



Growing • Building • Caring

2023 Annual Report

At GBC, we are creating a flourishing educational community that is being transformed by the Truth of God's word. We are nurturing and equipping each person for life, empowering them to be thriving contributors in the world.



www.gbc.wa.edu.au

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1. GBC BOARD OVERVIEW

What an emotional roller-coaster 2023 was for many in the GBC community! I don't think any of us anticipated the twists and turns of the year. From the Board's perspective, we were so encouraged to see how, with Marisa at the helm, our staff continued to face the various storms throughout the year as a team. Furthermore, we loved hearing the numerous stories of compassion and support shown towards one other as everyone continued to persevere through each challenge together, remaining steadfast in their commitment to both their personal and GBC's respective missions. I know that word of our staff's enthusiasm and confidence in their ministry for God was heard by many of our faithful prayer warriors and I pray that word continues to spread far and wide of the great things He has done at GBC in 2023, working in and through every one of us, "creating an educational community that is being transformed by the Truth" – all to His honour and glory! Amen!



As hard as 2023 was, I do believe it was a year in which foundations were built, where everyone in the GBC family got busy digging, diligently preparing for what God is going to do next within our community.

While the Board continued to pray for and support the team where we could (and, in particular, Marisa, as our Principal), given we are a new Board, much of our work involved building awareness and understanding of the requirements of our Director roles and what good governance looks like, both in alignment with "best" or "leading" practice from a legal perspective, and ensuring that we are stewarding GBC in a way that is God-honouring. Our biggest opportunity for this learning development was in July, when Mark Spencer from Christian Schools Australia visited GBC and provided most of the Directors with a half-day training session that covered: 1) governance foundations; 2) legal framework, and; 3) decision-making and Board process.

In addition, I, as Chair, had the opportunity to participate in additional professional development, including:

1. The Association of Independent Schools of Western Australia's (AISWA) Briefing the Board Conference held in Perth in April, with Marisa and Melissa Wilson (Deputy Principal);
2. CSA's National Leadership Summit held in Hobart in August, with Melissa and Jemi Dixon (GET Co-ordinator);
3. AICD Governance Foundations for NFP Directors, held online and provided by AISWA.

The Board also had many opportunities to connect with staff, students and families through attendance at various College functions including the Commissioning Service, Welcome and Thank you BBQ's and end-of-year events such as the Secondary Awards Ceremony, Kindy Graduation and the Primary School Concert. These have been wonderful moments which have given all of us a greater appreciation of the breadth of what GBC offers to all who enter our gates, all thanks to God's gracious provision – what a mighty God we serve!

Helen Kenny finished her season as a Director in August after 11 years of service, with Philip Rixon joining us in September. Whilst we were sad to see Helen go, it has been wonderful to have another godly man sitting around the table, with Philip fitting seamlessly into the team and bringing much laughter, joy and enthusiasm with him! I am so grateful to God for the team He was brought together and I am excited for what God is going to do in and through us, and the broader College community, in 2024. Lord-willing, this will include an increase in student numbers in Year 7, particularly with new staff enabling the provision of double stream, along with construction of multi-purpose hard courts next to the Maguire Street carpark. Both of these were approved by the Board in late 2023.

I would like to say thank you for your on-going support and prayers. Through all our conversations and decisions, the Board seek to honour the trust placed in us by the Association membership, our funders, our staff, students, their families and the broader Kalgoorlie-Boulder community. It is a great blessing and privilege to serve you all.

Yours in Christ,

Danielle Thompson
GBC Board Chair



2. PRINCIPAL'S INSIGHTS

2023 was a year of extremes for Goldfields Baptist College. Our challenges broke new ground in the depth and breadth of what was required of the community to tackle them, and God's victories and blessings at the College were immense, profound and showed incredible mercy. Despite the community being called to navigate through the national teacher shortage, medical and family emergencies, a community in a crisis of worker shortages in all fields, rendering opportunities for family and community members to be involved in the College to minimal levels, the College community still drew together and stood triumphantly at the conclusion of 2023. In the face of all the challenges battled, the entire GBC community ensured that our students did not miss out on any opportunity or event that would ordinarily take place at the College. In every direction, staff members, parents, family members and individuals throughout the community were willing to pour every last drop of their strength and energy into providing the best possible opportunities to the students of Goldfields Baptist College, which has again confirmed how truly blessed we are to work and serve in this community.



One of our greatest victories this year was undeniably the successful execution of a mission trip to the Philippines, undertaken by a number of our Year Eleven cohort. It has been a goal of the College to return to completing international missions for many years, and it was such a privilege to see this finally come to fruition in 2023. It is with deep thanks to Mr John Coman and his team at Voice of Grace Australia and Bright Lights Learning Centre that we were able to see this long-standing dream become a reality.

We cannot possibly acknowledge victories without also celebrating the immense academic growth of our students who work studiously to achieve their best. In 2023, we once again undertook targeted literacy and numeracy programmes to give students the greatest opportunity to grow and flourish in their education and performance. These targeted programmes again saw significant student improvement, with a 92% success rate amongst the highest-need students. We commend all of our students who committed themselves to their academic success, and encourage them to revel in those achievements that came as a result of incredible dedication and perseverance.

The theme for Goldfields Baptist College in 2023 was, "saved to serve". In every possible way, we saw God's hand guiding us through the year, in perfect accord with this theme. He has taught us all to lean into Him wholly, depend on Him completely, and watch what He can do with human resources so slim that undertakings could not possibly work in our strength alone. My heartfelt thanks go out to every person who made 2023 the success that it was, and I am humbled to be walking this journey alongside you, as I am privileged to be saved to serve.

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 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 B Block facilities were already too limited. Three transportable buildings were added. During 2005 the C Block building was completed. 2007 saw the much-needed covered Assembly area being erected to the delight of students and staff alike. In 2008 the D Block 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 saw the completion of E Block, including secondary classrooms, Food Technology room and Science lab and the Canteen, with a 21st Century learning area for Senior Secondary. In 2021 we were blessed with a new green oval.



4. COLLEGE STATISTICS

2023 FACTS

School sector:	Non-government
School type:	Combined
Year range:	PP-12
Total enrolments:	271
Location:	Provincial

INDEX OF COMMUNITY SOCIO-EDUCATIONAL ADVANTAGE (ICSEA)

(This data is available from [School profile](#) | [My School](#))

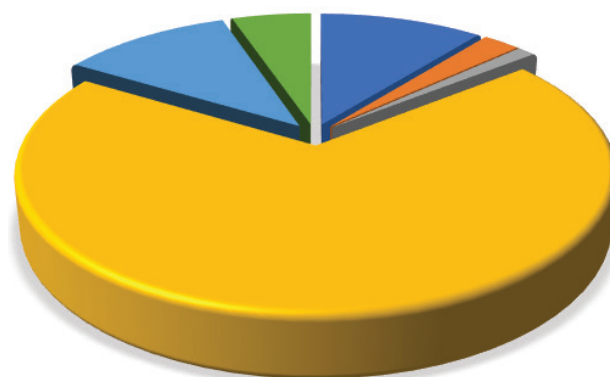
The ICSEA was created by the Australian Curriculum, Assessment and Reporting Authority (ACARA) specifically to enable meaningful comparisons of National Assessment Program – Literacy and Numeracy (NAPLAN) test achievement by students in schools across Australia. ICSEA should be interpreted with the assistance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

Goldfields Baptist College ICSEA value:	981
Average ICSEA value:	1000
School ICSEA percentile:	38

DISTRIBUTION OF STUDENTS

	Bottom quarter	Middle quarters		Top quarter
School Distribution	35%	32%	23%	10%
Australian Distribution	25%	25%	25%	25%

INCOME SOURCES



■ Federal Government Recurrent Grants - \$4,014,531.36
■ State Government Recurrent Grants - \$649,159.91
■ Private Income - \$302,211.58
■ Net Tuition Fees (incl. Kindy) - \$621,697.11
■ Amenities/Excursions - \$141,830.64
■ Levies/Enrolments - \$68,213.50

LINKS

College website www.gbc.wa.edu.au

Sector, system or association website
Association of Independent Schools of Western Australia Inc. www.ais.wa.edu.au

Association website
Christian Schools Australia www.csa.edu.au



5. 2023 - THE YEAR IN REVIEW

- Commissioning Service at GBC
- Welcome BBQ and Information Evening
- Interschool Basketball competition
- GBC Class/ Year Group Retreat Days
- Free Dress days – fundraising for our Compassion sponsored students
- NAPLAN/OLNA and PAT testing
- ANZAC Day Assembly Blessings morning teas
- Platinum Blessings lunches
- Enrolment evenings & interviews
- Mother's Day breakfast and stall
- Parent/Student/Teacher Interviews
- School Photos
- GBC Cross Country Carnival
- Inter-school Cross Country Carnival
- Shrove Tuesday
- NAIDOC Week
- GBC Athletics Carnival
- Inter-school Athletics carnival
- Little Olympics
- Year 6 Camp
- Year 7 – 10 immunisations
- Staff Retreat
- Secondary Examinations
- GBC Easter Assembly
- Year 10 WorkPplacement
- Goldfields Police Rangers Camps
- Year 9/10/11 Outdoor Education Camp
- Curtin Open Day
- Year 11 Mission Trip - Philippines
- Basketball Tournament
- Science Week
- Book Fairs
- GBC Book Week and Book week Parade
- PPEP Talk
- Father's Day Stall and Breakfast
- Orientation Day for new students
- Humphreys Dance lessons and Social Evening
- Secondary Award Ceremony
- Year 6 Graduation and Celebration
- Kindergarten graduation and concert
- Thank you, BBQ for P&F, Board, volunteers, staff and their families
- Earth Science STEM Incursion
- GBC's Got Talent
- ST Barbara's Float & Parade
- Lighting of the Christmas Tree
- GBC Swimming Carnival
- Inter-school Swimming Carnival
- GBC Primary and Secondary Homework Clubs
- Year 10/11 Drama Camp
- Synergy Solar Car Challenge – Interschools
- MEEDAC Community Fairs – Coolgardie & Kambalda
- Kalgoorlie Fair
- Year 10 Camp
- Volleyball Tournament – Secondary (interschools)
- Health Fair
- Fire Brigade Incursion
- R U OK Day commemoration



6. P&F ASSOCIATION REPORT

As the world closes its curtain on COVID, 2023 welcomed a great P and F committee. Most, if not all, executive committee positions were filled at the first meeting!

And off they went, armed with the goodwill and needs of the students, fundraising efforts began. Major highlights included the Teacher Appreciation morning tea that could feed a small army; a great collaboration on sports day with the school to provide healthy wholesome snacks throughout the day.

Who can forget the compliments of the annual Mother's Day and Father's Day events; behind scenes meant a few late nights, cries and laughs by the committee members pulling their hair out to ensure the events were a hit.

P and F team continued to work through the year, despite work-life commitments and now looking back; this could only be credited to the awesome love of God that propelled them. Unanimously decided that the GBC Fete would be postponed due to staffing and resource shortage following the COVID pandemic.

Led by Vaughan Pirie and Marian Prempeh, these strong humble leaders, who were happy to take on every task with vigour and excellence. A special mention of Cathy Pirie, who we cannot thank enough for her assistance.

In closing, the P and F committee members would like to thank all the parents, members of the board, school staff who worked tirelessly for the greater good of the students.

Biggest fundraiser event - Mothers and Father's Day events.

Projection for 2024 is to have another Aqua Bubbler installed in the secondary school through sponsorship.

Brenda

GBC P&F Secretary



7. STUDENT DATA

STUDENT NUMBERS 2023

Total enrolments (Semester 21 Census)	276
Girls	141
Boys	135
Full-time equivalent enrolments (excluding Kindergarten)	262
Indigenous	20

STUDENT NUMBERS (K - 12) & % ATTENDANCE BY CLASS (YEAR 1 - 10)

Kindy	14	
Pre-Primary	14	
Year 1	18	94.56%
Year 2	25	90.04%
Year 3	23	94.63%
Year 4	13	90.54%
Year 5	17	92.07%
Year 6	27	88.68%
Primary Total	151	
Year 7	28	91.90%
Year 8	32	84.16%
Year 9	39	84.75%
Year 10	19	89.50%
Year 11	9	
Year 12	0	
Secondary Total	1125	
K-10 Total	281	

STUDENT ATTENDANCE PP - YEAR 10

All students	89.36%
Indigenous students	80.00%
Non-Indigenous students	90.17%

* Attendance data as recorded in the ACARA T3 STATS Report

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

At Goldfields Baptist College we are committed to helping students to achieve to their highest potential. To achieve continual improvement in student performance, data is collected, analysed and used to improve teaching and learning across all years at the College. This data comes from a number of sources -both internal and external – and informs our teaching programs. At Goldfields Baptist College we use formative and summative assessment to equip our teachers with the relevant data needed to cater for our individual students’ needs and learning styles. We also use standardised assessments such as PAT, NAPLAN and OLNA to validate our professional judgements, to evaluate students and to plan teaching and learning programs. The collected data also allows the College to look at how we are performing in relation to national standards and identify areas of strength and areas needing improvement.

ONLINE LITERACY AND NUMERACY TESTING (OLNA)

The OLNA 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 9 who have not achieved above the benchmark determined by SCSA in any of the three components of Reading, Writing and Numeracy in their Year 9 NAPLAN, have their first opportunity to demonstrate these standards in September. Students then have one further opportunity in Year 10 and 2 opportunities in both Year 11 and Year 12 to reach the standard required to achieve their WACE certification and the end of Year 12.

Goldfields Baptist College continues to support students’ learning of Literacy and Numeracy to the attainment of OLNA. Reflective and collaborative teacher practices including targeted whole class and small group Literacy and Numeracy learning sessions, homework support classes and differentiated lessons are some of the strategies implemented by staff. Students are also encouraged to employ reflective practices that include student goal setting and reflecting on their learning. In 2023, a program involving dictation skills, explicit spelling and vocabulary teaching and testing targeted at improving identified trends of student weakness was developed and trialled. The success of this program is clearly seen in the year 9 OLNA results for writing, where 79% of students achieved the required level compared to around 40% in previous years, and this program will be extended and rolled out to all year levels in 2024.

March 2023 OLNA Results (Totals)

	Year 10			Year 11		
	Numeracy	Reading	Writing	Numeracy	Reading	Writing
CATEGORY 1	11%	11%	5%	0%	0%	0%
CATEGORY 2	68%	42%	42%	0%	10%	50%
CATEGORY 3	16%	42%	42%	90%	90%	50%
CATEGORY NSA	5%	5%	11%	10%	0%	0%

September 2023 OLNA Results (Totals)

	Year 9			Year 10			Year 11		
	Numeracy	Reading	Writing	Numeracy	Reading	Writing	Numeracy	Reading	Writing
CATEGORY 1	22%	3%	6%	0%	11%	5%	0%	0%	0%
CATEGORY 2	39%	36%	12%	68%	21%	32%	0%	0%	10%
CATEGORY 3	36%	58%	79%	32%	68%	63%	100%	100%	90%
CATEGORY NSA	3%	3%	3%	0%	0%	0%	0%	0%	0%

Categories of Achievement

Category 3 - Students who have demonstrated the minimum standard, either through the OLNA 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.



8. STUDENT PERFORMANCE

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 the College uses to evaluate aspects of our teaching and learning and assess the impact that they are having on student progress.

In 2023, the Australian Curriculum, Assessment and Reporting Authority (ACARA) moved the NAPLAN testing window to Term 1, and introduced new proficiency standards and new levels of achievement against which the NAPLAN results would be reported. As a result of the changes introduced by ACARA it is not possible to compare the 2023 NAPLAN results with any previous year’s results, meaning that student progress cannot be measured using NAPLAN data this year. In the future, our 2023 data will form the basis for measuring student progress.

A comparison of our 2023 Student Mean results to National, State and Similar School Means is shown below.

	Cohort	School Mean	Retained Student Mean (students at GBC for more than 3 years before test)	National Mean	State Mean	Similar School Mean
Numeracy	Year 3	400	435 (9)	406	401	405
	Year 5	459	458 (9)	488	484	472
	Year 7	498	540 (3)	538	539	526
	Year 9	534	568 (5)	568	581	562
Reading	Year 3	375	404 (9)	404	394	396
	Year 5	466	471 (9)	496	490	485
	Year 7	501	486 (3)	536	534	530
	Year 9	556	594 (5)	565	575	563
Writing	Year 3	404	410 (9)	417	411	405
	Year 5	460	445 (9)	483	478	466
	Year 7	481	516 (3)	534	531	516
	Year 9	560	568 (5)	567	573	560
Spelling	Year 3	391	405 (9)	404	399	387
	Year 5	487	484 (9)	490	488	481
	Year 7	529	541 (3)	539	542	533
	Year 9	568	589 (5)	568	572	562
Grammar and Punctuation	Year 3	401	445 (9)	409	400	390
	Year 5	489	501 (9)	496	491	476
	Year 7	505	482 (3)	539	536	533
	Year 9	548	613 (3)	556	563	552



9. GBC STAFF

PROFESSIONAL LEARNING

During 2023 we spent \$32,407 on Professional Learning. This is \$872.10 per FTE staff member. We have maximised opportunities for professional development in house by bringing in key people, particularly from our subscription-based professional associations. We have also looked at ways to train our senior level staff so they in turn can pass on their learning to their teams.

STAFF QUALIFICATIONS

We have eight staff with Masters Degrees, two with a doctorate, twenty with at least one Bachelor's degree, nine with Post Graduate or Graduate Diplomas, seven with Diplomas and eight with various Certificates at Level 4 or higher.

Highest Qualification	Total
Doctorate	2
Masters	8
Bachelor Degrees	20
Graduate Diplomas	9
Diplomas	7
Certificates/Graduate Certificates	8

STAFF RETENTION

Staffing has been difficult in recent years, but we had a 79% retention rate for our teaching staff. At the end of 2023 ten staff members left (down from fifteen the prior year), five of those part way through the year. Five relocated out of town, one was unable to obtain a suitable Visa to remain in Australian, and four others left for various reasons such as family reasons, health or career change. We had an overall retention rate of 79%.

STAFF ATTENDANCE

We have a very good staff attendance rate. Our staff love to be at work as is evidenced by the happy buzz in the staff room. Even in the face of staff shortages resulting in increased workload our staff have managed to remain quite healthy and able to attend at work at a high percentage rate. Staff attendance is calculated as a percentage of the full time equivalent of all teaching and non-teaching staff of the school; for Personal (Due to illness etc.) leave and not for times where staff are attending College activities or professional development. The average attendance rate for the staff for the year **2023 was 96.09%**.

FTE staff for 2023	37.16
Work hours per year	1,956
Total work hours for all staff	72,684.96
Total absence hours	2,842.31
Absence rate	3.91%
Staff attendance rate	96.09%



10. COLLEGE STRUCTURE

GBC BOARD

Chair: Danielle Thompson, Deputy Chair: Jonnene Thomson, Secretary: Judy Nolan, Treasurer: Vaughan Pirie,
Pastor: Vaughan Pirie, Board Member: Philip Rixon, Helen Kenny (until August)

GBC STAFF

CEO/PRINCIPAL

Marisa JOHNSON

DEPUTY PRINCIPAL

Melissa WILSON

PRIMARY TEAM LEADER

Julie LANDER

SECONDARY TEAM LEADER

Sonja SMITH

EARLY CHILDHOOD CO-ORDINATOR

Julie LANDER

HEALTH & PHYSICAL EDUCATION CO-ORDINATOR

Elias MENYANU

GROWTH, ENRICH, THRIVE (GET) COORDINATOR

Jemima DIXON

PRIMARY TEACHERS

Julie LANDER
Jemima DIXON
Jennifer WARD
Natalie PALANDRI
Diana BRAID
Rebecca Gohodzi
Catherine BITZER (T1
LSL fill)
Lynett MUTEEDZI
Suzanne BINIECKI
Lynndee CHRIMES
Carol JACOBS

SECONDARY TEACHERS

Lovelyn MANANSALA
Naume BEPETE
Claudia BUTCHART
Elizabeth BARRETT
Peter SULLIVAN
Aimee CRAMPTON
Ian SUTHERLAND
Sonja SMITH
Elias MENYANU
Banat MENYANU
Kobus DU PLESSIS
Paul KENNY
Annery PELSER

EDUCATION ASSISTANTS

Jenny CONWAY
Amelvina HUNZWI
Chloe WARD
Cathy PIRIE
Sandra SHROFF
Vongai RUNAVANHU
Sarah CONWAY
Kim DE JONGH
Eileen SELOKA

STAFF - ADMINISTRATION

Business Manager - Shayna MOSES/
René KOEKEMOER
Senior Finance Officer - Helen KIRKLAND
Executive PA & Enrolments - Charlene MULLIN
Admin Officers - Irene Walker, Ingrid Hulton,
Nadine Matthee (T1)
Chaplain - Peter WALKER
Grounds - Alan KNIGHT, JJ PELSER,
Paul BITZER (T1)

STAFF - ANCILLARY

Canteen/Uniform Shop - Angeli BERNAL, Myra MIRANDA



11. PARENT, STAFF, STUDENT FEEDBACK

At Goldfields Baptist College, we value the feedback that is provided to us and strive to respond, to improve our practice. We appreciate the time that our community members take to offer us feedback and use this to inform our forward planning and to strive for continual improvement. Significant challenges in human resourcing resulted in no capacity for the completion of our usual staff, student and community feedback channels to be undertaken. Feedback for 2023 is based on a variety of more informal feedback mechanisms such as interactive debriefing/discussion, emails and verbal feedback.

Student Feedback

Throughout the year, we received many positive responses from students in relation to the events held and supports provided. Students showed great enjoyment of the Easter Assembly, especially to the fantastic drumming skills of Mrs Johnson, the College Principal, with many expressing their enjoyment and appreciation of her musical talent. Students also communicated that they enjoyed our Alternate Programme Week activities at the end of 2023, one of which resulted in them producing some excellent mosaics which will become a permanent fixture in the College grounds in 2024.

Parent Feedback

Parents are a valued part of our GBC community, and we received extremely positive and warm feedback following parents' attendance at, or participation in, every event. Specifically, our Primary Christmas Concert was very well received with a community member noting that *"I go to many Christmas Concerts every year, and it is so nice to see Christ back in Christmas."*

We offer support in a variety of ways to students and this support is valued greatly by parents and communicated to us regularly.

"Thank you for putting my son on a support programme, I have noticed that it has been helpful. I really appreciate all the help."
Note received from a parent during 2023.

Staff Feedback

As is typical for the culture of the College, staff have consistently demonstrated and articulated an exceptional sense of belonging and community throughout a very challenging year. Despite facing many difficulties, the staff have stepped up to support each other and grow deeper in faith. Our staff retreat was a precious time of unity, fun, fellowship and worship. The sense of family and belonging was most evident as we farewelled beloved members of the GBC family at the end of the year. While this was an emotional time, it was also a time of much celebration for the love that we have for one another, the challenges that we had overcome, and the fulfilment that comes from walking together with Christ in this mission field. This was clearly expressed by the staff who were leaving us to relocate:

"This College has been my family."
Staff member, 2023.

"I will never find another place like this."
Staff member, 2023.

"I found my people here...this is my tribe."
Staff member, 2023.



12. SCHOOL IMPROVEMENT PLAN 2022 – 2024 (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 2022-2024:

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

2023 was a year of great trials and even greater blessings. We saw Christ's love shining through it all in rich abundance, and relied completely upon His goodness and mercy. While we farewelled some deeply beloved and long-standing staff members from the College at the end of the year, we also welcomed new and passionate staff members to the team.

We are deeply blessed to have been joined by all of our students, parents, families, friends and community in our writing of the College's legacy in 2023. As we look to God's great promises and faithfulness in 2024, we pray for the health, safety, nurturing and fulfillment of each and every individual who has been touched by Goldfields Baptist College in some way.

Thank you for engaging with Goldfields Baptist College's 2023 Annual Report. May you know Christ's rich love and blessings in the coming year, in the same abundance as we do at GBC.

Marisa Johnson
Principal





growing · belonging · caring

Goldfields Baptist College
4 Maguire Street, Kalgoorlie WA 6430
PO Box 10267, Kalgoorlie WA 6433
Phone: (08) 9022 7535
Email: gbcadmin@gbc.wa.edu.au

www.gbc.wa.edu.au