



**Kennedy**  
Baptist College

2020  
*Annual Report*

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**BOARD MEMBERS:**

**LEFT TO RIGHT:**

Mr Richard Di Perna, Mr Luke Mason, Mrs Juliette Somerville, Rev. Philip Bryant, Mr Phil Ridder, Mr Dean Oates, Mrs Nina Tassell and Mrs Anina Findling

**NOT IN PHOTO:** Mrs Darrilyn Dawson

## CHAIR'S *Comments*

Covid-19 presented the world with unforeseen challenges in 2020. We entered new territory with the uncertainty of lockdowns, travel restrictions, and cancellation of community events. While Western Australia was somewhat protected because of our physical isolation, there was a great deal of uncertainty surrounding the impact of Covid-19 on the delivery and reception of education. This forced us all to develop agility and resilience and added the stress of the unexpected to our lives.

The Board of Kennedy Baptist College have been privileged to serve our students, families, and staff during these challenging times. Our mission is "through excellence in Christian based education to develop life ready students who reflect the character of Jesus". We are committed to supporting Mr Ashby and our staff to fulfil this mission by providing the necessary governance and resources.

The opening of the new Technologies Centre completed the initial Master Plan which addressed the union of the physical campuses of Winthrop and Somerville Baptist Colleges. Mr Ashby and the Board have begun the process of developing a new master plan to further enhance the facilities and keep up with current education trends.

While buildings are necessary, students are our priority, and our staff are the key to providing an excellent education. We thank God for our team of dedicated staff who are committed to our students and mission. We are also thankful to our vital support staff who work tirelessly behind the scenes to ensure the smooth running of the College.

This year the College received an unqualified Audit Report which is a testimony to our Finance team and their thorough management of the finances entrusted to the College.

Finally, thank you to Mr Ashby and the Board for their dedicated leadership over the past 12 months. Their leadership has provided students with a positive education experience and equipped them to make the most of their God given talents and gifts.

**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.*

There is no doubt 2020 will always be remembered as a challenging year. Never before have we had to deal with a once in a century global pandemic that has impacted us in so many ways. Never before have we had to have been so flexible and agile in the delivery of our curriculum at Kennedy. Never before have we had to be so resilient and so focused on staff and student wellbeing. We have had to continually review how we can best deliver the curriculum for everyone. Yet despite these challenges we have continued to achieve success in many different areas and in many different forums.



**Photo above:** The Hon Sue Ellery BA MLC, Minister for Education and Training declared the Technologies Centre open and presented the commemorative plaque to Head Boy Will Lawler and Head Girl Amber Clifford.



**Photo above:** Our Kennedy Transform Centre kids in Cambodia happy to be back in the Centre after 7 months away.



**Photo above:** "Our Research and Study Centre team accepting The West Australian School Library of the Year Award 2020".

The way students responded to the challenges of 2020 has been a visible reminder of the College motto of “strive today, conquer tomorrow”. They have continued to develop their own skills, abilities and attitudes and have achieved some outstanding outcomes. It has been particularly satisfying to see them accept our values and adopt them personally and display them in the extended community.

Our strategic goal has always been to provide exceptional educational opportunities where students can thrive in a positive and safe learning environment and I believe this has certainly been achieved throughout this year. The 2020 academic year has provided many highlights, including:

- The continuation of the College Master Plan building program that included the opening of our new Technologies and STEM facilities.
- Enjoying the performances of our students from the College’s Arts Learning Area including wonderful music, drama, and dance events.
- The social activities that have been meticulously organised by our Heads of Year in such a challenging year.
- The outstanding Year 12 results that continue to show improvement each year in both ATAR and General courses.

I am sure there are many more that I have missed, and it is exciting to see our staff already preparing and planning wonderful opportunities for the future.

Our safe and caring environment is evidenced by the personal care provided for students by our staff and their commitment to ensure they achieve the best possible outcomes in all learning areas. This was particularly reinforced when we farewelled our Year 12 students. The sadness associated with the end of a meaningful season of life at this occasion outlined the wonderful relationships Kennedy staff develop with their students.

I would like to thank all our staff for their ongoing commitment to the standards that we have developed and the creation of a culture that constantly aims for improvement. Thank you to all our College families for their ongoing support of the mission and vision that is Kennedy Baptist College.

Finally, we thank God for the way we have been blessed in this challenging year. Kennedy has thrived during a very difficult period and God has clearly answered our prayers and provided us with strength, wisdom, and guidance for the daily events of the College and our ongoing strategic wisdom.



**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."

### Our Story

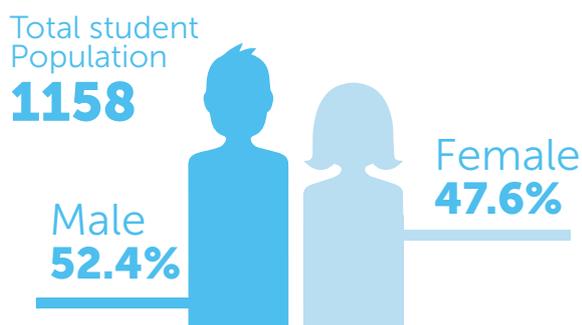
Kennedy Baptist College was formed in 2013, to provide quality Christian secondary co-education that nurtures students' confidence and character.

The College's namesake, WA pioneer Baptist Minister William Kennedy, overcame seemingly insurmountable challenges to establish churches in Western Australia's regional areas in the early 1900s. Kennedy was known as a man of integrity and audacity by the communities he served, and his passion and determination was infectious.

At Kennedy Baptist College, students are expected to strive for personal excellence in all that they do. This translates to a positive learning environment where students are required to display high standards of behaviour which is reinforced by an exceptional Pastoral Care Program.

It is the spirit of Kennedy's story that underpins the College's values and inspires students to 'strive today, conquer tomorrow'. Armed with strength of character and Christian values, Kennedy graduates will be equipped to seize life's opportunities.

In 2020 the College catered for students from Year 7 to Year 12 with a total population of 1158 students.



### 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 Languages
- Mathematics
- Humanities
- Technologies
- Science
- Sports Centre
- Research and Study Centre

The opening of the new Technologies Centre in September completed the initial Master Plan.

# 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 their induction to the College, our incoming Year 7 students and families participated in a number of activities designed to offer a smooth transition to secondary education 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:

- Community 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 outlining the transition program and introducing key policies and procedures needed for a smooth start at the beginning of a new year.
- Year 7 Meet the Teachers Evening where parents met their child's friends and their families, and key staff.

- 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
- Fathering Project
- Parent Information Evenings: Various topics

The College Parents & Friends Association is run by a small but efficient and enthusiastic group of parents, who represent the parent body and undertake 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
- Prospective families newsletter
- Parents & Friends Connect newsletter
- Community Open Day
- Parent-student activities
- Award nights
- Easter services\*
- The College website
- The College Yearbook
- Signup.com
- Parent Lounge
- SEQTA Mobile App
- Kennedy App
- Partnership with Transform Cambodia

**\* Due to the Covid-19 pandemic, event was cancelled.**

# 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 (Chinese/Indonesian/French)
- Science enrichment
- National academic competitions
- Sports clubs
- Curriculum excursions
- Curriculum incursions
- Tutoring program
- Learning support 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 Orchestra
- College productions
- Arts events

## Pastoral Care

Our Pastoral Care Team is passionate and dedicated to working in partnership with families to support holistic student well-being. Our team includes:

- Deputy Principal - Pastoral Care
- Director of Students
- Heads of Year
- Form Teachers
- House Coordinators
- College Psychologist
- College Counsellors
- College Chaplain





### Pastoral Care Programs

Our Pastoral Care Programs are an important part of pastoral care at Kennedy and include:

- Weekly Pastoral Care periods
- College Assemblies
- Positive Behaviour
- Cyber Safety
- Year 7 Transition Program
- 11/7 Mentor Program
- Student Leadership
- Community Service
- Social and emotional learning program
- Year camps
- Christian Connect
- Kennedy Day

### Sporting Opportunities

Sport and Physical Education is an integral part of life at Kennedy. From the oval to the court, Kennedy Baptist College provides students with a variety of opportunities to improve their health and develop their athletic and teamwork abilities. This includes:

- Specialist Sport Programs (Basketball/Cricket)
- School Sports Western Australia (Basketball)
- Associated & Catholic Colleges of WA sports (ACC) where we participated in Interschool Athletics, Cross Country\*, Swimming Carnivals and Southern Association Sports competition (SAS and SAS Junior).

### 2020 SAS Winning Sports Teams

- Ultimate Frisbee (Mixed)
- Boys Touch Rugby
- Boys Tennis
- Boys Beach Volleyball
- Girls Basketball
- Girls Touch Rugby
- Girls Softball

### 2020 SAS Junior Winning Sports Teams

- Girls Year 7 Basketball
- Girls Year 8/9 Basketball
- Boys Year 10 Basketball
- Girls Year 10 Indoor Beach Volleyball

### 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
- Robotics Club



\* Due to the Covid-19 pandemic, event was cancelled.

## National Reporting Requirements

# 1. PROFESSIONAL ENGAGEMENT



### Teaching Experience

The College's teaching staff come from diverse teaching backgrounds and bring a wealth of experience to enhance our students' learning programs. A wide range of expertise enables the provision of challenging programs across 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



### Staff Qualifications

Staff with Masters Degree: 11

### Staff Retention

Staff Retention Rate: 94.44%

### Teacher Professional Learning

All teaching staff have engaged in a minimum of five days of professional learning. In 2020 some topics of learning included:

- Positive Education
- College Shutdown Protocols
- Educating Boys
- Inclusive Education
- National Childsafe Principles Mandatory Reporting and Child Protection updates
- One Note Beginner/Intermediate
- Online lessons: Recording uploading and sharing
- Open Book Project Sessions 1 to 3
- Professional Learning Communities
- Protocols: Microsoft Teams Meetings

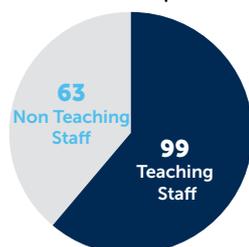
Teacher expenditure for staff professional learning amounted to:

Average per staff member	\$383
Total expenditure	\$37,925
(all staff and programs)	

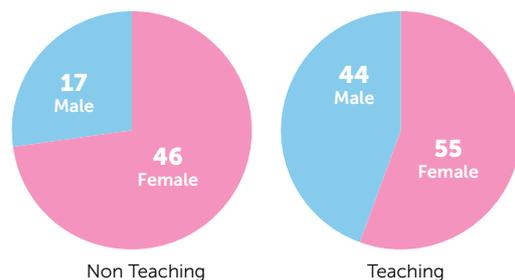
### Workforce Composition

- Non Teaching Staff
- Teaching Staff
- Female
- Male

Workforce Composition



Male/Female Split





## National Reporting Requirements

# 2. KEY STUDENT OUTCOMES

### 2020 Student Attendance Rates

Kennedy Baptist College	89.79%
State	- Not available

### Certificates of Achievement

Awards for school-based achievement.

Year 7	≥ 8 "A" grades	17
Year 8	≥ 8 "A" grades	20
Year 9	≥ 8 "A" grades	17
Year 10	≥ 8 "A" grades	10
Year 11	≥ 4 "A" grades	29
Year 12	≥ 4 "A" grades	10

### Monitoring Standards in Education

In 2020 the Year 7 and Year 9 NAPLAN were cancelled due to the COVID-19 pandemic.

### Year 12 ATAR Results

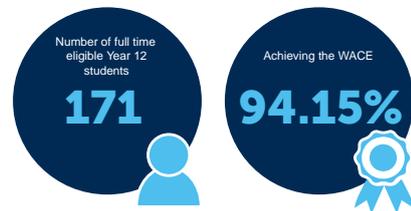
The following snapshot outlines the accomplishments of our Class of 2020:

#### Top performing subject achievement:

- Biology
- Business Management
- Health Studies
- Human Biology
- Mathematics Applications
- Physical Education Studies
- Physics
- Psychology

### Students offered University positions:

- 1st preference: 71%
- Total preference: 92%



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

ATAR Achieved	Frequency%
95.00+	17.6
94.9 - 90.0	26.7
89.9 - 85.0	16.7
84.9 - 80.0	11.9
79.9 - 75.0	9.5
74.9 - 70.0	4.8
69.9 - 65.0	6.0
64.9 - 60.0	1.2
59.9 - 55.0	2.4
< 55.0	3.6



### Highest & Median ATAR

The **highest ATAR** achieved was 99.0  
The **State median ATAR** was 81.65  
The **College median ATAR** was 88.95

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

#### Subject Certificate of Excellence

- Biology - *Not for publication*
- Human Biology - *Not for publication*
- Mathematics Applications - *James Currey and Ezekiel Grida*

#### Subject Exhibition

- Mathematics Applications

#### Certificate of Distinction

- **10 Students:** *Annika Donald, Ezekiel Grida, Chelsea Iveson, Brandon Lawrence, Whitney Payne, Prempal Singh, Jack Sturgess, Sophie Thorne, Rory Williams and one student not for publication.*

#### Certificate of Merit

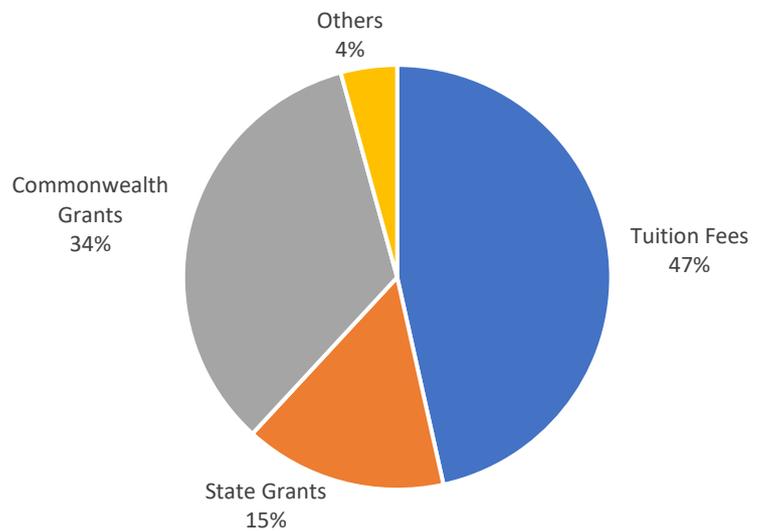
- **23 Students:** *Ruan Alberts, Paige Celenza, Amber Clifford, James Currey, Zoe Grice, Ella Hay, Faith Kee, Matthew Lawler, William Lawler, Angelene Lee, Tayla Miles, Georgia Needham, Stefan Nio, Daniel Scanlan, Claire Street, Zevanya Sumodisastro, Holly Tait, Daniel Wallington, Shani Wilbers, Grace Williams, Eliza Woodford and two other students not for publication.*
- In addition 80 Year 12 students completed Vocational Certificates II or higher.

# National Reporting Requirements

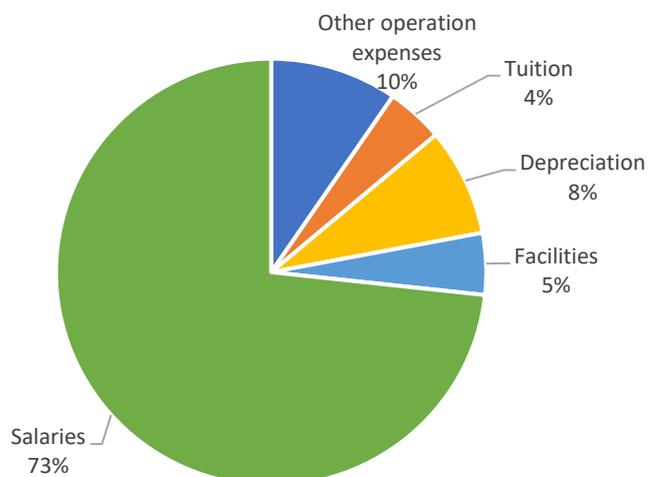
## 3. INCOME AND EXPENDITURE



Income	\$
Tuition Fees	10,710,724
Commonwealth Grants	7,808,767
State Grants	3,521,619
Others	978,889
<b>Total</b>	<b>23,019,999</b>



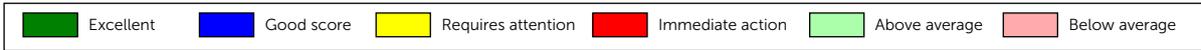
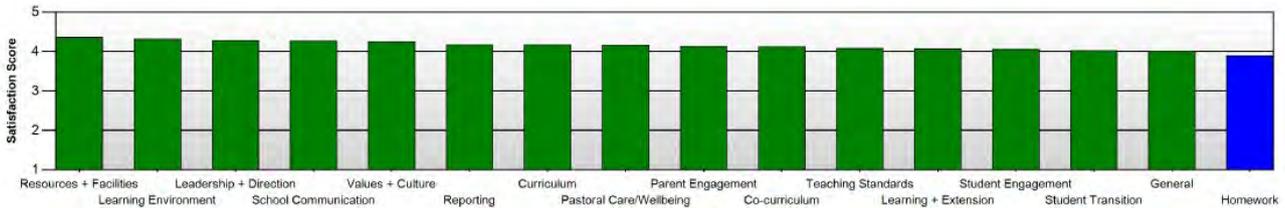
Expenditure	\$
Salaries	15,588,474
Other operating expenses	2,036,759
Facilities	993,166
Depreciation	1,736,849
Tuition	913,672
<b>Total</b>	<b>21,268,920</b>



# 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.

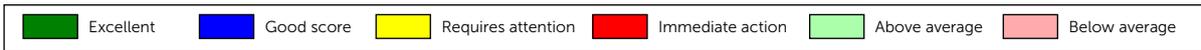
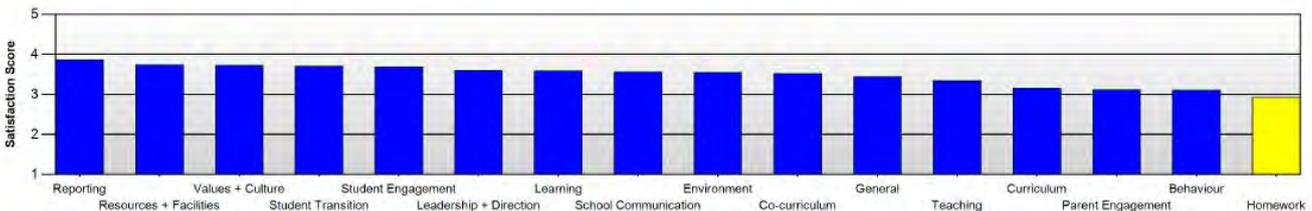


### What do you like about Kennedy Baptist College?

- My child clearly feels safe and is extremely happy to go to school.
- The staff commitment to my children’s academic progress and future; the teachers promptness to engage if a problem arises, the level of school communication to the parents ;having a school cafe on site.
- I like the nurturing environment, and access to teaching & admin support staff.
- I like the great variety of subjects the student can chose from for Year 11 and 12. I am very happy with the Christian values of the school and the teachers. The school has good facilities for students too. My experience with Kennedy College has been a positive and my child has achieved excellents grades.

## 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.

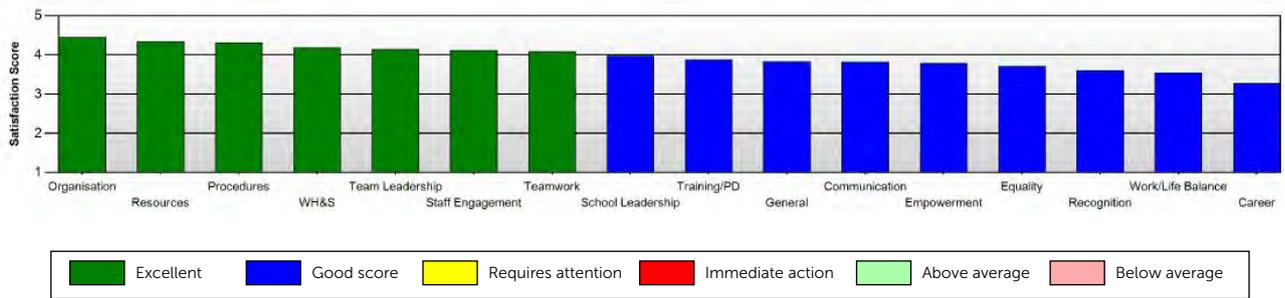


### What do you like about Kennedy Baptist College?

- The thing I like about Kennedy is that the people here are nice and they look out for one another. The teachers explain the lesson and if you don’t understand it, they will explain a lot better. The environment is really good too!
- The environment created that is safe and even through we are worked very hard it prepares us for the future; the teachers care about us doing well.
- Teachers are helpful, supportive and passionate about what they’re teaching; overall atmosphere at school is fun and calm/ relaxed.

## 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?

- Flexibility in completing my role; opportunities available for students; freedom to engage with conversation about faith with staff and students; opportunities for advancement.
- Ethos; staff; students nice to work with; College values; premises/classroom environment; behaviour management.
- The students are fantastic, the resources are outstanding and the staff members encourage one another through prayer and genuine care for each other.



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**Strive today, conquer tomorrow**



