Annual Report
2022

HOLY TRINITY
LUTHERAN COLLEGE

School sector: Independent
School address: 25 Trinity Drive Horsham, Victoria
Total enrolments: 601
Year levels offered: Foundation to Year 12
Co-educational or single sex: Co-educational

Introduction

Holy Trinity Lutheran College has proudly served Horsham and the surrounding local communities with quality independent education since 1978. Located in the heart of the Wimmera, in western Victoria, the College was established by the Holy Trinity Lutheran Church as a co-educational, independent Christian school. At the time it was known as Horsham Lutheran Primary School. It began with 58 students and three teachers, and lessons were conducted from the Church Hall. The school community continued to flourish during its early years and expanded to double streams for all classes in Foundation to Year 6, and in 2014 expanded into secondary education with its first cohort of Year 12 students in 2019.

The College's history has been one of rich tradition and it continues to honour the strong foundations that have been established in the past, while creating a contemporary and vibrant school environment for the future.

Holy Trinity Lutheran College is a school that values excellence in spiritual, intellectual, physical, emotional, cultural, and social outcomes for its students. Where individuals are provided with opportunities to use their God-given talents to serve others while being nurtured and guided to develop the necessary skills to thrive in an ever-changing world—strengthening the educational outcomes for all students.

Each individual is recognised as a valued gift of God, with their very own unique talents and potential, and are provided with rich and dynamic educational experiences that are grounded in the Christian faith. We pride ourselves on having a family, Christ-centred community and cherish the opportunity to shape and influence the lives of the children placed in our care.

Holy Trinity Lutheran College is a school for all members of our local and wider community. A place where a child can find their own identity while flourishing in a safe, caring, and enriched learning environment.

A College of the Lutheran Church

Holy Trinity Lutheran College is a school of the Lutheran Church of Australia and, as such, encourage and support our students to develop a relationship with God – leading students on their journey of faith.

Student enrolments

Student enrolments are 601.

Year level	Enrolments
Foundation	40
Year 1	46
Year 2	64
Year 3	45
Year 4	66
Year 5	47
Year 6	69
Year 7	38
Year 8	37
Year 9	52
Year 10	34
Year 11	30
Year 12	33
Total	601

At this point in time, we have seven (7) indigenous students and 221 students in receipt of Commonwealth Special Needs funding.

Of a possible 189 student days, the average student attendance rate was 86.83%.

All non-attendance must be explained by parents. If parents have not contacted the College in person, College app, by phone or email, the College Principal or his delegate contacts the parents to investigate any unexplained absences.

Curriculum

The Junior School

The Junior School at Holy Trinity Lutheran College provides education to students from Foundation to Year 6.

The teaching and learning in the Junior School align to the Australian Curriculum. Emphasis is placed on teaching core literacy and numeracy skills, to equip students with the competence to succeed across the curriculum. Technology is taught both explicitly and integrated into most areas of learning. Students are encouraged to think critically, use initiative, accept responsibility, and grow in self-confidence. Through relevant and relational learning opportunities, collaborative work skills are developed, and the effort of each child is applauded. We strive for excellence in our quest to equip students for life beyond the classroom. Learning support and enrichment programs are provided to assist and extend students in their individual learning journey.

Students are provided with a range of opportunities to develop leadership skills in the Junior School including the chance to be elected as Junior School Captain, Technology Captain or to represent their sub school on the School Representative Council (SRC).

The Middle School

The Middle School (Years 7 to 9) are the foundation years of secondary education. At Holy Trinity Lutheran College our programs aim to provide supported learning, promote acceptance and belonging, and encourage personal development among students. We strive to develop deep and rich learning with relevant skills that enable each child to reach their full potential in the intellectual, cultural, social, and spiritual dimensions of life.

The Middle School provides a progressive and innovative education within the Australian Curriculum framework and is responsive to the developmental needs of young adolescents. Opportunities are student-focused, relevant, and rigorous, constantly acknowledging the culture and context of our learners. The College is committed to developing a culture of learning in an environment that is safe and allows students to explore, discuss and seek answers. As part of our mission, we endeavour to nurture a child's God-given potential and develop lifelong learners and effective global citizens.

Students are provided with many different opportunities to practice servant leadership during their time at the College. The Middle School develops every student to be a leader and will provide opportunities for students to develop their leadership skills and demonstrate service. Leadership positions as Middle School Captains, Middle School ambassadors, School Representative Council (SRC) and Technology Captains are available.

The Senior School

The Senior School (Years 10 to 12) prides itself on the growth of the whole child through the development of skills, values, and attitudes essential for life as a global citizen; nurturing the individual, emotional, spiritual, and intellectual development of each young adult.

As individuals begin the journey into the Senior School, they assume even greater control of their subject selections and academic pathways. They explore potential career options and strengthen the transition toward independent learning within Australian Curriculum, Vocational Education and Training (VET), Victorian Certificate of Applied Learning (VCAL) and Victorian Certificate of Education (VCE). Working in small class sizes, our students are supported in their academic and personal growth through the encouragement of resourcefulness, independence, and maturity in all aspects of college life.

Learning opportunities are relational, relevant, rigorous, and reflective experiences designed to educate the whole person. It is our aim to nurture an intellectual and emotional response from students that will encourage insight and curiosity and provide the tools to make a valuable contribution to society. The College facilitates this learning by providing timely and purposeful feedback and learning environments which promote a positive atmosphere of trust and safe risk taking.

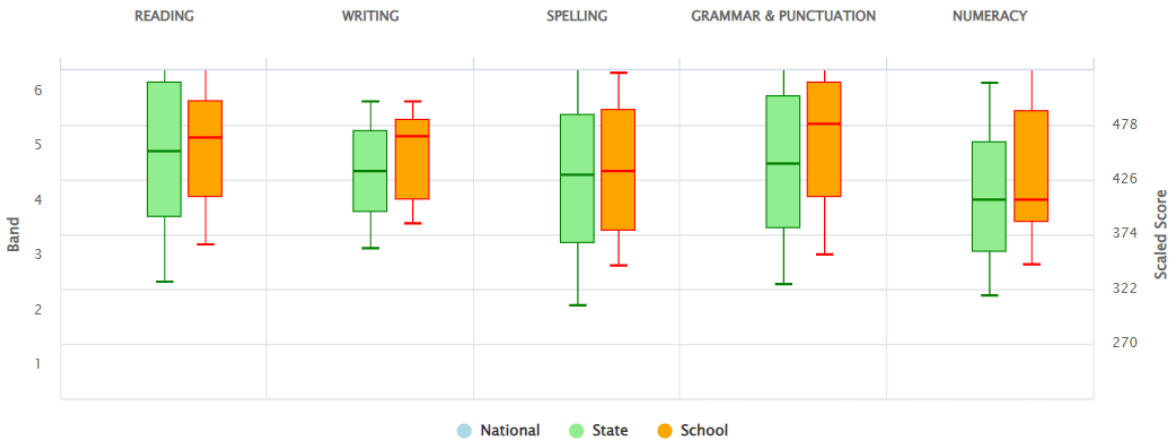
Students are prepared for leadership throughout their school life, enhancing their sense of responsibility and an increased awareness of their role within our school community. These opportunities occur through College Captaincy, the House system, as College Ambassadors, Technology Captains, School Representative Council (SRC) and mentoring.

Academic results

2021 NAPLAN results

The National Assessment Program—Literacy and Numeracy (NAPLAN) takes place for all students in Years 3, 5, 7 and 9. These tests are a government requirement for all schools across Australia and assesses student achievement in reading, writing, spelling, grammar and punctuation, and numeracy. When combined with teacher observations, the NAPLAN tests help inform the College of each child's performance and achievement. The NAPLAN results also provide important trend data that assists in the review and planning of the College's teaching and learning programs.

Year 3 – Group summary



Results from the **Year 3** Student Group Summary show a very high majority of students performing above the minimum standards expected for the level.

Reading: 93% are ABOVE the National Minimum Standard; 7% AT the National Minimum Standard

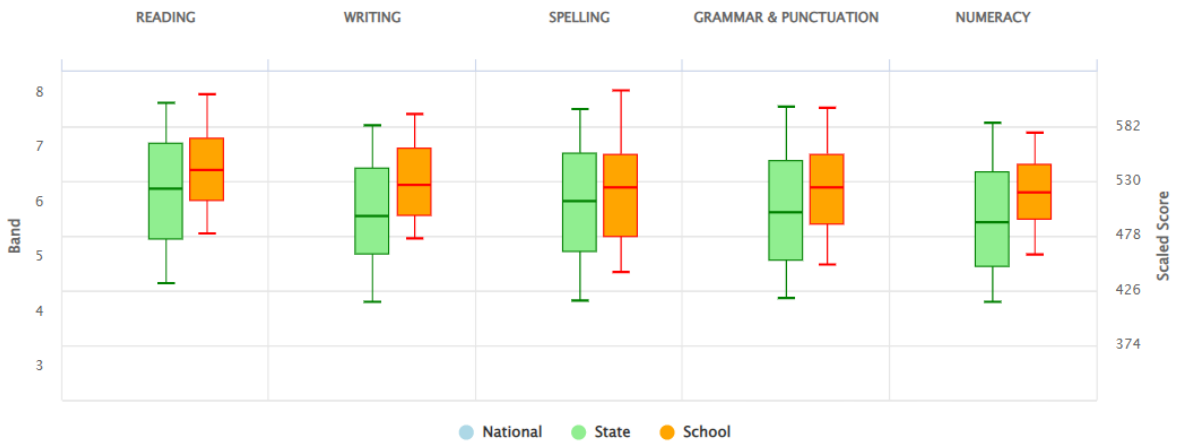
Writing: 100% are ABOVE the National Minimum Standard

Spelling: 93% are ABOVE the National Minimum Standard; 7% AT the National Minimum Standard

Grammar: 93% are ABOVE the National Minimum Standard; 3% AT the National Minimum Standard; 4% BELOW the National Minimum Standard

Numeracy: 98% are ABOVE the National Minimum Standard; 2% AT the National Minimum Standard

Year 5 – Group summary



Results from the **Year 5** Student Group Summary show a very high majority of students performing above the minimum standards expected for the level.

Reading: 100% are ABOVE National Minimum Standard

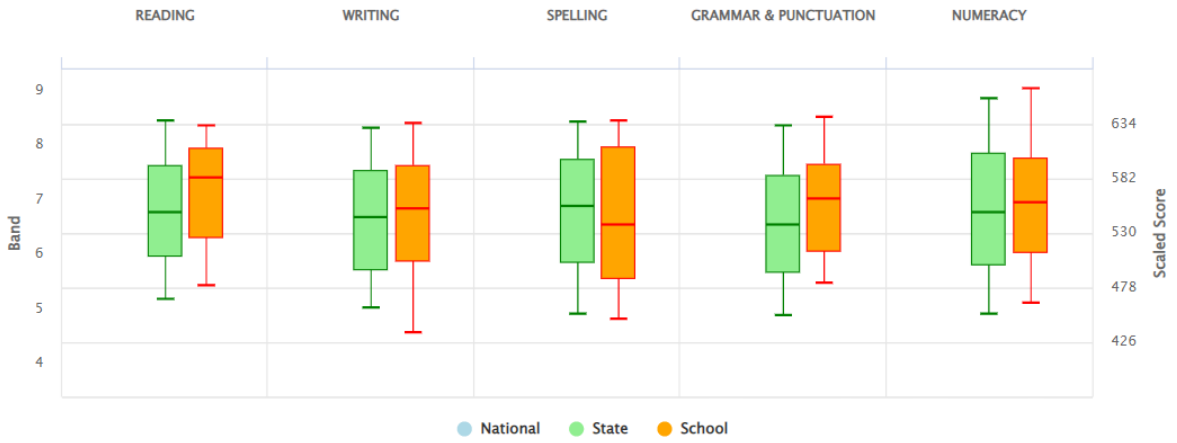
Writing: 100% are ABOVE National Minimum Standard

Spelling: 98% are ABOVE National Minimum Standard; 2% are AT National Minimum Standard

Grammar: 98% are ABOVE National Minimum Standard; 2% AT National Minimum Standard

Numeracy: 100% are ABOVE National Minimum Standard

Year 7 – Group summary



Results from the **Year 7** Student Group Summary show a high majority of students performing above the minimum standards expected for the level.

Reading: 94% are ABOVE National Minimum Standard; 3% AT National Minimum Standard; 3% BELOW National Minimum Standard

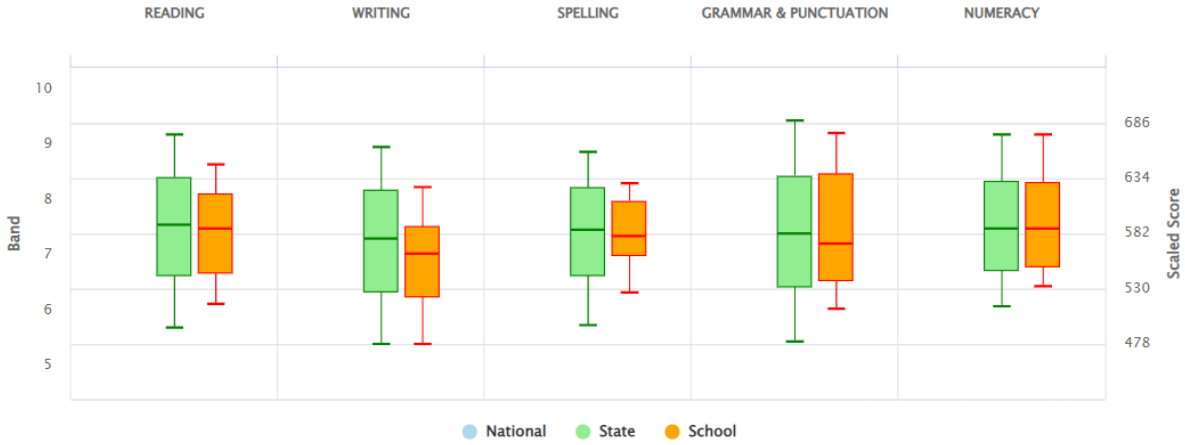
Writing: 83% are ABOVE National Minimum Standard; 14% AT National Minimum Standard; 3% BELOW National Minimum Standard

Spelling: 83% are ABOVE National Minimum Standard; 14% are AT National Minimum Standard; 3% BELOW National Minimum Standard

Grammar: 92% are ABOVE National Minimum Standard; 3% AT National Minimum Standard; 5% are BELOW the National Minimum Standard

Numeracy: 89% are ABOVE National Minimum Standard; 11% are AT National Minimum Standard

Year 9 – Group summary



Results from the **Year 9** Student Group Summary show a high majority of students performing above the minimum standards expected for the level.

Reading: 84% are ABOVE National Minimum Standard; 12% AT National Minimum Standard; 4% BELOW National Minimum Standard

Writing: 73% are ABOVE National Minimum Standard; 15% AT National Minimum Standard; 12% BELOW National Minimum Standard

Spelling: 90% are ABOVE National Minimum Standard; 8% are AT National Minimum Standard; 2% BELOW National Minimum Standard

Grammar: 82% are ABOVE National Minimum Standard; 12% AT National Minimum Standard; 6% BELOW National Minimum Standard

Numeracy: 90% are ABOVE National Minimum Standard; 10% AT National Minimum Standard

Year 12 achievement

At the end of the 2022 school year, 15% of our Year 12 VCE students received an ATAR score of 90 or above, with our dual DUX obtaining a score of 96.8. Of our eligible students, 31% received an ATAR of 80 or above and over 21% of students received a study score of 35 or greater. Our median VCE study score of 31 ranked our College at 150 when compared to other secondary schools in Victoria. Additionally, it was pleasing to note that all our graduating VCAL students have also either entered further education, a traineeship, apprenticeship, or employment.

It is acknowledged that these achievements are on one part of a school's people, places, and programs, however it is still affirming to see that our staff and students have made positive progress.

Learning outcomes – support and enhancement programs

Holy Trinity Lutheran College has a supportive but challenging curriculum that allows the school to nurture the social, emotional and academic potential of all individuals. This includes a strong emphasis on the fundamental numeracy and literacy components of the Junior School, along with a comprehensive range of core, elective, Vocational Education and Training (VET), Victorian Certificate of Applied Learning (VCAL) and Victorian Certificate of Education (VCE) subjects in the middle and senior years.

Learning support and enhancement programs at Holy Trinity Lutheran College aim to engage students through modified literacy and numeracy programs delivered either on a one-to-one basis, in small groups or within their classroom setting. Students are identified through our comprehensive diagnostic assessment program. Regardless of age, support is available to all students at the College through various sub-school programs targeted at student need.

Extra-curricular activities

We offer a variety of extra-curricular opportunities across Junior, Middle and Senior Schools to provide students with the opportunity to broaden experience, encourage passion, foster commitment, and develop their gifts and talents.

- **Holy Trinity Racing Club – Human Powered Vehicles (HPV)**
  Teams of students work together to maintain pedal-powered vehicles to compete in Victorian and South Australian 'Energy Breakthrough' challenges. This year, all teams had a wonderful season and placed well in the Australian International Pedal Prix competition for all schools in Australia.

- **Energetix**

  Competition aerobics consisting of students from Year 2 to Year 6. Students dedicate hours of practice both before and after school, to compete against other Victorian Schools in the Schools Aerobics competition. This year, our Energetix team celebrated success, winning the National Championships.

Sport

School sport

Holy Trinity competitively participates in many school-based sports including cross country, athletics, and swimming carnivals—including inter-school sport competitions at district, division, regional and state levels. These competitions are affiliated with the Little Desert (Primary) and Black Rangers (secondary) Victorian Sport divisions.

Western Victoria Academy of Sport

In 2022, our partnership continued with Federation University to offer an elite sports program to 12 selected students from Years 7-12. Specialised services include musculoskeletal screening, physiotherapy presentations, personalised strength and conditioning programs, a high-performance training day, performance support and access to athlete education program lectures; with the intention of supporting students who excel in their field of sport at district, regional, state, or national level and who aspire to improve their level of performance. In partnering with Federation University's WestVic Academy program, we aim to offer a unique opportunity that will complement existing training programs for those who may not have otherwise been accessible to them.

Performing arts

- **Instrumental music program**
  Holy Trinity provides a range of instruments in the program, including piano, guitar, percussion and drums, violin, bass guitar and vocals. Students who participate in the program, have the opportunity to showcase their skills to the wider community through the annual Under the Stars music concert. This showcase allows students to explore interests that lay outside of classroom learning, as well as celebrate the growth and learning that has occurred during the year.
- **Choir**
  Students practice on a weekly basis and perform within our College community and local community.

Clubs

- **Garden Club**
- **Chess Club**
- **Junior Red Cross**
- **STEM and Robotics**

Wellbeing program

The safety and wellbeing of all students is the primary focus of our care and decision-making. We are committed to providing a child safe environment where children and young people are protected and feel safe. The College wellbeing program aims to achieve this by engaging in specific programs across each of the sub-schools. Our many counselling services and programs assists in supporting the social and emotional needs of our students.

Pastoral care and wellbeing program

Holy Trinity Lutheran College is committed to enhancing and strengthening the social, emotional and spiritual development of its students. We recognise that wellbeing is fundamental to learning and is integral in every aspect of school culture. We seek to ensure students are actively engaged with learning and develop positive and respectful relationships and connections within the College and community. A Christ-centred approach underpins the foundational values which the pastoral care program is based on.

Child safety

Holy Trinity Lutheran College has a zero tolerance for child abuse and is committed to acting in children's best interests and keeping them safe from harm. The College complies with all relevant child protection laws and regulations and has implemented a comprehensive Child Protection Program to maintain a child safe culture. The College promotes the safety, wellbeing, and inclusion of all children, including those with a disability, those who are from a culturally or linguistically diverse background or those who are of Aboriginal and Torres Strait Islander heritage. Holy Trinity Lutheran College regards its child protection responsibilities with the utmost importance. The College is proactive in educating staff to recognise and act upon signs of child abuse. As Holy Trinity Lutheran College has a commitment to child safety, teaching staff will be responsible for understanding, applying, and promoting the College's child safety commitment, policies and procedures.

Anaphylaxis training

The College has policy and management plans in place to manage students at risk of anaphylaxis – ensuring all staff can respond to an anaphylaxis reaction. Staff are required to complete an anaphylaxis training course yearly and participate in a twice-yearly briefing conducted by the one of the College's three Anaphylaxis School Supervisors.

Worship program

Worship is the high point of our life at Holy Trinity Lutheran College. We regularly celebrate our identity as God's people in Jesus and explore the plans and purposes He has for us individually and collectively as His community. This shapes us for life and service both within our local community and God's worldwide community.

This year we were able to see the return of our weekly worship services. We are blessed at our College to have the inclusion of live music, through a combined staff and student band. Students are given the opportunity throughout the year to lead worship services under the guidance of our College Chaplain. Chapel is a wonderful opportunity for our students and College community to come together to strive with God's help to reach their potential in Him.

College Board

Holy Trinity Lutheran College has a governing Board of elected representatives from the school community. The College Board consists of 6 Directors and representatives from the College's Management team who act as consultants. The key role of the Board is governance, ensuring the ongoing viability of the college and maintaining the strategic direction of the College.

The College under the chair, Mr Bryan Matuschka, has continued to give direction to our College.

The Holy Trinity Lutheran College Board continues to see the wide skillset of members and the long-term stability of the Board as extremely important to the success of the College.

School Improvements

- The College completed its latest building project, which included two Junior School classrooms, Middle School staff room and toilets and meeting room. The total cost of the project was $1.97m, which included a Federal Government building grant of $450,000.
- The development and implementation of a new learning management system, Schoolbox, was introduced to the College community. The inclusion of this management system has ensured the College is able to communicate better with its community.
- At the beginning of Term 3, our Junior School staff commenced a 2-year professional learning journey with Corwin, through *Visible Learning for Mathematics.* The VL4M focuses on creating experiences which are designed to build students' conceptual understanding of mathematics using high impact strategies based on John Hattie's research. We are very excited to have the opportunity to learn and develop as a staff team to enhance students' learning.
- The College received a $25,000 grant administered through the Victorian School Building Authority to install new shade sails. This saw updates to the outdoor learning areas, in the Senior School area.
- Our Wellbeing areas was refurbished to include new office areas for Wellbeing staff, as well as the addition of a Wellbeing meeting room. This has been furnished to provide students with an area where students can feel safe and heard to raise any concerns.

Staffing

In 2022 the following staff were employed:

Full time teachers:	37
Part time teachers:	20
Non-teaching staff (full time):	4
Non-teaching staff (part time):	27

As members of a professional learning community, all staff at Holy Trinity Lutheran College are encouraged to access professional learning opportunities throughout the year. Our College is committed to developing its staff to meet the demands of our profession. Throughout the year, opportunities where individuals can collaborate and articulate the learning both in and outside of the classroom environment, and in doing so improve the teaching and learning within our college. During 2022, the cost of the whole College professional learning was $75,692, with the average expenditure per staff member being $860.14.

Out of 196 teacher days in 2022, staff attendance was 96.5%.

All teachers are registered with the Victorian Institute of Teaching. No indigenous staff members are employed at the school.

Parents, Teachers and Friends Association (PTFA)

Under the guidance of Mrs Adelle Lee, the PTFA has had a productive year. During the year they organised community events and raised money through planned events that was spent on supporting such community events, resources for learning programs, and around the college grounds.

Financial performance

Income sources—2022

Net tuition fees	$1,980,385	16.4%
Operating grants	$8,936,986	73.8%
Capital grants	$626,865	5.2%
Interest & other income	$555,458	4.6%
Total	**$12,099,694**	**100.0%**

Holy Trinity continues to establish itself as a valued educational provider in Horsham and the Wimmera region. There is a strong commitment by all involved to keep our Christ-centred focus firmly on the students. We are committed to establishing and maintaining strong foundations to become a college that provides the highest quality of academic, co-curricular and service-learning opportunities for our students.

I give thanks for the parents, staff and students who have contributed to another successful year. What is done in this College is done for the students and dedicated to the glory of God.

May God bless our school.

Mr Daniel Weller
College Principal