



Carmel Adventist College

Principal's Report

Graduation 14 December 2013

Dear Parents and members of the College community,

As Principal of Carmel Adventist College it is my pleasure to present to you a summary report of the activities, events, initiatives and issues that have occurred at our College during the 2013 calendar year.

2013 has been a very productive and positive year for Carmel Adventist College. The year has seen a strong continuation of the lengthy tradition the College has of providing quality education in a context that is a safe and caring environment for personal growth and spiritual development. There remains at the core of our services to students and parents a deep commitment to focus primarily on the provision of a quality, caring education based on solid Christian principles. Student retention rates are high, attendance rate very high, waitlists exist for more programs, and student and parental satisfaction rates in surveys are all indicators of the positive year the 2013 Carmel experience has been.

The College has been on a journey over the past three years centred on a renewal of our College to further the development of the institution as a place of excellence. The twin foci of a strong emphasis on positive engagement with learning, and a focus on spiritual nurture are reflected in our College's vision: - a school centred on God, preparing lives for service.

Governance

The College is blessed by an active and supportive governance body, the College Council. The advice, input and guidance of the members have been invaluable for the direction and operation of the College. For 2013 the members have been: Mr Brendan Newitt (Chairperson), Dr Paul de Ville (Secretary), Mr Brendon Derry, Mrs Dianne Hillsdon, Mrs Janina Halicki, Mrs Teresa Hort, Mrs Stacey Kendall, Pastor Derek McCutcheon, Pastor Andrew Skeggs, Mr Ron Hiscox (Staff Representative), and Mrs Jen Taylor. Additionally Mr John Minett has been a regular invitee to the meetings of the Council.

The Council met on 29 February, 19 March, 16 April, 28 May, 18 June, 20 August, 17 September, 15 October, and 19 November. The council's meeting of 17 September continued the formal collaboration commenced in 2012 between the Councils of our College and the Carmel Adventist College – Primary Council with a joint meeting

Through the year the College has been supported by the Adventist Christian Schools Western Australia Board of Directors. I would like to place on the public record our thanks to all the directors for their support and guidance.

Staff

Carmel Adventist College has a dedicated staff who give strong pastoral care and provide a high standard of professional practice. Without them there would not be the successful delivery of the College's ethos and program. The staff for 2013 were:

Principal	Dr Paul de Ville <i>BA, BEd, GradDipLib, GradDipSocSci, MEdStud, MA, MMin, TTC, MathEdD</i>
Deputy Principal	Mr John Minett <i>BCom/BTch</i>
Director of Studies	Mr Mark Foster <i>BA/BEd, BSocSc, CertIV TAA</i>
Teachers	Mr Mark Bergmann <i>BEd, MEd</i>
	Mrs Denise Brown <i>Teach Cert</i>
	Pr Gervais Cangy <i>MTh, MDiv, MMin, MA</i>
	Mr Adam Di Rosso <i>BSc, GradDipEd</i>
	Mrs Emma Dusci <i>BA/VA, GradDipEd</i>
	Mrs Gaewyn Ellison <i>DipTch, BEd, PGradDipBiomedSc</i>
	Mr Brad Flynn <i>BSc, GradDipEd, MA</i>
	Mrs Jessica Foster <i>BA, BEd</i>
	Mr Sepeti Fui <i>BSc, BTch, DipTch, GradDipTheol.</i>
	Mrs Nerolie Hiscox <i>DipEd, BEd, GradDip(AppScTeachLib), MA(AppTeachLib)</i>
	Mr Ron Hiscox <i>BEd, DipTch</i>
	Miss Larissa Hockley <i>BA, BEd</i>
	Mrs Heather Hughes <i>BEd(Hons)</i>
	Mrs Amanda Lobegeiger <i>BEd</i>
	Mr Darren Martin <i>BA/BTch</i>
	Mrs Robyn Robinson <i>BA, DipEd</i>
	Mrs Carly Smoker <i>BA, BEd</i>
	Mr Devin Stafford <i>BA/BEd, CertIV TAA</i>
	Mr Kevin Stafford <i>BEd, DipAppArts, CertFRP, SnrTchCert</i>
	Mrs Tania Stafford <i>BSc, BTch</i>
	Mr Robert Stanton <i>BSci/BTch</i>
Chaplains	Pr Derek McCutcheon <i>BA(Th)</i>
	Pr Andrew Skeggs <i>BA(Th), MA(Th)</i>
Indigenous Liaison	Mrs Janine Beck
	Mrs Connie Toga <i>Cert IV Health promotion</i>
Educational Assistants	Mrs Katrina de Ville <i>Cert III Children's Services, EN</i>
Registrar	Mrs Janelle Kopp
	Mrs Janita Burton <i>BSc/BTch, Cert IV Business Administration</i>
	Mrs Narelle Duncan
Reception	Mrs Diana Dowsett
	Mrs Marcia Hutchinson
Laboratory Technician	Mrs Tatiana Brennen <i>YET TO INCLUDE</i>
Estate Manager	Mr Norrie Taylor <i>DipSecEd, BEd</i>
Gardener	Mr Shannon Smoker
House Parents	Mrs Karen Major <i>CertIV WWD, CertIV Acc</i>
	Mr Peter Major

Retention of staff

During 2013 there were a number changes in our general staff: Ms J Arami and Ms R Arami leaving our Boarding House kitchen, being replaced by Mrs de Ville who also will be departing at the end of the year; and Miss Mancini resigned as Boarding House Tutor. While still unofficially associated with the College in 2014, officially Pastor Skeggs, our Associate Chaplain, will be leaving our College staff. Also leaving our general staff is our Registrar for 2013, Mrs Burton.

Miss Hockley, Mr Bergmann and Mr Di Rosso joined our teaching staff this year.

During 2013 we saw five departures in our teaching staff with Mrs Dusci taking maternity leave at the end of the year, and Mrs Ellison took study leave early in the year to embark on doctoral studies. Our French teacher, Pastor Cangy will also be leaving our College at the end of 2013. Our Director of Studies, Mr Foster, leaves our staff at the end of the year to become Principal at our sister institution, Landsdale Gardens Adventist School. Mr Foster will be replaced as Director of Studies in 2014 by Mr Martin.

After three years as your Principal, I am also leaving Carmel Adventist College to enjoy an extended period of leave. I know you will welcome our new Principal, Mrs Peters, who commences duties in 2014.

Staff Training & Professional Development

Staff development is an important activity at Carmel Adventist College. Over 30% of our staff during the year successfully continued or undertook studies in formal courses of study. These include:

1. Pastor Cangy – Masters of Teaching
2. Mrs Ellison – Doctor of Philosophy
3. Mrs Lobegeiger – Masters of Education
4. Mr Minett – Masters of Education
5. Mrs Smoker – Certificate IV in Training and Assessment
6. Mr Stafford (Snr) – Certificate IV in Training and Assessment
7. Mrs Tonga – Diploma in Health Promotion, Advanced Diploma in Ministry

Congratulations are also due to Mrs Toga on her successful completion of a Certificate IV in Health Promotion, and Mrs Burton on the completion of her Masters of Accounting.

When one reflects that small team of teaching staff at the College during 2013 hold 21 postgraduate qualifications it speaks well of the commitment to life-long learning, maturity and excellence on the staff team. These qualifications not only enhance the skill set of each individual, they add to the ability of the College to competently deliver a wide range of subject and course offerings.

Early in 2013 I was privileged to attend an International Seminar in the Yad Vashem Holocaust Museum in Jerusalem, Israel, courtesy of a Gandel Foundation Scholarship for Australian History Teachers. Subsequent to this visit I wrote an ebook curriculum resource for Year 10 History and English students based on diaries of teenagers during the Holocaust.

In addition to formal qualifications and courses of study teachers attended the following professional development activities: ACER Conference; Administrative Leadership; AISWA AGM; AISWA Half-Day Legal Seminar; Aspiring Leadership; Assessment and Reporting with Australian Curriculum; Biotechnology Workshop; Briefing on Proposed Funding Model; CARE Schools Conference; Certificate IV in TAE RPL workshop ; English for Refugees; Ephraim Kaye's Holocaust; Exploring the Australian Curriculum: Geography; First Aid Training; GAWA New Geography Teachers; Heads of Mathematics; How Language Works; IEP/ESP Development Professional Learning; Improving Student Performance in Mathematics at Stage 3; International Conference on Technology in the Classroom; Leadership Conference; Making A Difference; Mandatory Reporting of Child Sexual Abuse ; Persuasive Writing; Ping Jai Workshop; Post-War Migration Experiences; Protective Behaviours; Quality Adventist Schools-Training Workshop; School Data: Students with Disability; School Gardener Waterwise Training; School Principal Health & Wellbeing; Senior Secondary Update; Showcase of Modern Mathematics event; STAWA Future Science; Surf Rescue Requalification; Systems Training Day; Technologies Consultation Workshop; WA Christian Schools State Conference; WACE 2016 Briefing; WACE Assessment & Moderation; Website Administrators Workshop; Yad Vashem International Seminar in Holocaust Studies for Australian History Teachers.

Staff meetings in 2013 saw staff report on the major professional development programs they participated. Attendance at national and international conferences benefitted a number of staff. A major source of professional conversations in the College came from structured visits to other schools, locally and interstate. Staff also took part in structured reflective practice as they took part in a four minute walk through program of professional observations.

Carmel Adventist College continues to positively respond to the dynamic educational environment that exists in Australia. The Australian Curriculum continues to be rolled out in the Junior classes in the College. Planning for the introduction of new Years 7-9 programs adapted for the middle school needs in our College will enable implantation of these programs in 2014. Planning is also underway for the changes to senior certification requirements in 2015. This includes provision for vocational education certification.

The inclusion of teacher aides in junior classes that offered modified curriculums proved beneficial for students. Classes for junior students that provided extension and acceleration also proved to be very successful for student academic achievement.

This year the College has also hosted teachers-in-training from Avondale College and Murdoch University during the year.

SCHOOL PROGRESS AND ACHIEVEMENTS

Student Reporting

Parents are supplied with plain language student reports three times a year. An interim report was supplied in Term 1, and mid-year and final year reports are also supplied to parents. These written reports are supplemented by formal face-to-face parent-teacher interviews. Additionally ad hoc reports and updates are supplied for students upon parental request.

College Information

The College informs parents and students via printed information and annotations in the individual student diaries. Additionally there are regular newsletters published fortnightly. Additional formal communication of information is distributed, as required, to parents via email listings. There has been a strong emphasis on staff using available technologies to communicate with parents.

ICT Learning Resources

Some staff have also developed great web based communication channels and learning resources to assist students. These have been augmented by quality online tutorial assistance for students out of hours. A correlation with achievement improvements has been noted for those student cohorts that actively access these resources. The range of electronic resources for teachers to aid teaching and learning has also been expanded. During the year a major phased upgrade of the network backbone of the College was concluded. Significant improvements in web filtering, network reliability and accessibility were achieved. Staff also were supplied with laptops to continue the rollout of ICT equipment support for staff.

Pastoral Care & Student Welfare

Carmel Adventist College actively supports its student through a range of formal programs such as the Federal Government's Chaplaincy program and the State Governments School Psychology Service.

The College's chaplaincy service is deeply appreciated by students and their families as it provide an initial stopping point for many students who require a listening ear, or independent adult support. .

Chapel meetings on a weekly basis along with involvement in community service programs help to develop leadership skills in students. It is amazing that our relatively small College student body has raised approximately \$60 000 for charities in 2013, even if it came at the cost of the Principal's beard and hair! The deep commitment of students to others in need is a practical expression of their Christianity. Our established Cambodia Service Trip for Year 10's was further developed through the inaugural Year 12 Service Trip to Sarawak, Malaysia.

Pastoral Care Homerooms continued to provide daily support and structure for students in each cohort. Each home room as two teachers, providing a strengthening to the conveying of information, communication with parents, and the development of student skills.

The strong camping program of the College continued to the enjoyment of students, aiding their social, educational and spiritual development. The vision of an increasing service orientation of the College has been captured by students and is now part of not only the camping program but is being increasingly incorporated into regular academic programs, including an emphasis in Bible classes.

Some students regularly participate in CALM's Bushranger program, learning environmental and group skills, while developing strong individual skills of responsibility and resilience.

The Non-Government School Psychology Service continued to provide a valuable service in the academic assessment of 'at risk' students, providing counselling and professional referral for such students as well as providing a pro-active training and resourcing of staff as frontline providers of wellness for our College community.

Spiritual Life

At the heart of the College is the vibrant and on-going commitment to the values, ethos and relationships that are derived from a living relationship with our Saviour and God. In 2011 our Chaplaincy team of Pastors Derek McCutcheon and Andrew Skeggs have lead out in an active and engaged spiritual program for our students. Weeks of Spiritual Emphasis conducted by Andrew Stone, Keith Gray, Endless Praise, and Iron and Clay were greatly appreciated by students and staff.

This year has continued to see students express the desire for a more explicit involvement in, and expression of, open spiritual engagement within the College. There is a vibrant Friday night worship program in the boarding house, classes have taken numerous church services, especially at Carmel Adventist Church. It is great to see the vibrancy, authenticity and involvement of a student led worship and spiritual range of programs. This involvement is continued by many College staff being directly involved in a wide range of local church programs.

A significant highlight of the year has been the numerous student decisions to commit to Jesus through baptism. These commitments reflect the strong and vibrant student spiritual life. A major foundation for this has been the unified and strong student leadership team and their leadership emphasis on an involved community and spiritual life.

The status of the spiritual life of our College can be measured by the status of relationships in the institution. School discipline is a broad indicator of relationships between staff and students. The continued lowering of the level of infringements this year reflects on the attitude of students and the healthy student-staff relationships that exist for most of our community, along with a strong emphasis by staff on the development and growth of students.

Boarding Life

The Boarding House program, under the dedicated and able leadership of Mrs and Mrs Major provides a caring, secure family-like environment for the many vibrant students who live on campus. A range of weekend parents and staff support the Majors in providing for these students.

Very strong demand for boarding places is seen from the waitlist for 2014. The students in the boarding house can be very proud of their achievements in 2013. Their team ethos and natural skills has seen sports teams and individuals from the boarding house win/be represented at local, state and national levels.

Application has been made for the refurbishment of the Boarding House toilet, shower and laundry facilities. Plans have been drawn and the final stages of approval to commence works are now in place.

Community

2013 has seen an active complex network of community at work in our College. On the formal level the active Parent and Friends Association, under the leadership of Tonia Taylor, Laith Murray and Ruth Webb, have ably provided a forum for parent feedback and communication channel. A major playground equipment grant from the Association will see a top class facility built for students. Further developments of this student pedestrian zone are planned for 2014.

Estate

On the estate, road duplication works were commenced. Water mains replacement is underway, electrical switchboards and infrastructure upgrades were made. Further security cameras and alarms were installed in selected public areas of the College. Upgrades to classrooms continued. The College engaged the services of an architect, Mr Ian Anderson, to prepare a master plan for the campus. Preliminary drawings have been completed for this planning tool.

Teaching and Learning

Carmel Adventist College can be proud of the quality of educational outcomes achieved by its students.

Occasions such as Graduation acknowledge the many and diverse achievements of the students of 2013. Excellence and dedicated application to learning are hallmarks of the students of this College. Excellent student work was recognised in August with a display of student work in Excellence Week.

The Outdoor Education subject in senior school has seen a continued high degree of participation and engagement with learning, both in the classroom, in outdoor pursuits, and with camping activities. 2013 has seen many records broken in the four sports carnivals with very positive and full participation and attendance rates. 2013 saw the inclusion of students from Landsdale Gardens Adventist School in the swimming and cross country carnivals. Our sports teams (soccer, volleyball, basketball, AFL) represented the school with pride and were highly successful in their competitions. Again the Acro Team of gymnasts meets weekly before school to practice as well as performing publically within the school and at other feeder schools.

Educational outcomes above the norm continue to demonstrate the benefits of committed teachers, active and aspirational parenting, and a positive engagement with learning by students. The increasing use of evidence based data to support learning, along with stronger differentiation of educational provision is seeing a tighter, informed teaching environment within the College. The outstanding improvements in achievement can be seen in tonight's Principal's awards, with 11 students meeting the very high standards set for the College's most prestigious award; or can be seen in the large number of students who receive tonight an Improvement award, lifting their performance in Semester II in excess of 10% of their average grades in Semester I. These awards are indicative of the high level of achievement, effort and application by the vast majority of students in the College.

Student leadership in 2013 has been extremely positive. As Principal I am very proud of the mature young men and women in student leadership this year learning how to articulate ideas and suggestions and see them come to fruition. The level of leadership and involvement of younger students in processes speaks highly of the place of student voice in the College. The dedicated work of Mrs Emma Dusci in mentoring and training this group has again been outstanding.

Dedicated staff play a significant role in providing the environment that enables students to reach their potential, enjoy learning, and build significant relationships. This report would not be complete without acknowledging their contribution. From reception staff, groundsman, teachers and Administration leaders I have been blessed as a Principal to share the journey of 2013 with such talented individuals. Thank you.

As Principal, the support and teamwork that occurs in College Administration needs to be noted. A big thank you to Mr Minett and Mr Foster for your energy, wisdom and deep vision for your staff and students. Your committed involvement has been ably supported by the three Heads of Faculty: Mr Bergmann, Mrs Lobgieger, and Mr Stafford Jnr.

Thank you parents for the privilege and blessing your children have been. We thank you for sharing them with us, trusting us with the pains, the development and the joys that they bring. Our College community is enriched by your involvement, interest and investment. Students

shine and achieve as they feel supported by significant people in their lives who provide structure, love and goals. Thank you for your communication, prayers and suggestions for improvement.

Go into the festive season safely knowing that it is a gracious God who has guided us all during the 2013 College year, and that he is walking ahead of us towards 2014. We thank Him for His blessings, care and guidance.

Dr Paul de Ville
PRINCIPAL