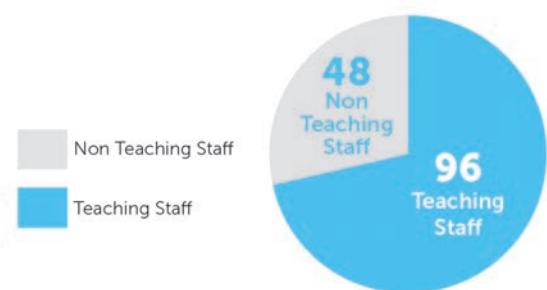
Staff Attendance

| | |
|----------------------|--------|
| Teaching Staff | 96.89% |
| School Support Staff | 97.18% |
| All School Staff | 96.99% |

Staff Qualifications

Staff with Masters Degree: 8

Number of Lead Teachers: N/A



Staff Retention

Staff Retention Rate: 95.14%

Teacher Professional Learning

All teaching staff have engaged in a minimum of five days of professional learning. In 2018 some topics of learning included:

- Child Protection
- Consent2Go
- Difficult Conversations for Front-Line Staff
- For the Love of God: How the Church is Better and Worse Than You Ever Imagined
- Inclusive Education
- International Summit on PLC at Work
- Kennedy Leadership Excellence Program
- Leading the Team
- Mentoring Adolescents
- Optimum Performance: Adaptive Leadership, Culture and Pedagogy
- Pedagogy and the Curriculum
- Principles of Assessment
- Provide First Aid
- Schools that Deliver: Creating Cultures of Learning
- Staff Code of Conduct
- Strategic Planning and Feedback
- Understanding, Treating and Managing School Refusal

Teacher expenditure for staff professional learning amounted to:

| | |
|--------------------------|----------|
| Average per staff member | \$520 |
| Total expenditure | \$77,922 |
| (all staff and programs) | |

National Reporting Requirements

2. KEY STUDENT OUTCOMES



2018 Student Attendance Rates

| | |
|-------------------------|--------|
| Kennedy Baptist College | 94.22% |
| State | 87.6% |

Certificates of Achievement

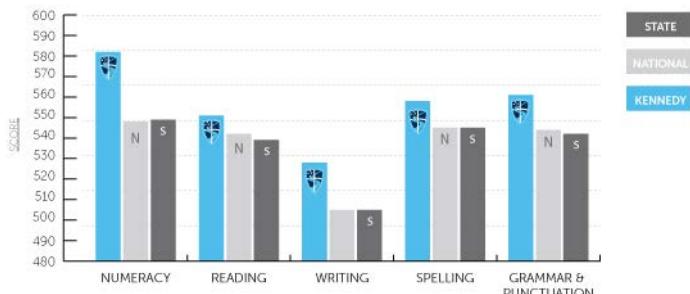
Awards for school-based achievement.

| | | |
|---------|-----------------|----|
| Year 7 | > 10 "A" grades | 10 |
| Year 8 | > 8 "A" grades | 12 |
| Year 9 | > 8 "A" grades | 10 |
| Year 10 | > 8 "A" grades | 5 |
| Year 11 | > 4 "A" grades | 8 |
| Year 12 | > 4 "A" grades | 10 |

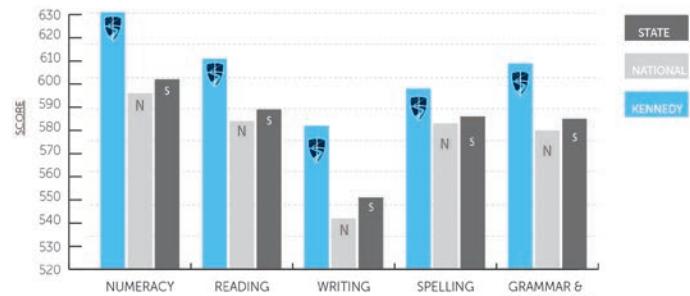
Monitoring Standards in Education

Average scores for the National Assessment Program - Literacy and Numeracy (NAPLAN):

Year 7 NAPLAN Results



Year 9 NAPLAN Results



Year 12 ATAR Results

The following snapshot outlines the accomplishments of our Class of 2018:

- **Top performing subject achievement:**
 - Biology
 - Business Management and Enterprise
 - Health Studies
 - Psychology
- **Students offered University positions:**
 - 1st preference: 54%
 - Total preference: 86%

The following data illustrates the performance of students with an Australian Tertiary Admission Rank who applied for University entrance.

| ATAR Achieved | Frequency% |
|---------------|------------|
| 95.00+ | 12 |
| 94.9 - 90.0 | 17 |
| 89.9 - 85.0 | 11 |
| 84.9 - 80.0 | 14 |
| 79.9 - 75.0 | 18 |
| 74.9 - 70.0 | 11 |
| 69.9 - 65.0 | 6 |
| 64.9 - 60.0 | 4 |
| 59.9 - 55.0 | 5 |
| < 55.0 | 2 |

The highest ATAR achieved was 99.15

The College median ATAR was 82.85

The State median ATAR was 81.8

The following students were recipients of the Curriculum Council's Secondary Education Exhibitions and Awards, which highlight outstanding academic achievement.

Certificate of Excellence

- Applications Mathematics - *Mitch Thomas*

Certificate of Distinction

- **9 Students:** *Lochlann Downey, Isabella Gervo, Dane Johnston, Callum Peterson, Joseph Petrus-Kasim, Amrit Puarr, Jordan Scanlan, Mitch Thomas, Ignatius Yap.*

Certificate of Merit

- **24 Students:** *Brandon Bailey, Phoebe Dibbin, Giverny Dodds, Sally Foster, Jessica Gee, Tara Godin, Kayleigh Hawke, Sky Healey, Samuel Herbert, Kathryn Hill, Zhi Min Koo, Taylah McDonald, Kristen McFaull, Chelsea Moulden, Jayden Ng, Matthew Patman, Cailey Pickard, Grace Russell, Elise Stallard, Ethan Tan, Hannah Taylor, Kate Thorne plus two others not allowed for publication.*

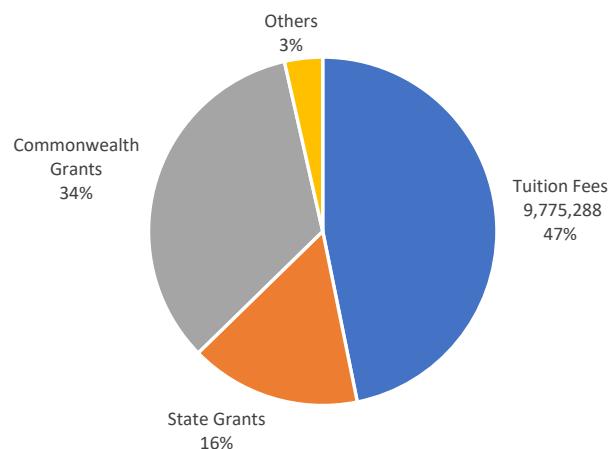
In addition 53 Year 12 Students completed Vocational Certificates.

National Reporting Requirements

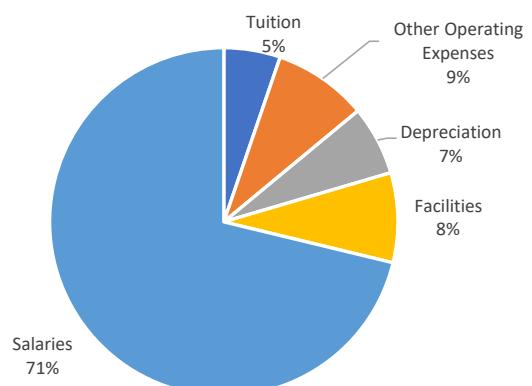
3. INCOME AND EXPENDITURE



| Income | \$ |
|---------------------|-------------------|
| Tuition Fees | 9,775,288 |
| Commonwealth Grants | 7,052,198 |
| State Grants | 3,313,960 |
| Others | 738,187 |
| Total | 20,879,633 |



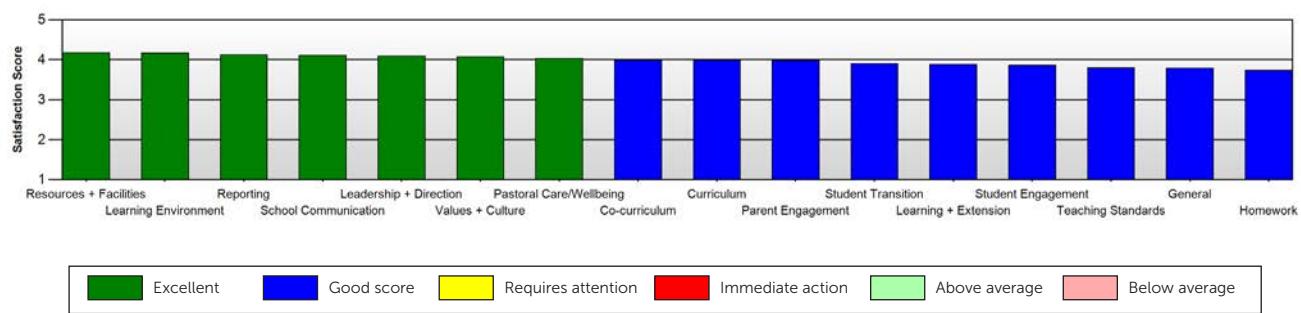
| Expenditure | \$ |
|--------------------------|-------------------|
| Salaries | 14,663,865 |
| Other operating expenses | 1,800,606 |
| Facilities | 1,715,365 |
| Depreciation | 1,327,660 |
| Tuition | 1,080,442 |
| Total | 20,587,938 |



PARENT, STUDENT AND TEACHER SATISFACTION

SUMMARY RESPONSES FROM PARENTS

This report section provides a summary of the total responses grouped by key area. Results are ranked from highest to lowest and compared to the average overall scores.

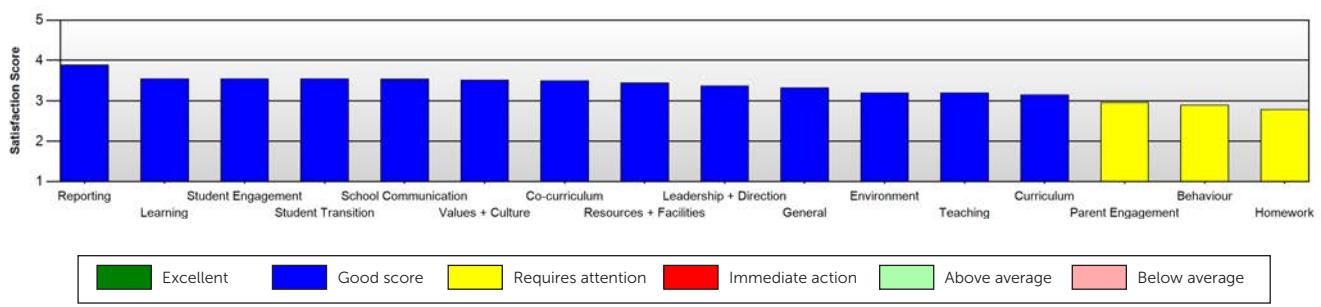


What do you like about Kennedy Baptist College?

- I really like the educational programs offered and the sense of school pride.
- My children love being at Kennedy.

SUMMARY RESPONSES FROM STUDENTS

This report section provides a summary of the total responses grouped by key area. Results are ranked from highest to lowest and compared to the average overall scores.

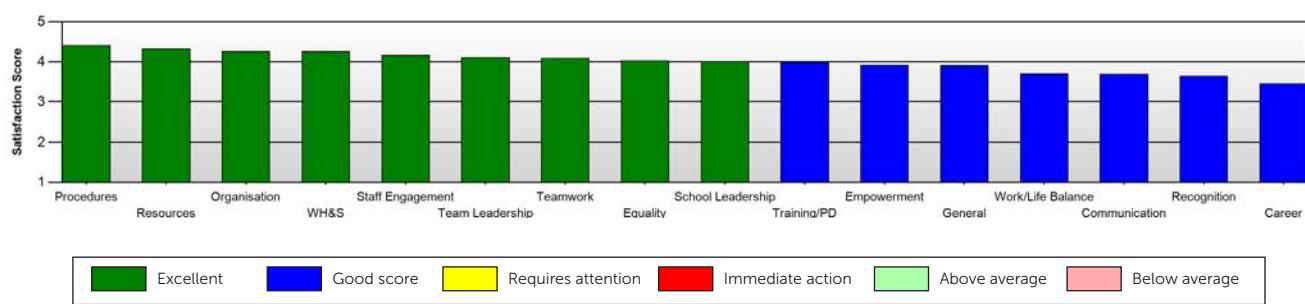


What do you like about Kennedy Baptist College?

- I like that Kennedy provides tutoring for our subjects after school to help with our tests and assessments and I like that Kennedy makes our mock exams a bit harder so that when we go to WACE we will be prepared.
- The support from the teachers and that it is a Christian school so all the staff and the values of the school are based around God. I also love all of the elective choices and the opportunities at the school.

SUMMARY RESPONSES FROM STAFF

This report section provides a summary of the total responses grouped by key area. Results are ranked from highest to lowest and compared to the average overall scores.



What do you like about Kennedy Baptist College?

- Great students; supportive colleagues; leadership opportunities provided to those who work hard; great professional development opportunities available.
- I like the learning area teams and their ability to collaborate and support one another. This has led new teachers to acquire developed teaching acumen in a short period of time; I like the staff days, particularly the ones which start with praise and worship; I love the work of R&SC and how they help to undergird teaching and learning in learning areas; I like how the HOLAs appear to work collaboratively and bring in initiatives across different learning areas.



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Strive today, conquer tomorrow