



GEELONG  
LUTHERAN  
COLLEGE

ANNUAL  
*Report*  
2022

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ARMSTRONG CREEK



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# COLLEGE *Profile*

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**Geelong Lutheran College Armstrong Creek is dedicated to improving the quality of education for all students under its care now and into the future.**

It is a Child Safe organisation with a zero tolerance for child abuse and is committed to acting in the best interests of children.

As a school of the Lutheran Church of Australia, we are dedicated to providing an education for our students that is informed by strong Christian

principles and underpinned by the values that make our Lutheran schools across Australia unique. The College endeavours to maintain an established framework of Christian attitudes and relationships which permeate and integrate its entire life and work. This provides a strong basis for the initiative of Lifelong Learning.



This encourages living in community and reflecting characteristics of God through our core values of wisdom, honour and purpose.

Established in 2009, Geelong Lutheran College Armstrong Creek is situated in the urban growth area of the City of Greater Geelong, close to the Surf Coast area. The College celebrated its 14th anniversary in 2022. It is a Prep to Year 12 school offering a welcoming, lively and nurturing environment with a focus on providing a quality, Christian education.

At GLC Armstrong Creek, we celebrate the diversity and giftedness of all within our community. Education is a learning journey in which we acknowledge parents, guardians and care givers as primary educators and feel privileged to join in partnership with them through their child's education.

The ministry and mission of the College provides the framework for our student wellbeing, teaching and learning programs. These programs enable us to foster a passion for learning and the holistic development of

each child. Pastoral care is one of the main focuses, integrating personal and social wellbeing and resilience. Our students are challenged to think as global citizens, consider the needs of those beyond their local community and to recognise the responsibilities their education provides as they take their places in work, social and family networks of the 21st century.

# OUR *Vision*

## **Our vision is to be a leading, innovative, Christ-centered learning community that inspires students to be caring, confident and creative citizens.**

Through sensitivity to and an understanding of faith, students at GLC Armstrong Creek:

- value themselves so that they are excited by their life journey and inquisitive about their world and its future;
- are alive to the social injustices and the needs of others in our society; and
- are valued as unique and exceptional individuals who make a distinctive contribution to the world around them.

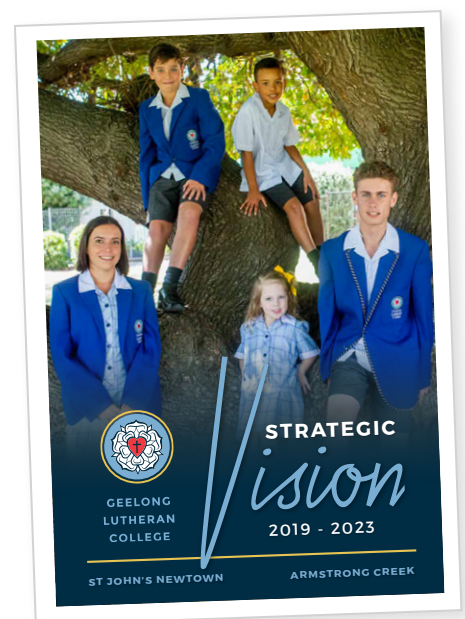
At GLC Armstrong Creek, our three core values are:

- Develop **WISDOM** through knowledge and learning grounded in Christian values.
- Empower students to **HONOUR** and respect themselves, each other and their community.
- Embrace each student's unique talents and abilities to give them confidence and **PURPOSE** for life.

We recently developed a Profile of a Geelong Lutheran College Student which illustrates these values. See page 5.

Further details about the College can be found on our website at [www.glc.vic.edu.au](http://www.glc.vic.edu.au).

The College continues the implementation of the 2019-2023 Strategic Vision. This document was developed by the College Council in consultation with the College staff and community. It outlines what we aspire to achieve through the five Strategic Priorities and how we will do this. This Vision provides the road map for the future of our College.





GEELONG  
LUTHERAN  
COLLEGE

# Profile of a Geelong Lutheran College Student

Develop students who extol, **Wisdom, Honour and Purpose**

The **Profile of a Geelong Lutheran College Student** is a framework which hones the opportunities for student growth from a holistic perspective, preparing each student for their post school career and life. Through this, we seek to be 'a **leading, innovative, Christ-centred learning community that inspires students to be caring, confident and creative citizens**'. (GLC Vision Statement)

The College Motto '**Christ is All**' (Colossians 3:11) reflects that, to the believer, life is a living, intimate, everlasting relationship with God Himself. Christ is the only way to that life in which the believer is committed to follow the way of Christ's love in all aspects of living, both on earth and in heaven.





## MISSION & *Ministry*

### **Christian education is woven into every aspect of life at the College. We are proud of our distinctly Lutheran identity.**

Central to the mission and ministry of the College is the teaching and learning of Christian Studies. Students from Prep through to Year 12 continued to develop their understandings of Christian faith and religions through weekly Christian Studies lessons. This has been supported by the Lutheran Education Australia Christian Studies Curriculum Framework.

Our weekly chapel service continues to be a focal point for our students, staff and parents. Led by various members of our leadership, the Armstrong Creek Campus Pastor David Spike, students and staff, our worship services are a highlight which continue to allow each student to develop their faith journey. This is supported by staff devotion, morning devotions in classes, student homegroups and opening and closing services during the year.

Staff continue to be enriched in their faith journey through the Equip program for Christian Studies teachers. Teachers of Christian Studies are required to

complete this important program which has been developed by Lutheran Education Australia in conjunction with the Church and schools.

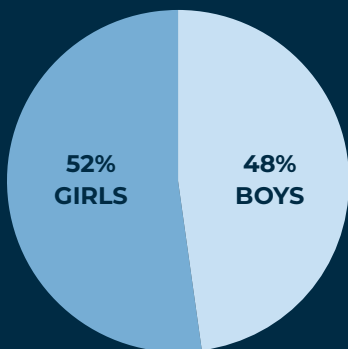
Serving our community continues to be a focal point throughout the College with activities spread across the year levels. We support a number of projects of the Australian Lutheran World Service, which is the overseas aid and development agency of the Lutheran Church of Australia.



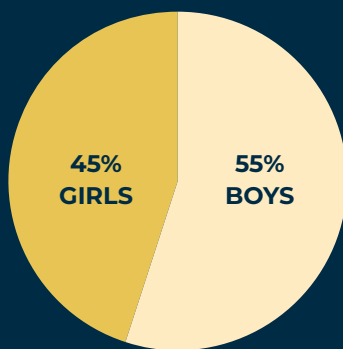


# OUR *Students*

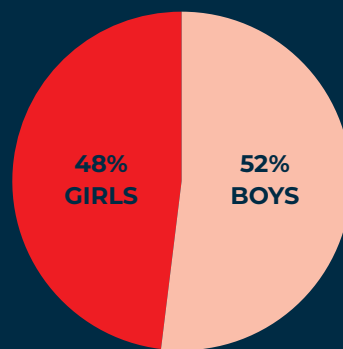
At the DET 2022 August census, our student population comprised **818 students** including **7 indigenous students**.



**PRIMARY**  
Prep - Year 6  
333 students



**SECONDARY**  
Year 7 - Year 12  
485 students



**TOTAL CAMPUS**  
Prep - Year 12  
818 students

# SCHOOL *Performance*

## TEACHER STANDARDS & QUALIFICATIONS

Geelong Lutheran College Armstrong Creek values the dedication and experience of its staff.

In 2022, GLC Armstrong Creek had a total of 121 staff with 71 of these actively involved in the work of teaching. Staff are trained to support student learning.

The school is committed to ensuring that staff are employed with appropriate qualifications and who will actively support the Christian ethos of the school. The school continuously develops the staff both professionally and personally through relevant professional growth opportunities.

All teachers at GLC Armstrong Creek are appropriately qualified and hold registration with the Victorian Institute of Teaching.

Qualifications	
Diploma	3
Grad Diploma	13
Post Grad Diploma	5
Bachelor	48
Masters	9

All staff members are trained in LEA's Valuing Safe Communities to ensure compliance with the Lutheran Church of Australia requirements. An approved Child Protection training program has been implemented for all staff and volunteers in the school which is undertaken at the beginning of each year. New employees to the school are trained as part of staff Induction. Relevant staff members are also trained or updated in First Aid, Anaphylaxis Management and Asthma Management.

During the initial staff meeting at the beginning of the year, staff members were briefed on OH&S requirements. This is revisited regularly throughout the year during staff meetings as a standing item on each staff meeting agenda.

Two of our staff accepted positions as VCAA assessors for the 2022 Unit 3 & 4 examinations.

## WORKFORCE COMPOSITION

The workforce composition at GLC Armstrong Creek consists of:

Workforce Composition	
Head of College	1
Principal	1
Head of Primary	1
Head of Secondary	1
Dean of Students	3
Primary Teachers	22
Secondary Teachers	49
Chaplain	1
School Officers	41
Wellbeing Coordinator	1
<b>TOTAL</b>	<b>121</b>

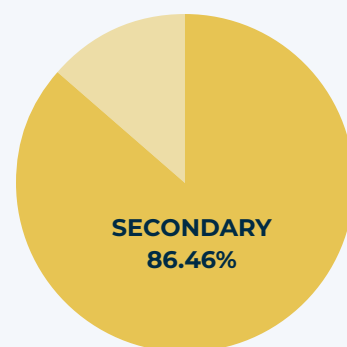
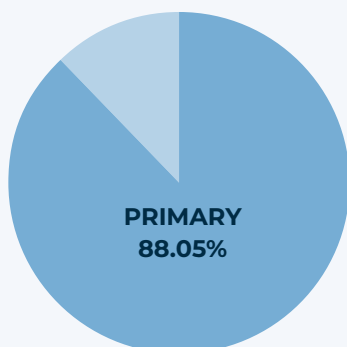


## STUDENT ATTENDANCE AT SCHOOL 2022

To support student attendance, the College has an Attendance Policy that outlines the roles and responsibilities of the school staff, parents and students.

- Absences are shown 'live' each day via roll marking in SIMON,
- Parents of absent students are notified if communication has not been forthcoming,
- Unexplained or inadequately explained absences will result in communication with parents and students,
- A formal attendance meeting may be organised to resolve ongoing attendance trends and discuss how best to support future attendance and engagement,
- Student attendance and absence figures may appear on student academic reports,
- Aggregated student attendance data is reported to the Department of Education & Training.

### GLC Armstrong Creek Students attended school % of time



### Average student attendance rate by year level

Prep	87.17 %
Year 1	87.49 %
Year 2	90.11 %
Year 3	85.18 %
Year 4	90.07%
Year 5	87.44 %
Year 6	88.88 %
Year 7	87.99 %
Year 8	85.82 %
Year 9	87.32 %
Year 10	87.98 %
Year 11	84.64 %
Year 12	85.01%
<b>Overall average attendance</b>	<b>87.32 %</b>

## STUDENT OUTCOMES

Each year, all students in Years 3, 5, 7 & 9 are required to sit the NAPLAN (National Assessment Program in Literacy and Numeracy) in Reading, Language Conventions – Writing, Spelling, Grammar & Punctuation and Numeracy to establish the proportion of students achieving the national benchmarks.

Year level	Number of students participating in NAPLAN
Year 3	39
Year 5	48
Year 7	112
Year 9	89

### Percentage of Students Achieving at or Above the National Minimum Standards

Year level	Year 3	Year 5	Year 7	Year 9
Reading	95%	100%	99%	98%
Writing	100%	100%	98%	99%
Spelling	95%	100%	95%	97%
Grammar & Punctuation	98%	100%	98%	91%
Numeracy	97%	100%	99%	98%

# SCHOOL Performance

## SENIOR SECONDARY OUTCOMES

We were very proud of all Year 12 students for their motivation, hard work and leadership provided within the school. The College also acknowledges our teaching staff who professionally guided and supported our students.

Of the cohort of 44 Year 12 students, 36 were set to finalise their VCE in 2022; of which there was a 100% VCE pass rate. Of the remaining 8 students, 8 earned their Senior VCAL certificate.

Of the 32 students who applied for University place through VTAC, 31 were awarded a university placement, with 21 receiving their first preference of university.

## SENIOR SECONDARY COMPLETION AND ACHIEVEMENT INFORMATION, 2022

**VCAA School number:** 14930

**VCAA School name:** GEELONG LUTHERAN COLLEGE

**Address locality:** ARMSTRONG CREEK

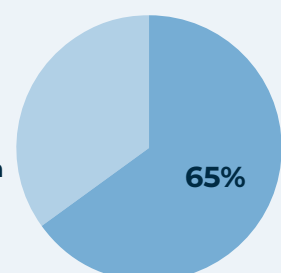
School Programs	
Number of VCE 3-4 Units with enrolments	46
Number of VET certificates with enrolments	26
Student Cohort	
Number of students enrolled in a VCE 3-4 Unit	75
Number of students enrolled in a VET certificate	40
Number of students enrolled VCAL	21
Percentage applying for tertiary places	89%
Student Achievement	
Percentage of satisfactory VCE completions	100%
Number of students awarded the VCE (Baccalaureate)	1
Percentage of VET units of competency completed	*
Percentage of VCAL units completed	*
Median VCE study score	30
Percentage of study scores of 40 and over	3.9

\* VET UoC and VCAL units data has been excluded as a consequence of the number of results pending or awaiting amendment.

## PROPORTION OF YEAR 9 STUDENT RETAINED TO YEAR 12

In 2019, GLC Armstrong Creek had 54 students enrolled in Year 9 and of these, 35 graduated from Year 12 in 2022.

Year 9-12  
student  
retention  
rate



<b>All Year 12 students completed their VCE</b>	
<b>Median ATAR was 70.36</b>	
<b>Median Study Score was 30</b>	
students achieved an ATAR score over 90	3%
students achieved an ATAR score over 80	21.2%
students achieved an ATAR score over 70	51.5%
students achieved an ATAR score over 60	78.8%

During 2022, 21 Senior Secondary students completed a Vocational Education Training course in the following areas. SBAT indicates that the VET certificate was undertaken within a School Based Apprenticeship/Traineeship – generally as part of the VCAL program.

<b>Certificate III</b>	<b>No. of Students</b>
Cert III in Allied Health	4
Cert III in Community Services	2 + 1 SBAT
Cert III in Design Fundamentals	1
Cert III in Business	2 SBAT
Cert III in Ed Support	1 SBAT
Cert III in Music	1
Cert III in Hospitality	1
Cert III in Early Childhood Education and Care	1 SABT
<b>Certificate II</b>	<b>No. of Students</b>
Cert II in Equine Studies	2
Cert II in Engineering Studies	1
Cert II in Animal Studies	2
Cert II in Building and Construction	1
Cert II in Food Processing	1

## POST SECONDARY SCHOOL TERTIARY OFFERS

The following represents the post-school tertiary offers of our 2022 Year 12 student cohort. Our College is proud of the achievements of our students and wish them every blessing as they move into the next phase of their educational and vocational journey

<b>Universities &amp; TAFE's students were accepted to:</b>	
Deakin University	18
Victoria University	3
RMIT	3
Monash	2
Federation University	2
Deakin College	1
SAE Creative Media Institute	1
<b>Fields of study</b>	
Medicine/OT	8
Psychology	4
Business/Commerce	4
Creative Arts	3
Exercise & Sport Science	2
Criminology	2
Design and Architecture	3
Arts	2
IT	1
Engineering	1
Education	1

# SCHOOL *Performance*

## PARENT, STUDENT AND TEACHER SATISFACTION

**Our school is committed to an ongoing improvement process.**

At GLC Armstrong Creek, the level of satisfaction is reported and gained through formal Satisfaction Surveys through the College Newsletter, Parent/Teacher Interviews, Parent Information Sessions, Parent Forums, the College Magazine, Assemblies, Staff Meetings, Annual Reviews and Student Leadership meetings.

The College community enjoys the wonderful support of our parents, guardians and caregivers which is reflected in the important partnership that exists between home and school.

The College regularly reports on events, programs and activities that have a positive impact on the wellbeing of all members of our community. We inform the community of events to build community spirit, recognise excellence and provide incentives for the future.

### PARENT FEEDBACK

Our child loves Christian Studies and really enjoys chapel. We have been to the Refresh church service twice which is fantastic. We love the Christian ethos of the school and that it underpins the structure of the school.

### PARENT FEEDBACK

Children appear to be able to choose different ways of presenting tasks at different times and in some subjects. My child has been catered for as an individual.



# FINANCE & Resources

## Geelong Lutheran College Armstrong Creek continues to operate based on a sound financial position.

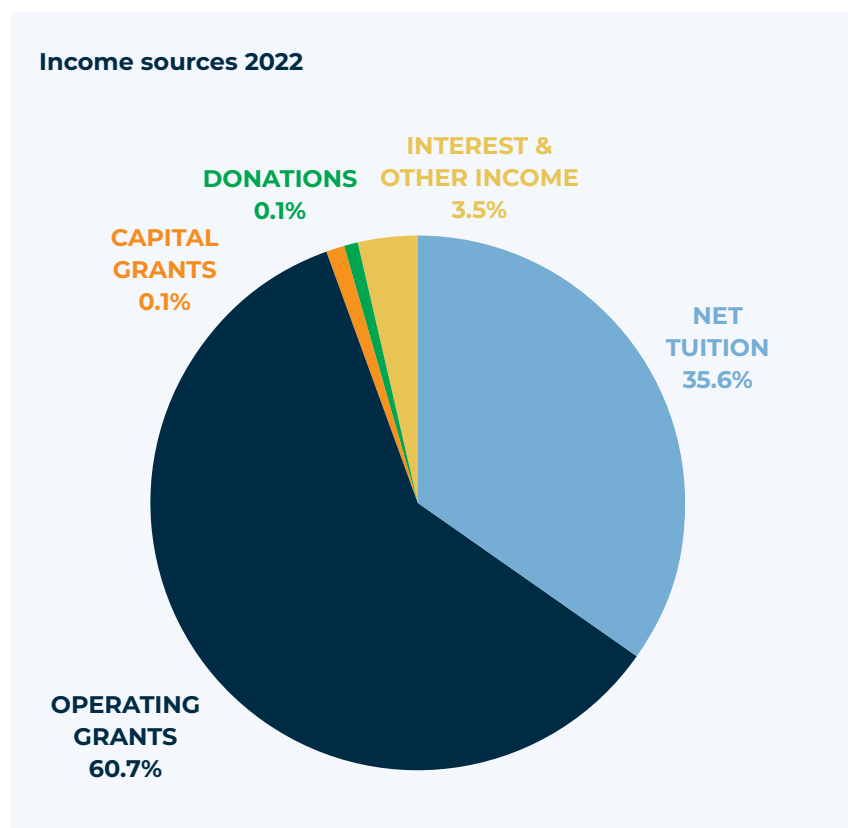
Enrolment growth has been very pleasing in 2022. The College remains focused on providing an affordable Christian education to the local community in the Armstrong Creek urban development area, the Surf Coast and wider Geelong communities.

Below is a summary of the College's income sources for 2022 which are also provided to the appropriate Government bodies and published on our website and by the Victorian Registrations and Qualifications Authority as part of this report.

The College's financial performance information has also been provided to the Australian Charities and Not-for-profits Commission (ACNC) and is available for the community to access from their website at <https://www.acnc.gov.au/charity>

## INCOME SOURCES FOR THE YEAR ENDED 31 DECEMBER, 2022

INCOME SOURCES		2022
	Net Tuition Fees	\$6,286,200
	Operating Grants	\$10,730,419
	Capital Grants	\$12,500
	Donations - Capital and Other	\$21,900
	Interest and Other Income	\$616,520
<b>TOTAL</b>		<b>\$17,667,539</b>





# GOVERNANCE

Geelong Lutheran College Armstrong Creek is a school of the Lutheran Church of Australia Victorian District and, as such, are part of the mission and ministry of the Church to the wider community.

The College is governed by the Geelong Lutheran College Council.



**Craig Tischler**  
College Council  
Chair



**Jan Baker**  
College Council  
Deputy Chair



**Gavan Cramer**  
College Council  
Member



**Mike Dillon**  
College Council  
Member



**Mark Gerhardy**  
College Council  
Member



**Matt Luttrell**  
College Council  
Member



**Christine Schulz**  
College Council  
Member



**Mathew Schurmann**  
College Council  
Member



**Milton Fritsch**  
St John's Lutheran  
Parish Pastor  
Consultant



**David Spike**  
College Pastor  
Consultant



**Jill Lange-Mohr**  
OAM  
Head of College  
Consultant



**Paul Riddle**  
Business Manager  
Consultant



**GEELONG  
LUTHERAN  
COLLEGE**

# COLLEGE *Details*

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**ADDRESS**

2-38 Burvilles Road, Armstrong Creek VIC 3217

**HEAD OF COLLEGE**

Jill Lange-Mohr OAM

**PRINCIPAL**

Sue Ellis

**COLLEGE COUNCIL CHAIR**

Craig Tischler

**BUSINESS MANAGER**

Paul Riddle

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**WEBSITE**

[www.glc.vic.edu.au](http://www.glc.vic.edu.au)

**REGISTERED SCHOOL NUMBER**

2056

