GOOD SHEPHERD COLLEGE

ANNUAL REPORT 2025

EMPOWERING STUDENTS TO GROW IN EXCELLENCE AND FAITH

Inspire. Care. Serve.

Introduction

Good Shepherd College is a P-12 school situated across two campuses in Hamilton. The Junior campus is in the Hamilton township and the Senior campus is on approximately 45 hectares on the outskirts of Hamilton. The senior campus includes a working farm and allows students to study agriculture.

The Junior school (founded in 1962) and the Senior school (founded in 1981) amalgamated in 1991 providing a seamless P-12 experience for students.Our campuses provide a safe and supportive learning environment where students are well known to all staff. In addition to a strong commitment to academic achievement, Good Shepherd provides a wide range of co-curricula activities.

In partnership with families, the College nurtures students through quality education in a caring Christian environment providing a holistic education that encourages growth academically, socially, emotionally, physically and spiritually. Students, staff and families are encouraged to be involved in the Good Shepherd community, clearly evident in activities such as the May market, sporting events and co-curricula activities.

Christian faith and spirituality underpin the education offered to students at Good Shepherd. Our mission is:

To be a place of faith and learning where every person is encouraged to fulfill their God-given purpose through excellence in education and service to the community.

Our hope is that our students graduate with the skills and confidence to achieve all they aspire to achieve as they move forward into the future.

Dianne Eckermann
Acting Principal

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Board Report

As we reflect on 2025, the College's School Theme, "First Things First," has provided a meaningful foundation for the year. While the Board does not determine the annual theme, it was encouraging to hear this focus articulated earlier in the year. The theme strongly reflects the Board's own conviction that, in all aspects of life and learning at Good Shepherd College, we are called to seek God first, trusting that all other things will follow.

Good Shepherd College exists as a place of both faith and learning. We are privileged to offer a quality, personalised education while also nurturing the individual faith journeys of every member of our community. It is our sincere hope that throughout 2025, students, staff, parents, and friends of the College have felt God's presence and guidance.

Throughout this year, the College has been ably led by Ms Sharon Kotzur. Sharon's calm, capable, and steadfast leadership has guided the community through a year that included both successes and challenges. Her positivity and gracious approach have been greatly appreciated by the Board and the wider College community. We believe firmly in God's timing, and it is clear that Sharon was sent to us for this particular season. What began as a four-week stay became a term, and ultimately extended to five terms. While we are saddened by her departure, we are deeply grateful for her service and pray that her time with us has been a blessing to her, just as she has been an immense blessing to Good Shepherd College.

The Board, along with the broader College community, acknowledges the disappointment of not yet appointing a permanent Principal. Despite this, we remain hopeful and forward-looking. We are pleased to welcome Mrs Dianne Eckermann, who will join us in the new year as Acting Principal. Dianne brings extensive experience, particularly in P–12 schools and Lutheran education, and we are encouraged by her enthusiasm for joining the Good Shepherd community. The Board is confident that she will be a strong and positive fit for the College.

We ask the community to join us in praying for Dianne as she prepares to commence her role, and also for the Principal whom God has already chosen for Good Shepherd College, trusting that this appointment will be made in His perfect timing.

The Board recognises that periods of leadership transition can bring instability and disruption. We therefore extend our sincere appreciation to the staff for their additional efforts during this time. In 2026, we will welcome Mrs Jo Thomas and Mr Matt Outred to complement our existing leadership team of Mr Brad Kyle, Mrs Corinne Landwehr, and Mr Jared Male. It has been heartening to hear of the ways in which staff have supported one another and our students throughout the year. This spirit of care and collaboration continues to define Good Shepherd College as a nurturing and supportive community.

The Board itself is small but dedicated, and we acknowledge the significant contribution of those who volunteer their time and expertise to the strategic leadership of the College. Sincere thanks are extended to Beth Tonissen, Matt Rentsch, Kath Hartwich, and Tony Peters, together with Sharon Kotzur, Brad Kyle, and our expert minute-taker, Ange Spillman.

This year also marks the retirement of two long-serving Board members. Beth Tonissen concludes an extraordinary 19 years of service, and Matt Rentsch 12 years. Their commitment, wisdom, and thoughtful contributions over many years—across countless meetings, committees, and policy reviews—have been invaluable. While they will be greatly missed at the Board table, we are grateful that they continue to serve the College in other volunteer capacities.

As we look ahead, we are pleased to welcome two new Board members in the coming year. Robert Koh and Steven Uebergang have generously offered their service, and we are confident they will bring valuable skills and fresh perspectives. Their involvement will be timely, as one of the Board's key priorities for 2026 is the completion of a new three-year Strategic Plan. We are thankful that Dianne Eckermann brings considerable experience in this area and will provide strong leadership throughout this process.

The Board encourages the entire community to continue holding Good Shepherd College in prayer. We give thanks to God for the year that has been and move forward with confidence, trusting that He will continue to bless the College as we seek His will above all else.

Victoria Venning
Board Chair

Enrolments 2025

	Indigenous Students	Total Students
Junior Campus	3	77
Senior Campus	4	116
Total	7	193

Students
Good Shepherd provides three bus runs for students providing for students who live up to 80 kilometres for the College an opportunity to attend.

At Good Shepherd we value student diversity and recognise individual difference. Our teaching staff across both junior and senior schools are well supported by teacher aides who provide assistance for students with a range of needs.

Staff Composition

All teaching staff at Good Shepherd College are registerd to teach with the VIT or have permission to teach. Teachers have the following qualifications:

Qualification	Number of teachers
Bachelor degree or plus Graduate Diploma	11
Bachelor degree	20
Masters of Teacher / Education	9
Doctorate	2

In total there are 22.9 (FTE) teachers at Good Shepherd. They are supported by 5.6 (FTE) teacher aides and 10.4 (FTE) other staff members.
The Leadership team at the College comprises the Principal who works across both campuses; a Head of the Junior school; Head of the Senior School and the Business Manager. Other leadership roles include timetabling and daily organisation. There is also a part time counsellor who works across both the Junior and the Senior Campus. In 2025 there were no Indigenous staff members at Good Shepherd. The College leadership, together with support staff support the learning and wellbeing of students.

Whole of staff professional learning has included: The Berry street Program, Child protection, First Aid and /or CPR, Asthma, Anaphylaxis, Equip - LEA and Connect - LEA.

Community Satisfaction

Good Shepherd continues to enjoy strong community engagement and support from families. Families are encouraged to attend the Opening Service at the beginning of the year and parents of school leaders are actively involved in the service. The beginning of year BBQ at the Junior Campus is also a great opportunity to begin the year by getting to know teachers and other staff members. The most notable parent and volunteer involvement is the annual May Market, the major fund raiser for the College. It is also a major connection to the local Hamilton community. Other gatherings include grandparents and special friends day which helps to foster a strong and supportive community.

Good Shepherd values feedback from everyone involved in the College. In 2025 a whole school health check, the Navigate survey, was completed by staff, parents and students at the College. In addition Dr Igrid Lee was contracted as a consultant to assist with curriculum documentation and mapping. The survey identified strengths in culture, Christian values, positive relationships, and a classroom culture conducive to learning. Staff have worked together to identify ways in which the College can further improve in meeting the needs of its students.

Students

Number of students included in NCCD data:

Junior Campus

	QDP	Supplementary	Substantial	Extensive	Total
Cognitive	4	10	2	0	16
Physical	8	2	0	0	10
Sensory	0	0	0	0	0
Social-Emotional	6	0	0	0	6
TOTAL	18	12	2	0	32

Senior Campus

	QDP	Supplementary	Substantial	Extensive	Total
Cognitive	5	7	18	0	30
Physical	11	0	0	0	11
Sensory	0	0	0	0	0
Social-Emotional	8	9	8	0	25
TOTAL	24	16	26	0	76

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School ICSEA: 1028

Attendance

Campus	Year Level	Students	Attendance %
Junior	Prep	9	85.8%
Junior	Year 1	12	91.6%
Junior	Year 2	11	92.2%
Junior	Year 3	13	89.1%
Junior	Year 4	10	91.6%
Junior	Year 5	17	87.7
Junior	Year 6	12	83.6%

Senior Campus

Campus	Year Level	Students	Attendance %
Senior	Year 7	25	88.7%
Senior	Year 8	29	85.8%
Senior	Year 9	26	84.8%
Senior	Year 10	24	76.6%
Senior	Year 11	13	86.7%
Senior	Year 12	15	86.2%
Total		**216**	**87.0%**

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NAPLAN Results

Year Level	Reading	Writing	Spelling	Grammar	Numeracy
Year 3	418	419	451	436	413
Year 5	492	472	461	491	482
Year 7	523	514	499	505	525
Year 9	538	535	530	546	575

Financial Information

Public financial reports detailing sources of income (e.g., recurrent state/Commonwealth funding, fees, grants) and a summary of capital and operating expenditures. [1, 2, 3]

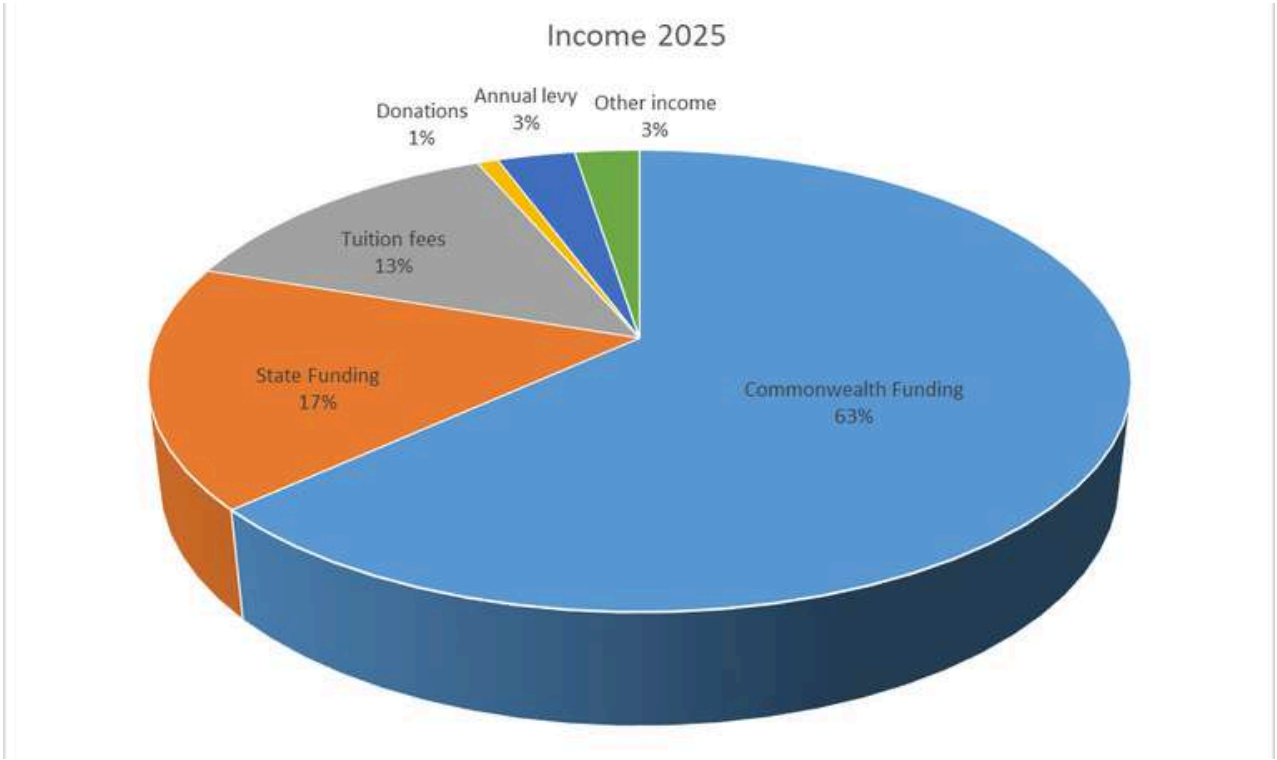
Post School Destinations

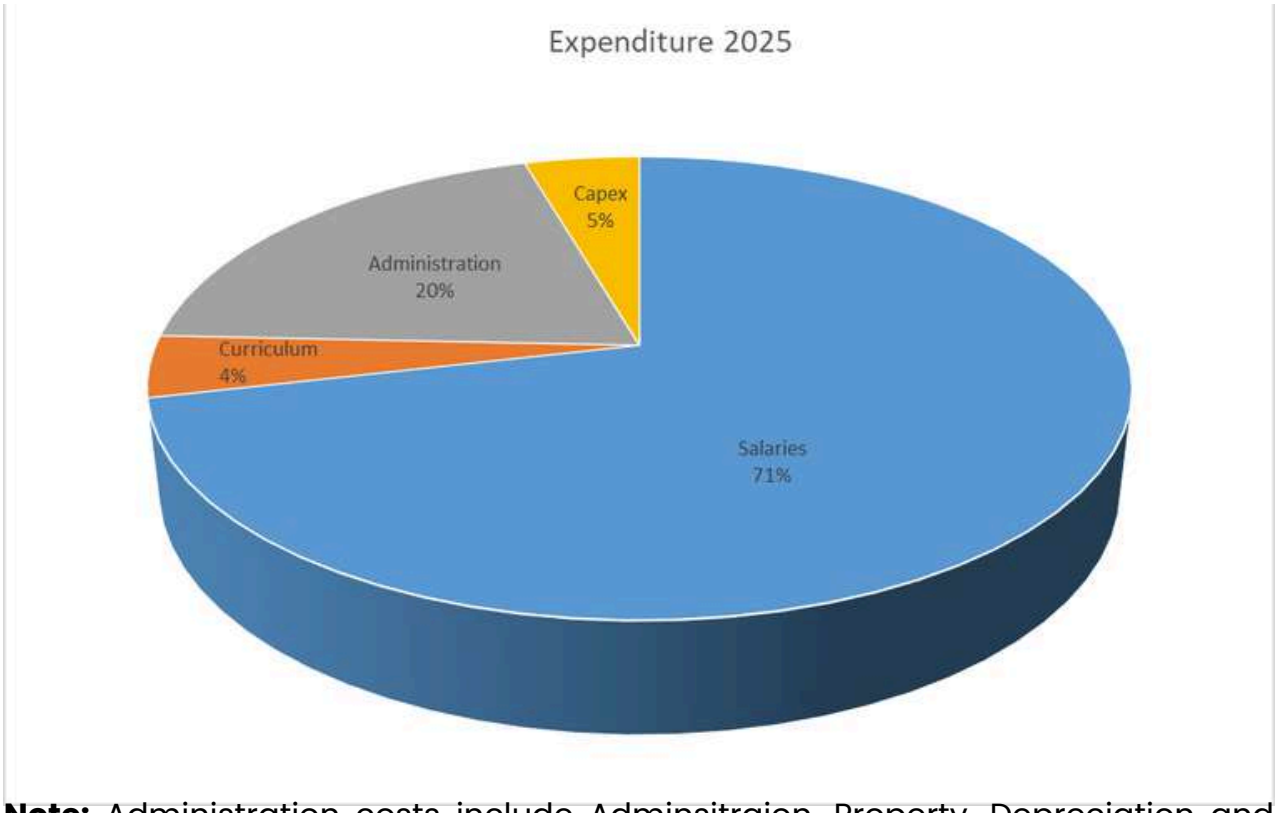
Year 12 results

Pathway	Number of students
VCE completion	10
VCE & VM completion	4
Incomplete	1
Top Atar	94.8

Post school destination	Number of students
Optometry	1
Electrical Enginerring and Computer Science	1
Horticulture - apprenticeship	2
Hospitality	2
Agriculture	4
Sporting Academy	1
Aquaculture	1
Certificate 3 (Business)	1
Health & Fitness	1
Retail	1

Financial Information





Note: Administration costs include Adminsitraion, Property, Depreciation and Bad Debts.

Serve. Care. Inspire.

GOOD SHEPHERD COLLEGE

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