



**Emmaus
Christian
School**

Annual Report 2023

Growing in Faith, Love and Wisdom



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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.

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

Vision/Purpose

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.

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.



From the Principal – Erik Hofsink

As I write this, strong bitter-sweet feelings are again welling up in me. Sweet because God called me to a different position, warmer landscape, and new future in Brisbane, but oh so bitter, because I'm leaving behind a community that I will always love and adore.

My eight years at Emmaus was a challenge but at the same time a wonderful blessing. In working hard to lead this warm community, I've learned and experienced so much. I am humbled by the privilege entrusted to me for the past eight years.

I have great confidence that Emmaus will go from strength to strength. By submitting all that we do in this community to the Lordship of Jesus Christ, how can we be surprised at the rich and countless blessings from a faithful God?

Thinking back over my time here, I would like to thank every person who was part of this journey. In some way or another I have been shaped by you and hoped that you have been shaped by my service to the school. If conversations were challenging and robust, we grew. If decisions were hard and required resilience, God gave us the courage to do. If celebrations were to be held, we did not hesitate to put on a big party. But I trust that we always did things to the glory of God. As 1 Corinthians 10:31b says: "...do all to the glory of God."

My wife Emmie and I will always look back fondly and thankfully to our time in Canberra. We are deeply moved by what God did in Emmaus. We are thankful to friends, colleagues, and the churches that we were part of and will never take for granted the fellowship, love, friendship, support, and opportunities offered to us.

May God bless you all richly and may his grace always shine upon you.

As I pass the baton to Mrs Melanie Spencer, I look forward to future visits in which I will see just how Emmaus keeps growing and flourishing – all to the glory of God!

From the Board Chair - Laura Day

2023 was indeed a big year! 2023 marked a return to the familiar rhythms of school life. From sports carnivals to excursions, school camps to interschool competitions, we relished the return of (relative!) normality. The pages ahead capture some of the moments from the full and busy year our community enjoyed together.

Emmaus continued to grow in 2023. We embraced more students, as we continued to fulfil our commitment to double stream each year group. And at the same time, we made important steps towards completing the final stages of our Masterplan, the results of which will be especially evident to you across 2024.

The new secondary building, which includes a café, as well as food technology and middle school spaces, will be open in Term 1, 2024, significantly expanding what our school can offer students. Students, in particular, will appreciate that the completion of construction work means that there is once again direct access through the courtyard to the main playground and oval. These new facilities are the result of a multi-year, multi-building project, which has been delivered on time and within budget despite the added challenges brought by COVID-19. This is an amazing outcome for our school—one that could not have been achieved without the funding contributions of Territory and Federal government via the Block Grant Authority. The Board is immensely grateful for the tireless efforts of the Finance and Building Committee members who have volunteered their time to oversee the ongoing implementation of the Masterplan.



As much as 2022 was about moving forward, it will also be remembered as the year a crucial chapter in our school's history came to a close. After eight years as Principal, we farewelled Erik Hofsink. We thank Erik for his dedication to the school, for his love for the staff and students, and for his determination to do everything as unto the Lord. Erik has been central to the enlargement of our school over his tenure, both in terms of student numbers and campus size. But most importantly, Erik has led the spiritual enlargement of our community.

Ultimately, it is this type of enlargement that Emmaus exists to foster. This is why we were delighted to appoint Melanie Spencer as Emmaus' third Principal late in 2023. We look forward to Melanie's leadership as we grow together in faith, love and wisdom in 2024 and beyond.

Strategic Plan



During this period, Emmaus Christian School Canberra progressed the objectives of the school's Strategic Plan.

To create a sustainable future for Emmaus' growth and to maintain its culture, the Strategic Plan was designed around five pillars:

1. Academic Excellence
2. Community and Culture
3. Partnerships
4. Educational infrastructure and facilities
5. Operational excellence, Management and Governance

Finance Report

Emmaus continued with a sustainable financial portfolio throughout 2023, balancing investment decisions

with the application for and awarding of government grants in a challenging fiscal environment.

Emmaus continues to review policies by the Executive for presentation and endorsement by the School Board

on a cyclical basis, ensuring legislative compliance and alignment with our Statement of Faith.

Figure 1: Proportional view of operating expenses in 2023

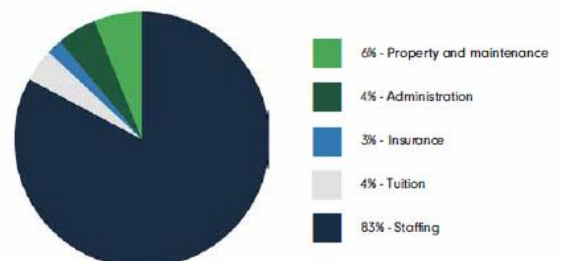
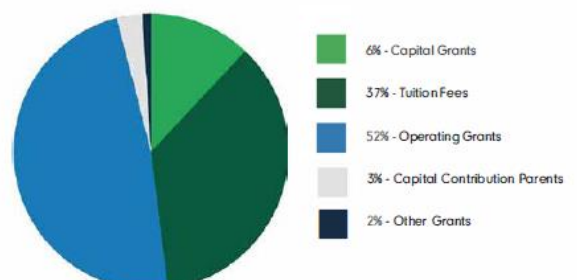


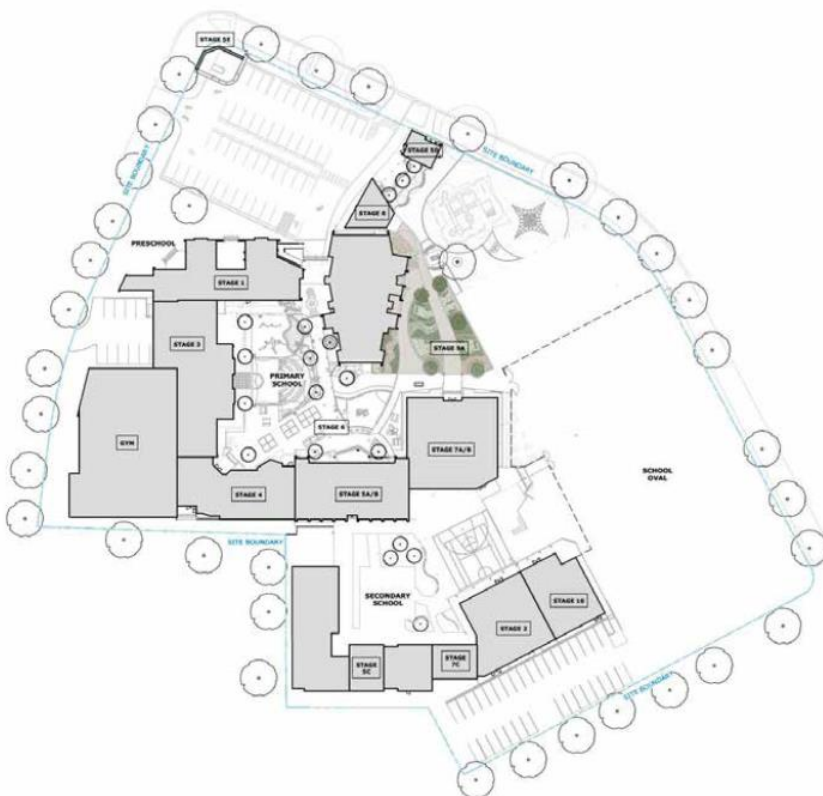
Figure 2: Proportional view of Revenue and Income 2023



Masterplan

The Emmaus Masterplan, endorsed in November 2016 continues to guide the systematic upgrade, modernisation and augmentation of our teaching and learning spaces. The masterplan seeks to: address the ageing and unsuitable infrastructure, meet the needs of modern curriculum and pedagogical practice, and support the development of specialisations - particularly for secondary students.

The major building work for 2023 was the Stage 7 Building, this included the completion of a double storey secondary building, with a focus on general learning spaces, a cote and hospitality/food technology areas. The completion of this building has ensured that Emmaus has sufficient permanent classroom capacity for a double streamed P3-Year 10, with no demountable buildings required. In addition, and in line with nearing completion of the double streaming of secondary, a new music classroom and Secondary Teaching Staffroom were established.



Stage 1 – Preschool

Stage 2 – Design Technology

Stage 3- Year 1 and 2

Stage 4 – Kindergarten and Years 3 and 4

Stage 5 A/B – Year 4 and 5, Staff Room, Office, Wellbeing Space

Stage 5C – New Science Lab and Science Preparation Space

Stage 5D/E - Essential Infrastructure – Fire and Hydrant

Stage 6 – Primary Courtyard

Stage 7 – Secondary Classrooms, Café and Hospitality

Stage 8 – Shelter

Stage 9 – Community Courtyard

Stage 10 – Arts

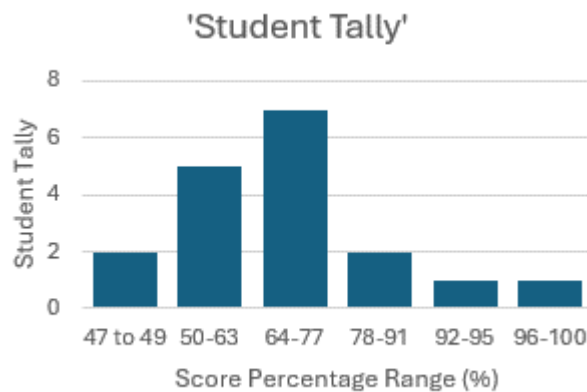


NAPLAN Testing

Last year saw the restructuring of how NAPLAN results are presented. The intentions being to highlight those students who are meeting the Australian standards for their age group and those who require support to achieve the standard. This has been a great way of moving the focus from collective student achievement to individual performance of students and will support the school to target additional and intensive support to enable all students to meet the Australian standards.

This year's results were separated into four bands. A student performing in the Band 'Strong' is what is expected, and is our goal for all students. Students categorized as in the 'Developing' Band, have not yet met the standard but are working towards it. These students will require support. Students falling into the 4th Band will require intensive support to catch up with their peers. More than 90% of the Years 3 and 5 population were in the strong/excelling bands for all testing. Similar positive results were seen in the Year 7 and 9 population with over 80% falling into the strong/excelling bands for all testing.

Strong results were obtained in the 2023 Year 6 National Science Literacy Project as below.



Inclusion Support

Inclusion Support Program Emmaus Christian School has provided in-class support to a wide range of students.

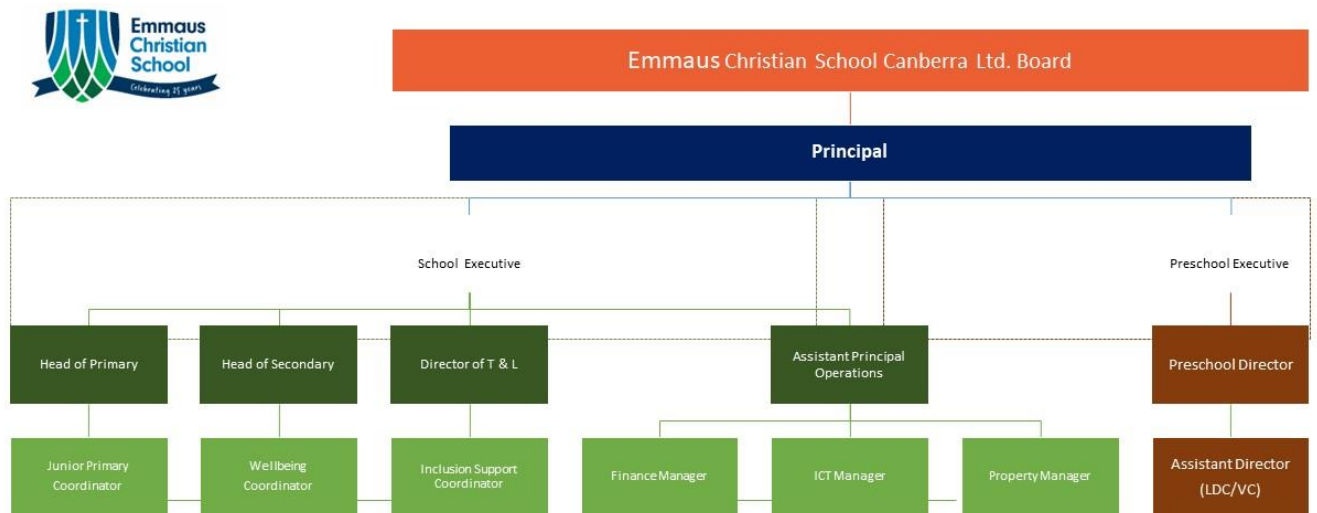
Our Teacher Assistant support along with Wellbeing Team provide inclusive support to students. More Teacher Assistants (TA's) – and with different skill sets – have been employed to support our teachers in class. Emmaus has retained its early intervention strategic focus by allocating more resources 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.

In 2023, Emmaus invested in the establishment of the School's Wellbeing Services, bringing together a team that includes the Wellbeing Coordinator, Inclusion Support Coordinator, School Counsellor, Chaplain, and School Psychologist. Located in the refurbished 'Wellbeing Hive' at the front of the school, the team provides wrap round core and support to students and their families through individual core plans as well as whole school programs which are responsive to student and parental needs.



School Structure 2023

Emmaus Organisational Diagram



Staffing

While it is widely recognised that there is a teacher shortage in Australia, Emmaus has been blessed with a full complement of highly qualified and well-regarded teaching staff.

In 2023 Emmaus joined the St Phillip's Teaching School Hub, and in partnership with Alphacrucis University College, we support student teachers in their development through onsite mentoring by more experienced teachers. They engage in either a four-year sponsored study or a two-year master's study and while studying, work as Teacher Assistants in our school. Our first Teaching School student commenced in 2023.



School Area	Number	2023 Total FTE
Executive	6	5.6
Administration	6	4.27
Finance	3	1.8
Property	2	1.4
ICT	1	1
TA / Lab Assistance / Teaching Hub	22	11.17
Wellbeing	4	2.4
Teachers	36	26.9
Preschool	18.00	8.99
Total School	98.0	63.5

Survey/Staff Satisfaction

A range of surveys were undertaken during 2023 for students, parents and staff.

Some key highlights:

Student Survey Sample Results

- My teachers try hard to help and be nice to me (100%)
- Most of my teachers say something positive to me when I have done my best (95.2%)
- At my school, students have different opportunities for discussing how they can make school a better and safer place to be (90.5%)
- Most of my teachers go out of their way to help us appreciate people from different cultural backgrounds (90.5%)
- Students feel they have a say in classroom rules, as well as a voice in the activities and events our school offers (90.5%)
- Teachers remind students about the importance of doing their best in their schoolwork (90.5%)
- Teachers discuss ways i can be confident, persistent, and organized in my approach to doing my schoolwork (85.7%)

Parents Survey

- 95% of parents feel that their child is safe at school
- 92% of parents believe that the school prioritises students health and wellbeing
- 90% of parents believe that staff work for the best interest of students
- 97% of parents believe that if they had a concern it would be taken seriously

Parents Survey- Preschool Focus

- 98% of families would recommend the preschool to others.
- 93% of families are happy with the model of preschool offered, the remaining 7% wanted longer opening hours.



- 79% of families initially chose Emmaus because of the focus on Christian Education and now that families are in the Preschool it is a well appreciated approach.

Staff Survey

The majority of staff identify:

- School leaders care about my health and safety
- My school provides a safe and supportive work environment
- I feel enthusiastic about my work

Enrolments

2023	Enrolments
Preschool	44
K-10	539
Total	583

Attendance

2023	Attendance
Overall	83.3%
Boys	78.3%
Girls	94.2%



