



Kennedy
Baptist College

2019



Annual Report

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BOARD MEMBERS:

LEFT TO RIGHT:
Mr Richard Di Perna, Mr Dean Oates, Rev. Philip Bryant, Mrs Juliette Somerville, Mrs Anina Findling, Mr Luke Mason, Dr Phil Ridden and Mrs Nina Tassell

NOT IN PHOTO: Mrs Darryn Dawson

CHAIR'S COMMENTS

The Board of Kennedy Baptist College have been privileged to serve God by serving its students, families and staff during 2019.

Kennedy Baptist College Board's mission is "through excellence in Christian based education to develop life ready students who reflect the character of Jesus Christ". We are committed to fulfil this mission by providing excellent governance and resources.

Board members are continually upskilling themselves to keep abreast of what is required to fulfil the College's mission. The Board meets monthly to consider the many issues involved in leading the College.

During 2019 the Board and staff undertook a culture defining exercise. This led to defining the College's values as:

Boldness: The College community is bold in accepting the challenges on offer at the College and strives to achieve the best outcomes.

Faith: The Christian faith is foundational to the College community.

Integrity: The College community demonstrates respect and honesty towards all its members and delivers on its promises.

Growth: The College community members develop their unique gifts and talents while strengthening their areas of weakness.

Service: The College community serves one another and local, national and international communities.

As a community we strive to live these values as we share our lives together.

The Board worked together with staff to design the new Technologies Centre. Construction commenced late in the year. This building will provide staff and students with cutting edge resources and enhanced educational opportunities.

The Board is thankful for:

- a team of dedicated staff committed to provide each student with a positive education experience that equips them to maximise their God given talents and gifts as they move through life.
- parents for entrusting their children to us.
- God who continues to amaze us with His goodness, love and provision.

Rev. Philip Bryant

Executive Chair of the Board



PRINCIPAL'S COMMENTS

The Annual Report provides a snapshot of this vibrant and diverse community comprised not only of students and staff, but parents, grandparents, carers and many others. The fact that Kennedy is thriving is a tribute to God's faithfulness and the contributions of many people.

We are a young college, with a development mindset and a focus on growing and improving. We are grateful to our current community as well as our pioneers for their wonderful contributions thus far.

There have been many highlights throughout the year, and I mention just a few.

- Our students have achieved excellent academic results and we are particularly proud of our Year 12 results. In 2019, students received 23 mentions as Distinguished or Merit Achievers. The top ATAR result was 99.15 and 29.9% of students achieved an ATAR over 90.



- Our NAPLAN results again demonstrated that our students are achieving above State and National averages in all areas of Reading, Writing, Spelling, Grammar and Punctuation and Numeracy. Individual student improvement was also very positive.
- Sport continues to play a vital role in the life of the College. Students are encouraged to maximise the opportunities provided on a weekly basis. They participate in a variety of sporting activities and competitions as well as carnivals that celebrate House spirit and community in Swimming, Athletics and Cross Country. Throughout the year, students have represented Kennedy very strongly across a broad range of sports as part of our commitment to the Associated and Catholic Colleges which serve as our pathway to higher representative honours. There have been many wonderful highlights throughout the year by individuals and by our representative teams, as they have worn the College colours with pride. We would like to acknowledge every student who has committed to represent Kennedy throughout the year, and to their parents who have supported them.
- Our master plan continues to be implemented and we were delighted to see the commencement of the Technologies Centre construction which will provide outstanding facilities for the continued development of our STEM program including materials, robotics and electronics.
- Community service is an important part of our pastoral care program and it was wonderful to see so many students embrace the opportunity to be involved in outreach. In 2019 we completed 3 mission trips to Cambodia, Philippines and working with the Martu community in the Pilbara. These have been fantastic life changing experiences for all involved.

It is impossible to mention every highlight from such a successful and positive year for the College. Kennedy has achieved so much in a short period of time as a result of our staff's hard work and commitment to the mission of the College. We are also blessed with a great community who continue to support the College in all aspects of our diverse and comprehensive curriculum. We pray that this continues as we grow and develop.



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.

The College named after William Kennedy, a pioneer of the Baptist movement in Western Australia. His passion and determination saw him overcome seemingly insurmountable odds to establish churches along WA's Great Southern Railway, the Goldfields and the Eastern Hills.

The Colleges worked throughout 2012 preparing for the commencement of Kennedy Baptist College in January 2013.

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

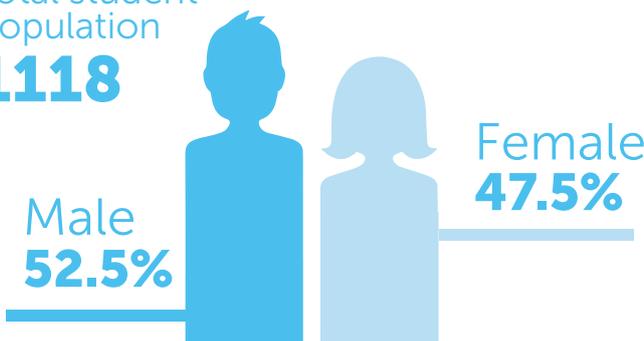
In 2019 the College catered for students from Year 7 to Year 12 with a total College population of 1118 students.

Total student
Population

1118

Male
52.5%

Female
47.5%



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

The Board, staff, students 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

Early 2019 saw the opening of Food and Textiles 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 60 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 commencing at Kennedy, 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's Day Morning Tea
- Father's Day Breakfast
- Parent's Information Evening: Protective Behaviours

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

2019 SAS Overall Placing

1 st	All Saints College
2 nd	Kennedy Baptist College
3 rd	Ursula Frayne Catholic College
4 th	Carey Baptist College
5 th	John Wollaston Anglican Community School

2019 SAS Junior Overall Placing

1 st	Corpus Christi College
2 nd	Emmanuel Catholic College
3 rd	St Norbert College
4 th	Carey Baptist College
5 th	Kennedy Baptist College, Seton Catholic College and Ursula Frayne Catholic College
6 th	John Wollaston Anglican Community School



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



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.

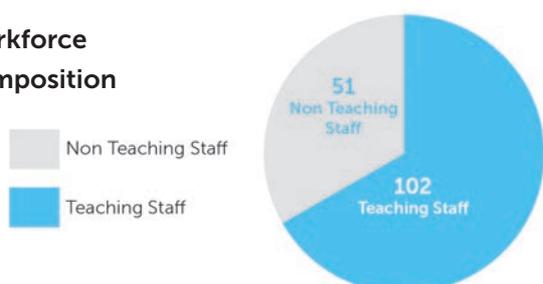
Staff Attendance

Teaching Staff	96.63%
Non Teaching Staff	97.64%
All School Staff	96.97%

Staff Qualifications

Staff with Masters Degree: 7

Workforce Composition



Staff Retention

Staff Retention Rate: 92.81

Teacher Professional Learning

All teaching staff have engaged in a minimum of five days of professional learning. In 2019 some topics of learning included:

- Autism
- Career Development - A Personal Account
- Child Protection Update
- Disability Discrimination Act
- Disability Standards in Education
- Dyscalculia - When the Numbers Just Don't Add Up
- Dyslexia Speld Foundation
- Future Education Trends and Student Engagement
- Good Classroom Practice Based on Study Skills
- Inclusive Education
- International Students
- Kennedy Leadership Excellence Program
- Kennedy Pedagogy
- Microsoft Office 365 workshops
- Making Omelette - When a Failed Flip Fails Right!
- Mentoring Adolescents
- Mini Graduate COGE and COHRE
- Nationally Consistent Collection of Data
- Pastoral Care
- Protective Behaviours
- Rigour and Differentiation
- Seven Steps to Making Learning More Accessible
- STEM
- Strategic Development Plan Feedback and Input
- TASS Usage
- Tech Tools for Teachers
- The Pen is Mightier than the Keyboard
- Video Creation and YouTube for Differentiation
- Vivi Usage in the Classroom

Teacher expenditure for staff professional learning amounted to:

Average per staff member	\$593
Total expenditure (all staff and programs)	\$89,013



National Reporting Requirements

2. KEY STUDENT OUTCOMES

2019 Student Attendance Rates



Certificates of Achievement

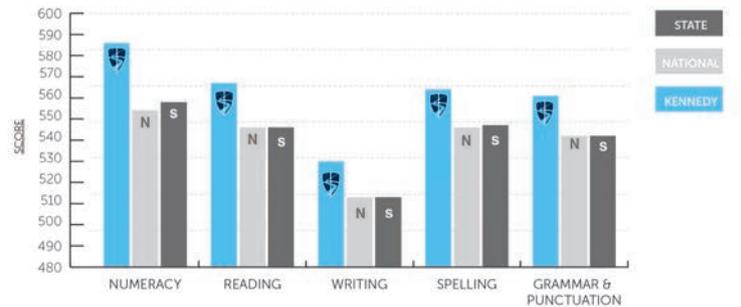
Awards for school-based achievement.

Year 7	≥ 8 "A" grades	13
Year 8	≥ 8 "A" grades	10
Year 9	≥ 8 "A" grades	11
Year 10	≥ 8 "A" grades	11
Year 11	≥ 4 "A" grades	16
Year 12	≥ 4 "A" grades	6

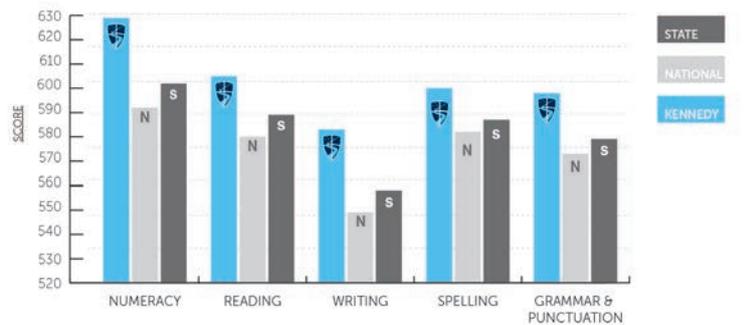
Monitoring Standards in Education

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 2019:

- **Top performing subject achievement:**
 - Biology
 - Business Management
 - Health Studies
 - Psychology
 - Physical Education Studies
- **Students offered University positions:**
 - 1st preference: 73%
 - Total preference: 98%

The following data illustrates the percentage of student with each Australian Tertiary Admission Rank.

ATAR Achieved	Frequency%
95.00+	11.5
94.9 - 90.0	18.4
89.9 - 85.0	25.3
84.9 - 80.0	17.2
79.9 - 75.0	13.8
74.9 - 70.0	6.9
69.9 - 65.0	3.4
64.9 - 60.0	1.1
59.9 - 55.0	0.0
< 55.0	2.3

The highest ATAR achieved was 99.15

The College median ATAR was 86.2

The State median ATAR was 81.0

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

Certificate of Excellence

- Biology - *Rachel Tebbit*

Certificate of Distinction

- **9 Students:** *Jack Fraser, Syrah Hawtree, Dylan McDonald, Heather Moyle, Emma Patman, Danielle Schulz, Rachel Tebbit, Taj Varga and Ellen Zwitter.*

Certificate of Merit

- **14 Students:** *Joshua Cicolari, Eric De Sousa, Jacqueline Gray, Keely Hatch, Kelly Huang, Lilly McDonald, Marcus Oudin, Naomi Perera, Elessa Popkiss, Aliah Rudnicki, Alaina Rule, Olivia Skeeper, Sian Smillie and Brandon Widjaja.*

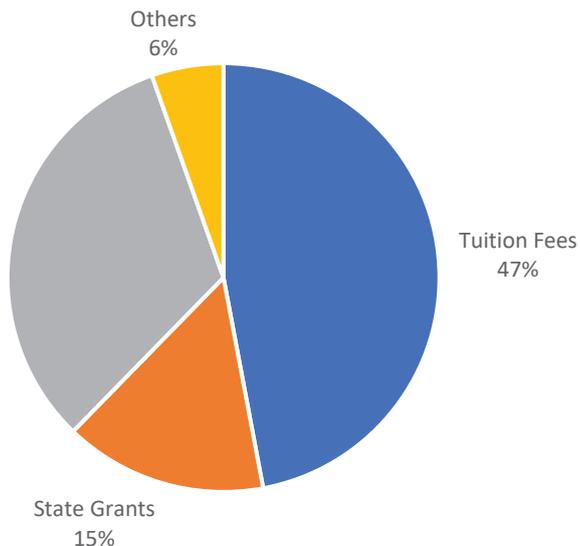
In addition 80 Year 12 students completed Vocational Certificates II or higher.

National Reporting Requirements

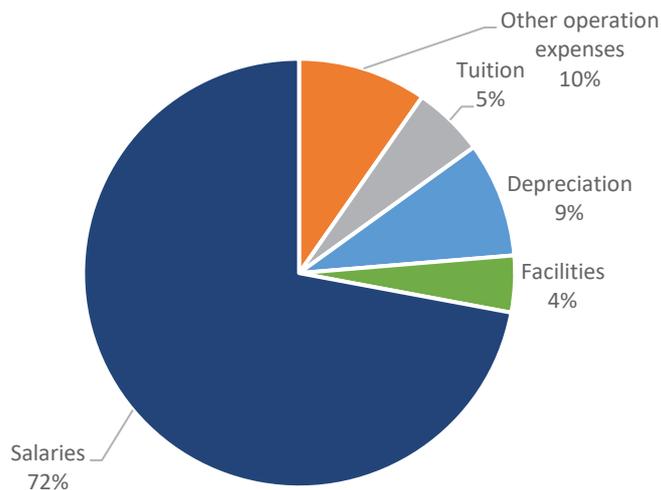
3. INCOME AND EXPENDITURE



Income	\$
Tuition Fees	10,255,109
Commonwealth Grants	7,052,198
State Grants	3,313,960
Others	1,172,461
Total	21,793,728



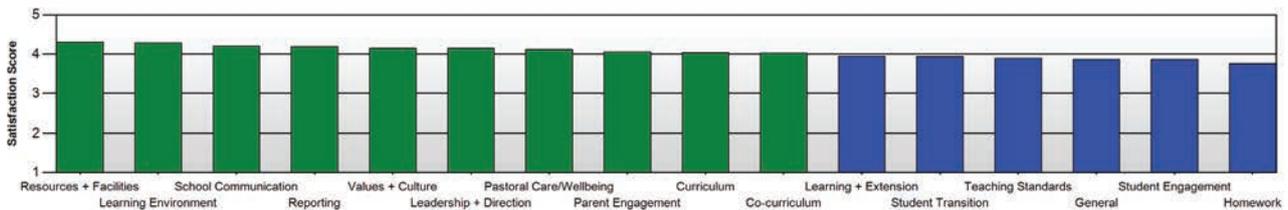
Expenditure	\$
Salaries	15,642,035
Other operating expenses	2,095,633
Facilities	928,520
Depreciation	1,883,805
Tuition	1,161,337
Total	21,711,330



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.

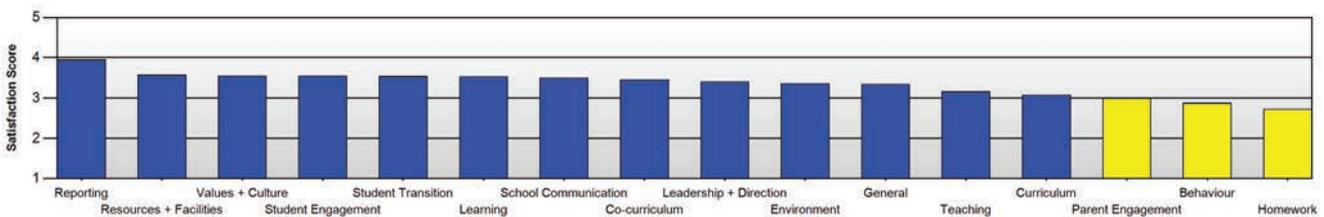


What do you like about Kennedy Baptist College?

- I like the fact that Kennedy provides a supportive environment for the transition from primary school.
- Quality of teaching staff and community atmosphere
- Academic excellence. Stretching the kids to the best of their ability. Giving kids homeworks to build a good habit. The teachers are approachable and willing to help.
- My children love being at Kennedy.
- Academic excellence; discipline; cultural diversity; the majority of families/students value education; facilities.

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.

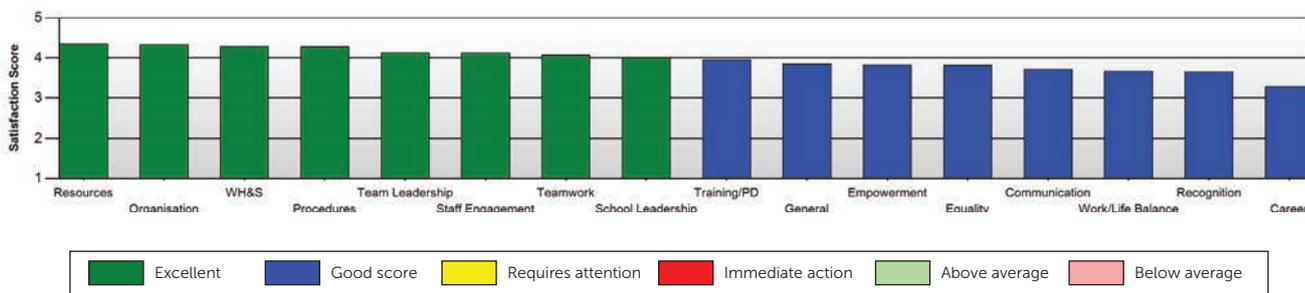


What do you like about Kennedy Baptist College?

- I most like the environment, which is safe and encouraging towards all students. I also like the classes and teachers here. The electives are also fun and enjoyable.
- That the teachers put in a lot of time and effort to create tasks for us as students to improve our skills in all learning areas.
- I like the learning opportunities provided by the school and the facilities that are available for students to freely use; I like the respect and the kindness that the teachers have towards students and how they are fair to all students inside and out of the classroom.

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?

- Being part of school with a vision - Having friendly staff to work with - Working with colleagues whom I can approach when needed - An executive team making decisions for the school to succeed in what they do.
- Strong communication and peer-to-peer support from staff. My colleagues are excellent at assisting each other with difficult content and tasks, and make teaching subjects outside our main areas of study a much smoother process.; Leadership within the Learning Area is excellent, and we are always supported and have our concerns heard.



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Strive today, conquer tomorrow