



*Growing • Building • Caring*

# 2020 Annual Report

Creating an educational community that is being transformed by the Truth of God's Word,  
nurturing and equipping each person for life.



[www.gbc.wa.edu.au](http://www.gbc.wa.edu.au)

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## 1. GBC BOARD OVERVIEW



This year was GBC's "Year of Celebration" - it was 20 years since the College opened in 2000, a new building was underway and there were new students and opportunities for Goldfields Baptist College. While it's

impossible to predict what any year will be like, no one could have known the challenges that would be presented in 2020 due to the COVID pandemic; initially what seemed like a year of thanksgiving forced our focus to shift significantly. The landscape of education changed overnight at the end of Term 1, and our leadership team, teaching staff, cleaners and parents were thrown in the deep end - learning from home became a new option, and staff spent their whole first term holidays preparing for online as well as face to face classes. This provided a great opportunity to become familiar with 21st Century learning and many "technophobes" became Teams and Zoom experts in a very short space of time. I would like to thank the parents for their continued support of GBC during this difficult time and I'm sure they gained a greater appreciation for teachers and the role they play in their children's education.

It was during Term 1 that we were also informed that Mr Dredge would be leaving at the end of his 5 year term in July 2020, which meant that the Board was responsible for finding a new Principal, in the midst of a lockdown! This process required significant prayer, hard work, preparation, long interviews and decision making meetings. Six people were interviewed for the position and in August 2020, the Board unanimously agreed to appoint Marisa Johnson as the new Principal of Goldfields Baptist College. She had been Deputy, Acting Principal and an important part of the leadership team and it was clear that she was competent, extremely committed and had a very good understanding of the history of the College and was prepared to work hard for the

future success of GBC. The Board congratulates Mrs Johnson on her appointment and her successful completion of her probationary period in December.

A special assembly was held to acknowledge the significant contribution of Craig, Angela and Danielle Dredge over the last 5 years at GBC - there were tears, humour and many fist bumps as they were farewelled to a new season in New Zealand.

Throughout the worst of the COVID restrictions, the construction of our new Secondary building continued. With a local building company and most contractors, the timing was perfect and the building was completed for use on schedule. Students were able to use the classrooms, science lab, food tech room and break-out space, along with the new canteen, which has been a welcome boost to the College facilities.

Our big 20th Anniversary celebrations started in February with the annual commissioning service with a festive flavour, but the big weekend of celebrations in September was very memorable. We had a blessing assembly for the new building and celebration of 20 years of education, with Mrs Kaye Louwen, our first Principal giving a special address, the "bigger than Ben Hur" Fete (COVID safe of course!) and a combined churches service on the Saturday evening. We are so grateful for our wonderful parent community and staff who put in such a great effort to making this weekend a huge success - it was such a great shout of praise to God for all He has done in and through Goldfields Baptist College over the last 20 years.

A huge thanks to our principals and the GBC staff who have worked so hard this year, and to my fellow Board members - it's a pleasure to serve with you. And we continue to rejoice that God always provides, is always present and is always leading us in the direction that He has planned.

Grace and Peace,  
Helen

Helen Kenny  
GBC Board Chair



## 2. PRINCIPAL'S INSIGHTS



From the beginning of 2020, GBC's theme for the year was 'the year of celebration'. Clearly, we had no idea then what 2020 was holding in store for us all! Yet, what a blessing it has been to draw upon James 1:2-3 "Consider it pure joy, my brothers and sisters, whenever

you face trials of many kinds, because you know that the testing of your faith produces perseverance." While we certainly avoided the worst of it in Western Australia, the world learned perseverance through the trials of many kinds that we faced together.

At GBC, we honoured our year of celebration (with style!) and together found the joy and blessings in each and every challenge. Despite the year that it was, we marched resolutely forwards, determinedly celebrating every achievement – those of the College, our students, our families and our staff. We set the bar high and met each goal, seeing a major building project completed and operational; maintaining multi-modal school engagement options throughout COVID, allowing families the choice to maintain on-campus study for their children, while they could maintain essential work; rejoicing in our 20th Anniversary celebrations (which included the first large public event in the eastern Goldfields, post-lockdown); and propelling forwards by over 12 months' growth according to our School Improvement Plan, in a matter of only eight weeks. Throughout all of this, the unity, resilience, commitment, passion and spirit that are so quintessential to the character of the Goldfields Baptist College community shone through. It was noted and commented on by various members of the Goldfields community, particularly as dignitaries and other visitors to the College came to GBC at different points in the year and consistently commented on the atmosphere, community and joy that were so evident within our school. How privileged we are to be a part of such a wonderful community who exemplified all that we can be, and all that we can achieve, even in trying times. My thanks extend to each and every person who contributed to this profound sense of unity and support through every hurdle.

Of course, we can't acknowledge all that 2020 held without also paying tribute to the Dredge family, who left GBC to return to New Zealand. It was an honour to pay homage to Craig, one of the College's longest-serving principals; Angela, a profoundly passionate educator and committed member of the College Leadership Team; and Danielle, our beloved Early Childhood Education Assistant. What joy we had in bringing New Zealand to GBC for a day, to release them with our blessing (even if it meant spending a few hours as we gritted our teeth and pretended that pavlova really did come from New Zealand).

It is an unspeakable privilege and honour to serve at Goldfields Baptist College. Having been immersed in this College for over eight years now, it is still with joy and fire in my heart that I get to throw myself into each new day and each new challenge. Every single person in this community makes it the privilege it is to be here, so I thank each individual for all that they bring to make us who we are. What we have in this place is special. The people of the Goldfields are unparalleled in their generosity, selflessness and ingenuity, and I am excited to share the ways that we see and harness this at the College, through this annual report. I warmly invite you in to glimpse at who we are and what we are doing, through this report, and extend the welcome to any and all who would like to come and immerse themselves deeper into this community – you will not regret it!

"The Lord bless you and keep you; the Lord make His face shine upon you and be gracious to you; the Lord lift up His countenance upon you, and give you peace."

Numbers 6:24-26.

Blessings,  
Marisa

Marisa Johnson  
Principal



### 3. ABOUT OUR COLLEGE

#### VISION & PURPOSE

Goldfields Baptist College is a ministry of Kalgoorlie Baptist Church, providing an authentic Christian education. The vision of the College is “Creating an educational community that is being transformed by the truth of God’s Word, nurturing and equipping each person for life.”

GBC is a growing school, with friendly students, caring staff and a commitment to developing authentic relationships with our community. We want all students to thrive and reach their God-given potential. To this end, we aim to provide an education that matters; one that challenges, one that encourages and one that seeks to build into all areas of their lives – spiritual, academic, physical and social. We believe in Learning that is transformed by Truth.

Romans 12:2 (NIV) Do not conform to the pattern of this world, but be transformed by the renewing of your mind. Then you will be able to test and approve what God’s will is – his good, pleasing and perfect will.

GBC students grow in their understanding of their own identity and continually explore their world from a Christian worldview. They also develop critical thinking skills and grow in their knowledge of who God is to them. We believe in giving students more ownership of their learning and providing many opportunities to serve the College, as well as the local and wider community, as they continue to find their place and value.

#### COLLEGE CONTEXT

Goldfields Baptist College is a Christian, co-educational school catering for students from Kindergarten to Year 12 (currently no year 11 and 12 classes) living in the Goldfields region (WA). The College has an open enrolment policy and anyone who is willing to accept and support our vision and ethos is welcome. The College is blessed with modern, well-appointed facilities and is equipped to provide a well-rounded education.

The College is situated in Kalgoorlie-Boulder, which is a regional mining town. Due to the transient nature of the region, the student population can fluctuate.

#### HISTORY

Beginning in 2000, in temporary accommodation on the grounds of the Kalgoorlie Baptist Church in the centre of Kalgoorlie, the College grew steadily until, in due course, the current site was purchased from the City of Kalgoorlie-Boulder. By the time the College was ready to move to the new site in O’Connor in November 2004, the Stage II facilities were already too limited. Three transportable buildings were added. During 2005 the Stage II building was completed. 2007 saw the much-needed covered Assembly area being erected to the delight of students and staff alike. In 2008 the Stage III building with classrooms, a computer centre and the Hazel Westbrook Library were completed. Shortly after this the Design and Technology shed was added.

The government’s “Building the Education Revolution” program in 2009/10 allowed the College to build the Community Hall containing a full-sized multi-sport court at minimal cost to the College. The administration building was completed in 2011. 2020 has seen the completion of the new secondary classroom block, including Food Technology room and Science lab and the Canteen, with a 21st Century learning area for Year 11 in 2021.



## 4. COLLEGE STATISTICS

### 2020 FACTS

School sector:	Non-government
School type:	Combined
Year range:	PP-10
Total enrolments:	269
Location:	Provincial

### INDEX OF COMMUNITY SOCIO-EDUCATIONAL ADVANTAGE (ICSEA)

The ICSEA was created by the Australian Curriculum, Assessment and Reporting Authority (ACARA) specifically to enable meaningful comparisons of National Assessment Program – Literacy and Numeracy (NAPLAN) test achievement by students in schools across Australia. ICSEA should be interpreted with the assistance of the About ICSEA fact sheet and the Guide to Understanding ICSEA values.

Goldfields Baptist College ICSEA value: 993  
Average ICSEA value: 1000

### DISTRIBUTION OF STUDENTS

	Bottom quarter	Middle quarters		Top quarter
School Distribution	31%	31%	25%	13%
Australian Distribution	25%	25%	25%	25%

### INCOME SOURCES



■ Commonwealth Government - Recurrent Grants	\$3,337,380
■ State Govt - Recurrent Grants	\$769,350
■ Fees, Charges and Parent Contributions	\$890,713
■ Other Private Sources	\$291,458

### LINKS

College website	<a href="http://www.gbc.wa.edu.au">www.gbc.wa.edu.au</a>
Sector, system or association website	
Association of Independent Schools of Western Australia Inc.	<a href="http://www.ais.wa.edu.au">www.ais.wa.edu.au</a>
Association website	
Christian Schools Australia	<a href="http://www.csa.edu.au">www.csa.edu.au</a>



## 5. 2020 THE YEAR IN REVIEW

- Commissioning Service at KBC
- Student Leadership Breakfast
- Welcome BBQ and Information Evening
- Inter-House Swimming Carnival and Lower Primary Water Fun Day
- School Photographs
- Primary Clean-Up Day
- Year 7 Immunisations
- Year 8 Immunisations
- Year 10 Immunisations
- Online Numeracy and Literacy Assessments (OLNA) Completed in March and August/September (with the addition of Year 9 students, to make up for lost opportunity to complete the NAPLAN)
- Humphreys Dance Lessons and Social Evening
- Parent-Teacher Interviews
- ANZAC Day and Remembrance Day Commemorations
- Mother's Day Stall
- Inter-House Cross Country Carnival
- Staff Retreat
- 'Red Frog' Visit
- Science Week
- Father's Day Stall and Breakfast
- Inter-House Athletics Carnival and Little Olympics
- Primary Maths Fun Day
- NAIDOC Week Celebrations
- 20th Anniversary Celebratory Fete
- 20th Anniversary Celebration Assembly and Blessing of E-Block
- Combined Churches 20th Anniversary Service
- Inter-School Athletics Carnival
- Year 10 Camp
- Year 6 Camp
- Book Week and Book Week Dress Up Day
- Teen Mental Health First Aid Training for Year 10 Students
- Summer Lightning Carnival
- Year 9 Mental Health Presentation
- Secondary Examinations (Semester Two only)
- Orientation Day for New Students
- Presentation Nights
- Year 10 Dinner
- Year 6 Graduation and Celebration
- Blessings Awards morning tea and lunch with the Principal

While many events were disrupted due to lockdown restrictions, we were able to modify or delay most events, so that students were not disadvantaged and events were still held.



## 6. P&F ASSOCIATION REPORT

The P&F Executive Committee were elected during Semester Two, after the new P&F Constitution was approved by the Board. Thank you to all of the GBC staff, Parents and students who helped out during Semester One. With your help we were still able to run the Mother's Day and Father's Day stalls, and also fundraise at the cross country carnival, allowing us to buy new soccer balls and volley balls for the sports department.

This year we were blessed to be able to hold the 20th Anniversary Celebration Fete. The fete aimed to raise additional funds for the school library refurbishment. Our goal is to reinvigorate this space and make it inspirational, bright and motivating for all of our students. The refurbishment will begin in 2021. Feedback from the Kalgoorlie Community was very positive with many people anticipating the next one. Once again, it is with thanks to the GBC Staff, parents and students that this event was such a success.

We acknowledge the P&F committee of 2020: Vice President Lisa Burge, Treasurer Ben Burge, Secretary Sarsha Lander, Fundraising and School Banking Marina Braid, and committee members Amanda Walker and Tina Bird.

In 2021 we hope to complete the library refurbishment

and we hope to see the start of our new project, the GBC Parents Hub. This space is currently under renovation, and additional fundraisers next year will allow us to be able to create a space for parents to connect with each other, have free tea and coffee facilities, vending machines, baby feed and change facilities, as well as a central space to find information about upcoming school events.

The library and the parent's hub are both large projects so I welcome any help, and as such am aiming at a much larger P&F committee next year so that "many hands make light work".

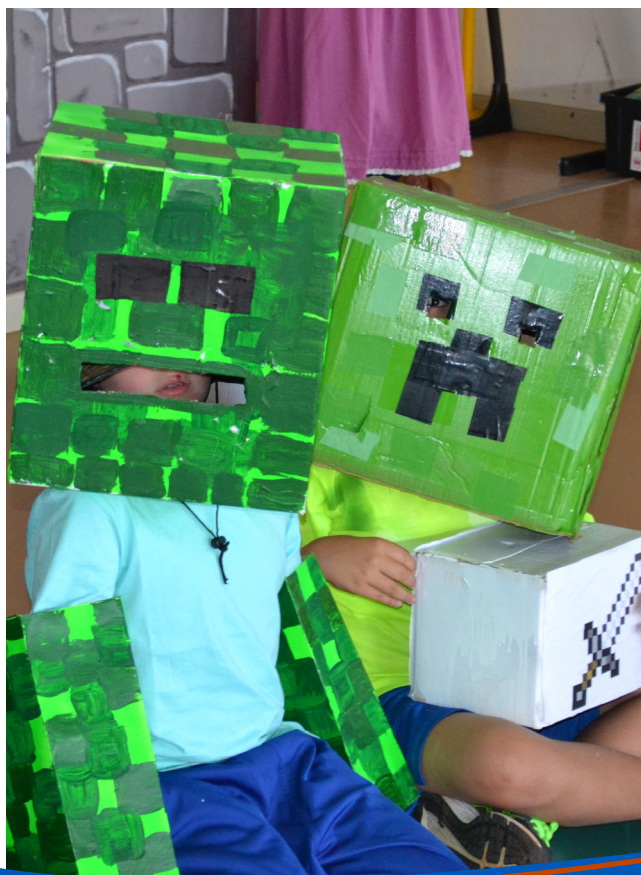
We will be hosting some great fundraisers to fund these projects and as much help as possible would be great.

Lastly, to all the GBC students, wow, you are all amazing. We wish all of you who are graduating on moving to new schools all the best for your future.

Thank you everyone for a 2020 that showed just what a helpful and selfless community we have at Goldfields Baptist College.

Lyn van den Elzen

P& F President 2020



## 7. STUDENT DATA

### STUDENT NUMBERS 2019

Total enrolments (Semester 1 Census)	298
Girls	145
Boys	153
Full-time equivalent enrolments	289
(excluding Kindergarten)	274
Indigenous	12

### STUDENT NUMBERS & % ATTENDANCE BY CLASS

Kindy	24	8.05%
Pre-Primary	22	7.39%
Year 1	18	6.04%
Year 2	25	8.39%
Year 3	24	8.05%
Year 4	17	5.70%
Year 5	21	7.05%
Year 6	27	9.06%
Primary Total	132	
Year 7	30	10.07%
Year 8	34	11.41%
Year 9	27	9.06%
Year 10	29	9.73%
Secondary Total	120	
K-10 Total	298	

### STUDENT ATTENDANCE PP - YEAR 10

All students	98.6%
Indigenous students	79%
Non-Indigenous students	90.12%

### MANAGEMENT OF NON-ATTENDANCE

**Primary** school students are electronically marked against the register of attendance at least twice per day, AM and PM, as well as whenever they go out to specialist classes or change teachers. The attendance system relies on the morning procedure for marking absentees being completed before 9:00am each day. The afternoon register is marked by 1.30pm.

**Secondary** students are electronically marked against the register of attendance during every period, including at devotions and reflections times. The attendance system relies on teachers marking the register electronically within five minutes of the start of a scheduled learning period. This enables the Attendance Officer to effectively monitor absence and punctuality regularly.

The office reconciles all registers electronically and parents are notified by telephone in relation to those students with unexplained absences. This process is completed as soon as practical - by no later than 10:15am each school day.

A student is marked absent if they are not physically present in the room.

If a student arrives at school after the roll is marked, the student is required to go via the office to obtain a 'Late Pass' which will be required before they are admitted into class – a student is late if they arrive after 8:30am. This will be entered on the system by the Administration staff and also noted on the official electronic roll by the scheduled teacher.

Parents are required to supply a written explanation (handwritten or electronic) following their child's absence. The Attendance Officer monitors this process, and written notifications are sent directly to those parents who have not followed this process.



## 8. STUDENT PERFORMANCE

Data is continuously collected, analysed and used to improve teaching and learning at the College. This data comes from a number of sources – both internal and external, and informs our teaching program. At GBC we use formative and summative assessment to equip our teacher with the relevant data needed to cater for individual students needs and learning styles. We also use external testing such as NAPLAN and OLN (Year 10) to validate our professional judgements, to evaluate students and to plan teaching and learning programs. It also allows the school to look at how we are doing in relation to national standards and identify areas of strength or areas of needing improvement. Both NAPLAN and OLN are snapshots at a given point of time and are another tool the College uses to ensure all students are catered for.

### ONLINE LITERACY AND NUMERACY TESTING (OLN)

The OLN is an online literacy and numeracy assessment. It is designed to enable students to successfully meet the Western Australian Certificate of Education (WACE) requirements of demonstrating the minimum standard of literacy and numeracy. Students in Year 10 have their first opportunity to demonstrate these standards (March and September). Students who have achieved Band 8 or higher in any of the three components of Reading, Writing and Numeracy in their Year 9 NAPLAN are not required to sit the corresponding OLN component.

Goldfields Baptist College continues to support students' learning of Literacy and Numeracy to the attainment of OLN. Reflective and collaborative teacher practices including targeted small group Literacy and Numeracy learning sessions, homework support classes and differentiated lessons are some of the strategies implemented by staff. Students are encouraged to employ reflective practices that include student goal setting and reflecting on their learning. The success of these strategies has been reflected in the data below.

2018 OLN results (totals)			
	Numeracy	Reading	Writing
CATEGORY 1	3	2	3
CATEGORY 2	7	6	4
CATEGORY 3	15	20	20
CATEGORY NSA	3	0	1

### Categories of Achievement

Category 3 - Students who have demonstrated the minimum standard, either through the OLN or Year 9 NAPLAN.

Category 2 – Students who have not yet demonstrated the minimum standard but are expected to do so before the end of Year 12. It is recommended that these students enrol in ATAR or General courses.

Category 1 – Students who have not demonstrated the minimum standard and may require specific learning interventions. It is recommended that these students consider enrolling in Foundation courses.

Category NSA – Students who did not sit the assessment or assessment result not available.

### NAPLAN NATIONAL ASSESSMENT PROGRAM – LITERACY AND NUMERACY TESTING (STUDENTS IN 3, 5, 7 AND 9)

NAPLAN tests provide us with a 'snapshot in time' of student learning. While the information collected does not give us the whole picture, it does provide us with data that we can use as a whole College to evaluate aspects of our teaching and learning and the impact that they have on student progress.

Due to the impact of Covid 19 on schooling across Australia the 2020 NAPLAN tests were cancelled nationwide. Staff of GBC continued to support our students to focus on progressing with their learning in person or via the GBC at home learning program. Students in Years three, five and seven will sit NAPLAN when they are in the next eligible year level. Students in Year nine were given the opportunity to sit OLN as they did not have the opportunity to demonstrate the required Literacy and Numeracy levels through Year 9 NAPLAN testing.



## 9. GBC STAFF

### PROFESSIONAL LEARNING

The College is committed to the Growth and development of our staff – investment in professional learning during 2020 was \$8,830 (\$264/FTE).

All teaching and support staff are provided opportunities to participate in professional learning. On average during the year, teaching staff spend 25 hours (at least) undertaking internal and external professional development. There is a lot of collaboration with other local schools – which saw GBC host a number of professional development sessions on site. Both AISWA and CSA support the College in our development. The highlight was

### STAFF RETENTION

Our staffing was relatively stable with 29% of our Staff leaving the College, six of whom left during the year and six at the end of the year. Teaching staff retention in 2020 was 56%.

### STAFF QUALIFICATIONS

Highest Qualification	Total
Doctorate	1
Masters	6
Bachelor Degrees	19
Diplomas	9

### STAFF ATTENDANCE

Staff Health this year has been reasonably stable. Staff attendance is calculated as a percentage of the full time equivalent of all teaching and non-teaching staff of the school; for Personal leave (due to illness etc.) and not for times where staff are attending College activities or professional development. The average attendance rate for staff for 2020 was 95.52%.

FTE staff for 2019	33.45
Work hours per year	1,956
Total work hours for 2019 for all staff	65,139.68
Total absence hours	2931.06
Absence rate	4.48%
Staff attendance rate	95.52%



## 10. COLLEGE STRUCTURE

### GBC BOARD

Helen Kenny (Chair), Mark Stillwell (Deputy Chair), Tim Kirkland (Secretary), Gary Hollis (Treasurer), Eliot Vlatko (Pastor)

### GBC STAFF

#### CEO/PRINCIPAL

Craig Dredge (S1), Marisa Johnon (S2)

#### DEPUTY PRINCIPAL

Marisa Johnson (S1)

#### PRIMARY TEAM LEADER

Julie Lander

#### SECONDARY TEAM LEADER

Crystelle Gregory

#### CURRICULUM STANDARDS & STUDENT ENGAGEMENT COORDINATOR - PRIMARY

Angela Dredge (S1)

#### GROWTH, ENRICH, THRIVE (GET) COORDINATOR

Kelly Fare

#### PRIMARY TEACHERS

Diana Braid  
Jennifer Cook  
Beulah Daniels  
Aliesha Davies  
Angela Dredge (S1)  
Jasmine Duzevich (S2)  
Kelly Fare  
Megan Henderson  
Rebecca Gohodzi  
Julie Lander  
Lynett Muteedzi  
Kerryn Perry  
Jennifer Ward

#### SECONDARY TEACHERS

Emily Ayam (S2)  
Naume Bepete  
Mun Bowen (S1)  
Danny Clifford  
Justin Fare  
Kelly Fare  
Vanessa Fernandez  
Josie Fidow (T1)  
Crystelle Gregory  
Marisa Johnson  
Ian Kanini  
Dana Knuppe  
Lovelyn Manansala  
Richard Macaulay (T2)  
Michael May  
Laihcey O'Brien  
Aidon Slaney  
Brett Watchorn (T1)  
Chris Yow (T4)

#### EDUCATION ASSISTANTS

Jenny Conway  
Danielle Dredge (S1)  
Christa Du Plessis  
Vina Hunzwi  
Melissa Knox  
Sandra Shroff  
Laura Smith (S2)  
Chloe Ward

#### STAFF - ADMINISTRATION

**Senior Finance Officer** - Helen Kirkland  
**Fees Liaison Officer** - Phil Klein  
**PA to the Principal & Enrolments Officer** -  
Shayna Moses  
**Receptionist** - Lillyann Viki  
**Admin Officer** - Rosemary Boland  
**Chaplain** - Rev Peter Young  
**IT Technician** - Matthew Hadfield  
**Grounds** - Chris Boland, Brian Quick,  
Alex Gregory (S1)

#### STAFF - ANCILLARY

**Canteen** - Florence Brits, Magda Barnard, Mariolize Bezuidenhout,  
Lisa Burge (T1), Angeli Bernal (S2)  
**Uniform Shop** - Chantelle Brown (T1), Madeline Bona (S2)  
**Cleaners** - Ruth Butihen, Angeli Bernal (S2), Madeline Bona  
Nibo Henry, Stephanie Jack (from T2), Mere Momo,  
Elsie Nuyda



## 11. PARENT, STAFF, STUDENT FEEDBACK

At GBC, we are enthusiastic recipients of feedback of all kinds, accepting all forms of feedback that are provided to us, and proactively pursuing the comments, ideas and suggestions of our community as much as we can. We are grateful for all feedback that we receive, which is used to ensure the College's continuous improvement, to guide and direct forward planning, and to monitor the wellbeing of our entire community.

### PARENT FEEDBACK 2020

We are extremely privileged to have a wonderful network of parents and wider families who show extraordinary commitment to the growth and wellbeing of their children. The evidence of their unwavering efforts is seen in the students of strong character who we are blessed to work with each and every day.

Our parent community values the small-school environment, faith basis, values, quality of education and pastoral care emphasis at GBC most strongly. Overwhelmingly, they feel welcome at the College and enjoy a strong sense of community, but our parent community has identified that they are feeling a lot of pressure to set their children up for success in today's world, with half of our parents identifying that this pressure has an influence on their wellbeing. While many parents would like to be more involved in the College, work commitments create a significant barrier for most families. In an increasingly busy world, with demands on our time that are relentless, our parent community would like to see simplified and clear communication practices, which they can access at any time, as well as increased opportunities for informal conversations with staff members for increased support of parents' wellbeing.

### STAFF FEEDBACK 2020

We are honoured to work with the most passionate educators in the Goldfields at GBC. Our staff are deeply personally invested in the success of the College and each of our students, and are united in the 'big picture' goals of equipping each person for life with the skills, knowledge and traits they need for success in our rapidly changing 21st century world.

The College's staff work tirelessly for each student's growth and wellbeing, and see that this effort is deeply appreciated by their colleagues, students and students' families. Our teaching staff focus on their professional growth through goal-setting in the Staff Appraisal process, which is built upon the AITSL Standards.

Despite the immense change and challenge inherent in 2020, the College's staff identified feeling valued, having the freedom to be heard, and possessing extremely high confidence that they have the support of colleagues, College Leadership and the College Board, both in their successes and in the event of mistakes being made. What a privilege it is to work alongside this group of gifted, passionate staff members!

### STUDENT FEEDBACK 2020

Our students are a wonderful group of young people with considerable potential, gifts and talents. They are handling the demands of an often-hostile, changing world extremely well, and are enthusiastic about pushing for justice and the societal structures necessary for individual success.

GBC's students find the community to be collectively friendly and approachable, and know that wellbeing supports are available to them at school – though a strong margin prefer not to talk about things that trouble them. The students feel they understand what they are learning about in each class and why, are comfortable in approaching staff for help when they are having academic difficulties, and they see distractions, assessments and personal mental health as the greatest challenges at school. Finally, they are very happy with the Student Code of Conduct and overwhelmingly feel that it is relevant and captures who they want to be, as students at the College.



## 12. SCHOOL IMPROVEMENT PLAN 2019 – 2021 (SUMMARY)

GBC approaches whole school improvement by involving the community in the process.

We do this by:

- Staff involvement in the improvement process
- Staff, parents and students completing surveys
- The Leadership team identifying areas of improvement through analysis of all data on hand
- Using the National Improvement Tool to provide focus for improvement
- Partnering with stakeholders to improve outcomes

School improvement is necessary to enhance the culture of learning and fulfil the vision of the College. The following priorities have been set for 2019-2021:

### **Priority One: Effective Teaching and Learning**

In accordance with the National School Improvement Tool (Domains 1-4, 6, 7), the development of quality Teaching and Learning practices should be firmly situated within a context of collection, comprehensive analysis and application of data; evidence-based pedagogical practice; and the development of differentiated programmes of work, tailored to students' learning needs, and in accordance with best-practice.

### **Priority Two: Student and Staff Wellbeing**

Rooted within Goldfields Baptist College's Vision to "nurture and equip each person for life", and in accordance with the National School Improvement Tool (Domains 2, 3), the wellbeing of staff and students must be actively monitored through the collection of comprehensive data (Domain 2), maintained, developed and communicated to the school community in ongoing reciprocal partnerships.

### **Priority Three: Professional Learning Community**

Goldfields Baptist College values and expects an exacting professional standard from teaching staff, characterised through an ongoing commitment to personal and professional development in their joint pursuit of teaching excellence (Domain 5). This should be measured and maintained from within a context of "nurturing and equipping each person for life", allowing the capacity for professional engagement, feedback, reflection and growth.



## 13. CONCLUSION

2020 was a year unlike any other in GBC's history. While we have undergone trials and tribulations before, nothing in the College's 20-year history could compare with the growth in the face of adversity that we saw this year. As a College, we stood in unity and celebration of every blessing that we are so fortunate to count, and enjoyed the foundation of rock that we are built upon – even as the sands shifted and swayed around us.

There is no other group of people who I would rather have stepped into 2020 with, and been standing alongside at its close. The students, staff, parents and Board of Goldfields Baptist College are among the finest individuals that the world has been graced with, and I am honoured to be in your ongoing service as we move forward into the next phase of GBC's legacy.

*Fight the good fight, finish the race, keep the faith.*

Richest blessings,

Marisa Johnson  
Principal





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