



Emmaus Christian School

Annual Report 2021

Emmaus exists to partner with parents, in providing a Christ-centred, Biblically-grounded and academically-rigorous education, which enables students to grow in wisdom and character, to the glory of God.



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School Profile

Emmaus Christian School is in the inner north Canberra suburb of Dickson. We provide quality Christian education from Pre-School to Year 10. In 2021, our Primary school consisted of a double-stream K-6 with this flowing through into Y 7 from 2022 onwards.

Emmaus Christian School Canberra Ltd. In a Company Limited by Guarantee and governed by the board elected by members of the company.

Emmaus Christian School renewed its registration with the ACT Directorate (Non-Government Schools) in 2017, and is due to renew registration again in June, 2022.

As all other schools, Emmaus too was significantly impacted by the worldwide pandemic of Covid-19. When schools were closed, we were able to switch very seamlessly to online learning through the Google Classrooms platform that was already in use. Parent surveys indicates high levels of parent satisfaction about how Emmaus manoeuvred and managed through the times of school lockdowns.

Vision and Mission

Emmaus exists to partner with parents in providing a Christ-centred, Biblically-grounded and academically-rigorous education, which enables students to grow in wisdom and character, to the glory of God.

Therefore, Emmaus endeavours to provide an excellent academic education in a caring, Christian environment. Our dedicated staff looks to build partnerships with families as we seek to equip our students for service to God and their communities.

Core Values

1. Caring for Others

At Emmaus, we value, care for and respect each other because we are all made in the image of God. We partner with parents to care for and develop the whole person- body, soul and spirit. We foster a sense of belonging, celebrate one another's achievements and choose to be grateful for our school and each other. We are a community that learns in a fun, creative, encouraging and generous environment.

2. Striving for Mastery

At Emmaus, we encourage students to strive for excellence in all aspects of life: in study, work, and in relationships with God and with people. We believe God equips every person with gifts and abilities. We seek to instil in our students a strong desire to apply their utmost to what they do, an attribute that will long outlive their school years. Students are encouraged to master and apply academic and life skills in order to make the most of their opportunities in later life. Our goal is to equip students with the necessary skills and understanding to make wise and Godly choices, and to live resilient, fulfilled, and productive lives.

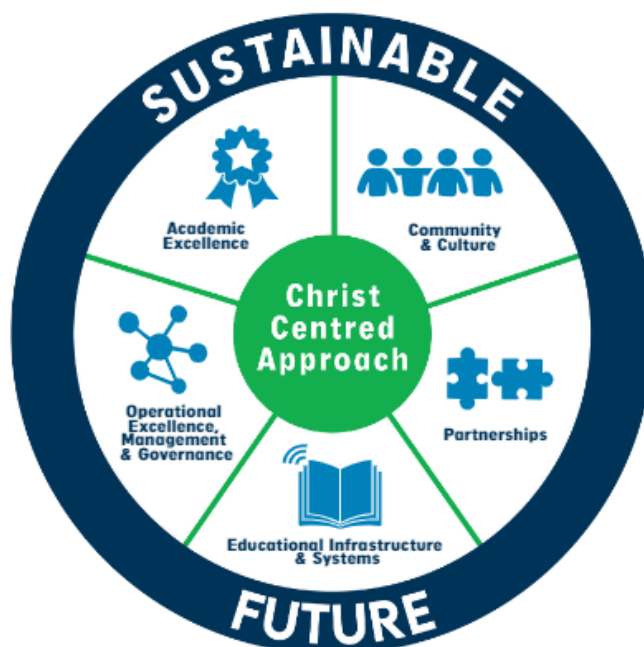
3. Equipping for Service

At Emmaus, our motivation for service is the love that Christ has shown us: his life of servant leadership is the example we seek to follow. Staff at Emmaus model integrity, accountability and the value of excellence in our work. We strive to equip students with both the desire and the skills to make a difference in the lives of others. We aim to grow students who are rich in Godly wisdom and noble character and find their security in the love of Christ.

Strategic Plan 2021 – 2025

During the period 2020-21, Emmaus Christian School Canberra developed a new Strategic Plan. To create a sustainable future for Emmaus' growth and to maintain its culture, the new Strategic Plan was designed around five pillars:

- Academic Excellence
- Community and Culture
- Partnerships
- Educational infrastructure and facilities
- Operational excellence, Management and Governance



Master Planning

Since 2015 the Board has engaged with Munns Sly Moore Architects in ongoing Master Planning. During 2021 Stages 4 and 5 (partially) of the eight-stage Masterplan have been completed. Stages 6 and 7 will be completed in 2022.

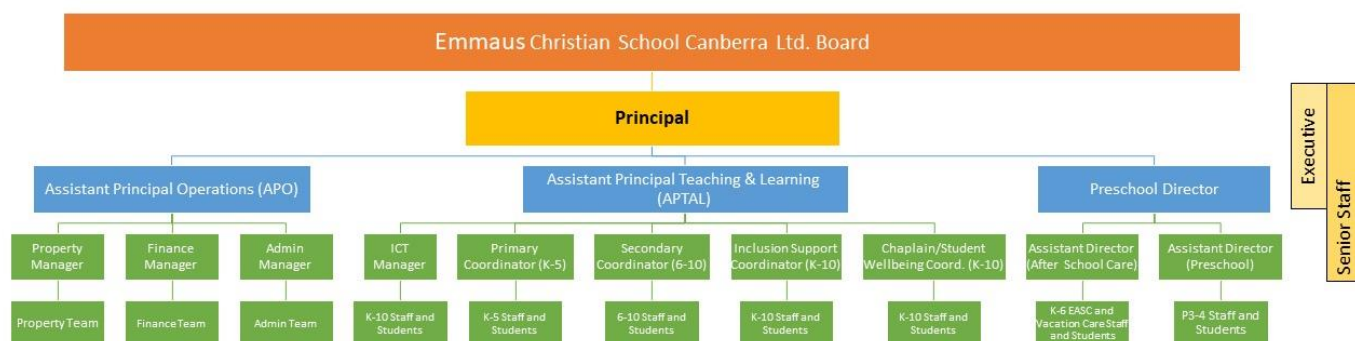


MASTERPLAN - COSTING PLAN
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School Structure 2021



Emmas Organisational Diagram



Enrolments

Emmas Christian School is a multi-cultural community, with many staff and students having come to Australia from other countries. Amongst our parents and student body, more than thirty languages are spoken at home. Less than 2% of our student body are Indigenous Australians.

We continue to enjoy strong enrolment growth and original planning for double-streaming K-10 has been fast forwarded by at least two years.

Data indicates that most enrolments come through word of mouth, indicating that growth is directly linked to positive experience and good reputation.

Student Numbers

	2018	2019	2020	2021
Preschool	59	65	80	80
K-10	296	308	393	426
Total	355	373	473	506

Post-School Destinations

Of students graduating in 2021, 78% % went to ACT Public Colleges and 22% went to ACT Independent Colleges.

Attendance

In 2021, the overall attendance rate was 95%, consistent with 2020. Parents are notified by SMS of any absence by 10:00 am and are required to provide an explanation for the absence.

National Testing Results

NAPLAN is the national government benchmark testing in which all Australian schools take part. This snapshot of our academic results is positive on a national scale as we are above or well above average in most areas. Although NAPLAN testing was not conducted in 2020 due to Covid 19, when the 2021 results are compared to pre pandemic 2019 it is pleasing to note the continued sound performance and minimal learning impact on students due to the pandemic and remote learning.

2021 Compared to Australian Average

	Reading	Writing	Spelling	Grammar	Numeracy
Year 3	523	448	468	499	451
Year 5	547	516	529	534	526
Year 7	588	554	580	550	582
Year 9	606	577	577	600	600

- Well above
- Above
- Close to
- Below
- Well below
- No comparison available

NAPLAN participation for this school is 97%
 NAPLAN participation for all Australian students is 95%

2019 Compared to Australian Average

	Reading	Writing	Spelling	Grammar	Numeracy
Year 3	481	457	444	490	451
Year 5	546	497	523	515	513
Year 7	578	543	562	572	585
Year 9	598	560	567	583	609

- Well above
- Above
- Close to
- Below
- Well below
- No comparison available

NAPLAN participation for this school is 98%
 NAPLAN participation for all Australian students is 95%

Inclusion Support Program

Emmaus Christian School has provided in-class support to a wide range of students. Increased resources were allocated to provide support to our teachers, so they can better cater to the diverse needs of our students within their own classrooms. More Teacher Assistants (TA's) – and with different skill sets – have been employed to support our teachers in class.

Emmaus has retained its early intervention strategic focus by allocating more resources to early intervention programs to our early primary school students to prevent and reduce the need for more intense and specialised support in the later years of schooling. This early intervention has seen a large reduction in the percentage of our students needing support as they progress towards upper primary in the last 10 years.

Staffing

Emmaus Christian School employs qualified teachers. In 2021, all of our teachers held a bachelor's degree or higher and were accredited by the Teacher Quality Institute of the ACT.

Staffing Profile 2020			
Category	Description	Number	FTE
Executive Staff	Principal, Assistant Principals and Preschool Director	4	4.0
Teaching Staff	Classroom Teachers, Inclusion Support, Student Wellbeing	36	28.9
Teacher Assistants	Staff providing extra assistance to teachers in the classroom	12	6.6
Childcare Assistants	Staff providing childcare in the long day care portion of the Preschool	11	5.5
Support Staff	<ul style="list-style-type: none">Finance and Property StaffAdmin StaffICT Staff	13	10.4

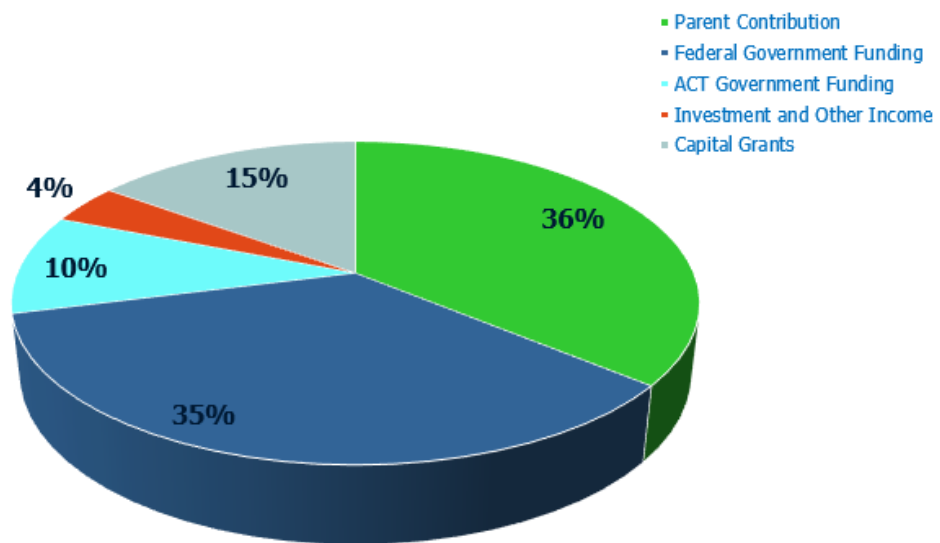
During 2021, all teaching staff completed a minimum 20 hours each of Professional Learning, as required by the Teacher Quality Institute for the renewal of teacher registration. Professional learning for staff in the 2021 mid-year PL week included Trauma Informed Practice and Mental Health First Aid, along with first aid training. Staff attended individual professional learning throughout the year, as well training provided as part of their sectional and whole-school staff meetings.

Staff Attendance

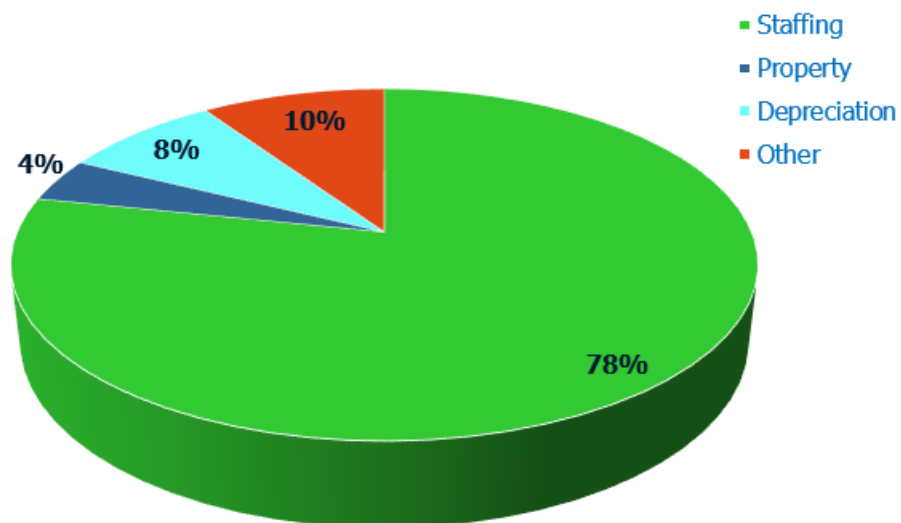
We had a full-time equivalent of 28.9 teaching staff members, giving a total of 5598 days of attendance at school. Teaching staff took a combined 384 days of leave, for reasons including illness, parental leave and family obligations. This is an overall attendance rate of 94%.

Financial Information

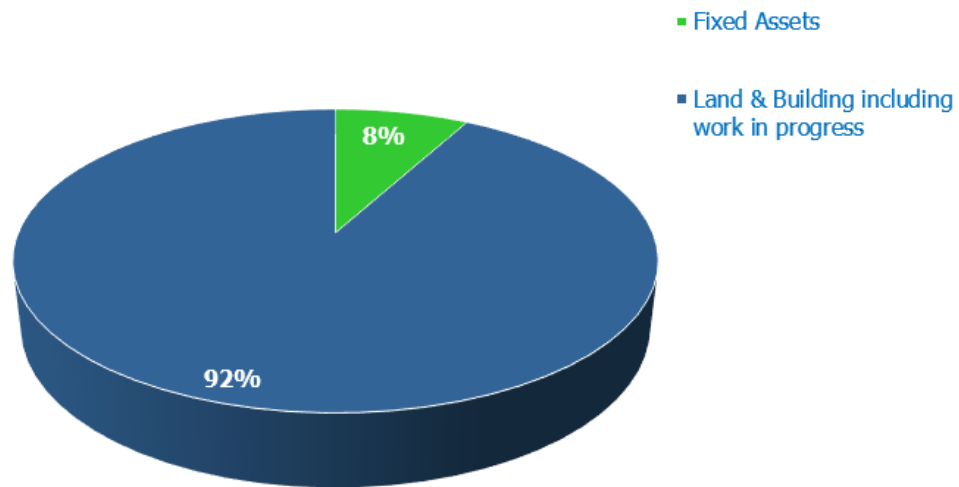
2021 Revenue



2021 Expenses



2021 Capital Expenditure



Conclusion

Due to Covid-19, 2021 was again riddled with disruption. However, Emmaus continued to sustain strong results, strong partnerships with parents and strong growth.

Strategic Planning goals are continuously met. Stages 2-4 of the Emmaus Master Plan have been completed and stage 5 commenced.

We remain deeply grateful to students, parents, staff, and the Board who have greeted growth, disruption and change with enthusiasm and energy.

Most importantly, we give honour and thanks to God, who sustains us, and for whose glory we live and work.

Mr Erik Hofsink (Principal)