



2013 Annual Report

Chairman's Report



2013 marked the arrival of many new things for Covenant. Of significance is the new Performing Arts Space, Year 5 and 6 classrooms and Junior Library. We thank God for providing these new facilities for us, and ask you to pray with us that we will use them to serve Him as we should.

This year the Board reviewed the school's vision and mission statements, and made changes to some of the wording.

The new vision statement is *To faithfully serve in God's plan to restore all things under the Lordship of Jesus Christ*. Simply put, this means that we want to do whatever God requires of us as a consequence of Jesus being the Lord of the universe, and as a result of His death and resurrection to save us from our sin and bring us back to God.

The mission statement is more specific about how we will seek to do this. *To assist parents in the nurture of their children, by providing a Christ-centred, biblically grounded, culturally engaging and academically rigorous education to equip the children to live for God's glory*. It means that our primary goal is to help parents ensure that their children grow up ready and able to serve God and His people with all their energy as committed Christians. Jesus deserves nothing less from our children than a lifetime of service to him, putting all else behind. As Christians, we know and trust that God is faithful and that we can desire no greater thing for our children than their full commitment to Him.

Some brief documents explaining the new vision and mission statements can be found on our website at www.covenant.nsw.edu.au/uniqueness.html.

I encourage you to read through them to gain a greater understanding of the intention and direction of the school.

Continuing the theme of new things, a new strategic plan was created this year by the school's Executive in consultation with the Board. This plan is intended to guide decisions on a day-to-day basis at the school to ensure they are in line with our medium term strategy and that we are fulfilling the vision and mission statements to the best of our abilities.

It is our earnest desire that the new vision and mission statements and the new strategic plan will help to ensure that, in a year brimming with new things, what is most important has *not* changed. Covenant was established almost 40 years ago by parents eager to provide children with a Christian education; an education which would equip them to serve Jesus. Please pray with us that Covenant will not lose sight of this reason for its existence.

2014 will undoubtedly bring many more new things. Importantly, it has brought over 150 new students into the school. Please pray with us for these new students as they adapt to the changes they will face. Pray, too, that as a school we will adapt to the changes ahead, enthusiastically embracing the opportunities they bring to serve God, and firmly opposing any temptations to waiver from that commitment.

Finally, I'd like to leave you with a question which challenged me as I wrote about the strategic plan. What is my strategic plan for how I am going to raise my children to serve Jesus?

Dean Stewart



Principal's Report



2013 was a good year again for our school. We have been pleased to achieve growth in the student population and our new staff have fitted in well to our school community. We continue to be thankful for the quality of teachers who come to teach at our school.

Perhaps the most significant thing that has happened at our school is that the Board and School Executive have worked together in developing a strategic plan for the school to help shape our focus for the next five years. It was a very positive process and the outcome was excellent.

Personally, my greatest satisfaction has been the continued emphasis in seeking to engage with the state mandated curriculum, and to see how we might take opportunities to show the students in our care that the world is indeed the Lord's and to grapple with what it means to engage in it as Christians. Our 'TeachMeet' sessions, where staff from Preschool to Year 12 share their thoughts and experience, have been a real highlight.

This year we have had four staff complete their Masters degrees and we are confident that they will contribute to the school community in significant ways as a result of their studies. We have also had a number of other staff begin further post graduate studies.

We have again been pleased with the academic results our students have achieved in external exams. As a school that does not discriminate against students with learning needs, nor offer scholarships to clever students, our results change from year to year. However, our students who are academically able and have worked consistently well achieved excellent results.

Covenant Christian School requests students who are leaving the school and their parents to complete an Exit

Survey. The surveys can be submitted anonymously if the respondents wish. The survey provides a good snapshot of how parents are feeling about the school. While most of the surveys are from parents and students from Year 12, feedback is also received from families who leave the school from other years. The feedback that we get is very positive. Overwhelmingly, parents and students talk strongly about the pastoral care received by the children. Even though there are some complaints, they are in the minority. The main complaint we get is that we are not strict enough on uniform issues in the Secondary School, though this is still a relatively small percentage.

During the year we made a number of changes that have been implemented in 2014. In the Secondary School, we have added a number of subjects including Society and Culture and 2 Unit Studies of Religion for Years 11 and 12, while in Year 8 we have reshaped the curriculum offerings to make room for a Passion Project that allows students to work on an area in which they have significant interest.

The most obvious change to the school is the wonderful new facilities that were both completed and commenced in 2013: the addition of five new classrooms for the Junior School, a performance space for the whole school and a new Junior School library. The new facilities have allowed us to remove the old Uniform Shop and double the size of the Secondary School library, which has been appreciated by both staff and students. At the end of the year we commenced building four more classrooms in the Secondary School. These are highly flexible spaces and will be occupied in Term 2 of 2014. In addition to the classrooms, we also started construction of a new large staffroom to improve the working conditions of staff and to cater for the growth in numbers as the school continues to expand.

I commend this report to you.

William Rusin

Registrar's Report

Summary of Enrolment Policy

Covenant Christian School is open to all children whose parents are seeking to give them an education which is consistent with the basis and aims of the school, provided the school has the resources to meet the child's particular needs, and subject to the availability of places.

Initial priority for enrolment will be determined by parents' answers on the enrolment application and a letter of reference from the pastor of the church currently attended. This will be later confirmed through an interview with the parents.

Normally children are accepted into Kindergarten only if they have turned five before 31 May that year. In exceptional circumstances, after careful testing, younger children may be admitted if they are considered to be socially, physically and intellectually mature enough.

Children are accepted into the Preschool class only if they have turned three years of age and are toilet trained at the time they start.

Student Population

In 2013 there were 794 students enrolled at the August Census from Kindergarten to Year 12. These students were predominantly from the Northern Beaches, Chatswood and Upper North Shore areas and represent a mix of cultural backgrounds. One International Student was enrolled.

The ratio of boys to girls was 55:45. The proportion of students from regular church attending families (representing over 120 churches) was 90%.

There are two preschool classes: a two day class on Monday and Tuesday for 3 and 4 year old children, and a three day class on Wednesday to Friday for 4 and 5 year old children.

In Junior School there were two classes per grade from Kindergarten to Year 6. In Secondary School there were generally three classes per grade in Years 7 to 12 with the exception of Year 8 which had four classes.

Enrolments			
	2011 (August Census)	2012 (August Census)	2013 (August Census)
K - 6	313	303	305
7 - 12	470	495	489
TOTAL	783*	798*	794*

* Excluding 40 Preschool students

Student Attendance and Management of Non-Attendance

99% of students attended school on average each school day in 2013. This included absences for sickness, medical appointments and approved leave.

Non-attendance at school is managed by an electronic attendance roll. If a parent letter of explanation for non-attendance is not received, a form is sent home seeking an explanation. If a letter is not forthcoming after several attempts, senior staff are alerted to determine the appropriate follow-up, including consideration of potential student welfare issues. Where attendance patterns may affect the ability of a student to achieve educational outcomes for an external certificate, formal warning letters are provided to the student and parent.

Percentage Attendance per Grade

Kindergarten	99.10%
Year 1	99.70%
Year 2	98.80%
Year 3	99.30%
Year 4	99.20%
Year 5	98.90%
Year 6	98.40%
Year 7	99.50%
Year 8	99.50%
Year 9	99.40%
Year 10	99.10%
Year 11	99.30%
Year 12	98.30%
School Average	99.12%

Actual Retention Rates & Post School Destinations

94% of students who completed Year 12 at Covenant in 2013 also completed Year 10 at the school. 64 students completed Year 10 at the school in 2011. 64 students completed Year 12 at the school in 2013. Four students left at the completion of Year 10. 12 students commenced in Year 11 2012. Eight students left during Year 11 or Year 12.

We estimate that over 75% of students eligible to attend university were offered a place in the first round offers. Many also received later offers. The remaining students either continued their studies at TAFE or private colleges, entered employment in a variety of fields or commenced an apprenticeship or traineeship.

Wendy Boase

Christian Perspectives

It was another busy year in the area of Christian Perspectives at Covenant. We were given many opportunities to grow in our understanding of the nature and purpose of Christian education and to learn from other schools. This report provides a snapshot of some of the activities in which we were challenged to grow in 2013.

Conferences

In July, Covenant Christian School hosted an Australian Curriculum Workshop in the key learning areas of K-6 Mathematics, K-6 English, 7-10 Science, History, English and Mathematics in order to work collaboratively on programming for the new syllabus in each course, as well as in Preschool, PDHPE and Creative Arts. A number of our teaching staff coordinated the curriculum-writing sessions, and Ken Dickens and Chris Parker from CEN helped frame the conference through the keynote sessions. The conference was attended by more than 250 teachers from 21 schools, and it was a great encouragement to be part of the journey together. I am grateful to the school for the opportunity to share some of our work at Covenant with schools in other parts of Australia, and to lead workshops at conferences in Canberra and Newcastle with Bill Rusin.

Postgraduate Study with the National Institute for Christian Education (NICE)

Several of our teachers continued on with NICE studies in 2013, with more teachers commencing their studies. It is pleasing to see a number of our staff seeking to be faithful in their task in taking the opportunity to study courses that dealt with the importance of the Bible in Christian Education, the History of Christian Schooling in Australia, Effective Teaching, Stakeholders and the Christian Community, and many other courses as well. As a school we are enjoying the benefits of the resources being put into this opportunity for growth. Congratulations to Wayne Morton, David Gray and Lynne Butler who completed their Masters degrees at the end of 2013.

Working with other schools

During 2013, we continued to develop our relationships with other Christian schools. We completed our work on implementing a Christian approach to technology with Orange Christian School, and provided assistance to teachers at Kuyper Christian School, Mountains Christian College and Orange Christian School through the AIS mentoring program. We are grateful for the opportunity to learn from these schools and to use the opportunities afforded to us as a larger CEN school. It has been a joy to see so many of our staff engaging in the Christian Educators' Professional Association (CEPA), a forum for advice and a platform for the sharing of units of work that have been written from a distinctively Christian perspective. My prayer is that we would continue to be good stewards of what we have been given.

Teachers as learners

As a staff, our teaching was further developed through the introduction of regular 'TeachMeets'. TeachMeet is an opportunity for teachers to show what they have been learning about education and an encouragement to others to think about different ways of teaching. We continued to encourage teachers to learn by observing one another through the 2+2 Teacher observation project, our Perspectives afternoon teas where staff share what they have learned with one another, and through being able to learn from great thinkers in the area of Christian education. Our staff were privileged to spend some time with Mike Goheen, Mark Glanville, George Glanville and Donovan Graham throughout the year. It was a great time of learning from these passionate and wise Christian educators.

Peter Muddle

Curriculum Coordinator (P-12) Perspectives

Teaching and Learning

Our Preschool classes continued to provide a steady stream of confident students into Kindergarten, making a smooth start to the year for all involved. Students progressed from the two day group to the three day group and enjoyed a variety of shared experiences with the Infants classes during Term 4.

Throughout 2013, the Infants and Primary staff have been working at implementing the Australian Curriculum in English. Staff attended workshops and worked collaboratively to maximise knowledge and use of time. Key to this process is a rationale that engages with God's purpose in creation for that topic. Further embedded in the programs is a formula that we seek to implement: *Drivers* – What spiritual truth is driving this unit? *Destinations* – What Godly understanding or act of Christian service is the destination of this unit? *Detours* – What incidental detours have been discovered, unplanned perhaps, but worth revisiting next year? On top of this, we have included a section for biblical reflection, reminding staff to continually reform our thinking.

Students in Years 3, 5, 7 and 9 also received a NAPLAN report for their test results in reading, writing, spelling, grammar and punctuation, and numeracy. The comparison between Covenant, NSW and National scores showed that Covenant was well above average in all areas. More details are available later in this report.

The Secondary section of the school has increased significantly. Year 7 was triple streamed with an additional small class for students with high needs who have been in the school throughout Junior School. Years 7, 9 and 10 were triple streamed while Year 8 was four streamed. Year 12 was a smaller year. This growth is steady and is expected to continue. English and Maths classes are sorted according to ability and need while the other classes are mainstream. ICT skills are integrated into all subject areas.

Students were offered a wide choice of electives in Year 9 and 10:

- ◆ Drama, Music, Visual Arts
- ◆ Information and Software Technology
- ◆ German
- ◆ Timber Technology, Food Technology, Design and Technology
- ◆ Commerce
- ◆ Physical Activity and Sports Studies
- ◆ Students could choose between elective Geography and History in Year 9, with the mandatory Australian History, Geography, Civics and Citizenship studied in Year 10.

Year 10 students completed the "All My Own Work" program on ethical work practices, plagiarism, copyright and group work, in readiness for study in Years 11 and 12.

Year 11 and 12 students were able to choose from a broad range of subjects:

- ◆ English Standard, English Advanced, ESL, English Extension 1 and 2.
- ◆ General Mathematics, Mathematics, Mathematics Extension 1 and 2
- ◆ Visual Arts, Drama, Music 1 and 2, Dance
- ◆ Business Studies, Economics, Legal Studies
- ◆ Ancient and Modern History
- ◆ Biology, Physics, Chemistry
- ◆ PDHPE, Exploring Early Childhood, Sport Life and Recreation Studies
- ◆ German Beginners and Continuers, French Beginners
- ◆ Software Design and Development, Information Processes and Technology
- ◆ Design and Technology, Industrial Technology, Textiles and Design, Hospitality
- ◆ Studies of Religion 1 or Biblical Studies.

In 2013 Hospitality was a popular choice again as a VET subject. Hospitality students in Years 11 and 12 all completed their mandatory 70 hours' work placement over the two years, with positive comments from the industry and employers. We continued our close links with NBBEN, our local community partnership. The school community enjoyed the skills of the Hospitality students at school functions such as the Fusion evening, when Visual Arts and Design students showcased their Major Works.

Several students from Northern Beaches Christian School and Loreto (Normanhurst) joined senior classes at Covenant in Hospitality and Dance. Some Covenant students took advantage of the Open High School language classes studying predominantly Japanese, Mandarin and Spanish. Students also studied a range of languages at Saturday School.

In 2013 students in Year 10, 11 and 12 had school issued laptops. Each student was obliged to complete an online Digital Discipleship course developed by our Director of ICT. This is aimed at inculcating a responsible and godly approach to technology in the students. In 2014 all students in Years 10, 11 and 12 will again have a school issued laptop. Teachers are finding creative and exciting ways of using technology in their classes.

Key Policy Outline

Welfare

Our Mission statement declares that we "...assist parents in the nurture of their children, by providing a Christ-centred, biblically grounded, culturally engaging and academically rigorous education to equip the children to live for God's glory."

This means that as a community of staff, students and parents and caregivers, we seek to treat each other in a Christ-like way. The well-being of the students is thus closely tied to our mission as a school.

As a Christian school we aim to:

- ◆ make the school a safe place to work and play
- ◆ witness the Christian qualities of love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control

Specifically, Covenant Christian School is committed to:

- ◆ a safe and nurturing environment in which students can learn
- ◆ effective teaching and learning experiences which engage students in the activities of the school, including extra-curricular activities
- ◆ a fair and effective discipline system which encourages good behaviour and seeks to improve the behaviour of students who do not behave well
- ◆ an environment in which students can come to understand how God has given them abilities and gifts, and how they can use them
- ◆ an understanding that we are all made in God's image but with many different strengths, and that we need to be accepting of and loving towards those who are different from ourselves
- ◆ an environment in which it is clear that bullying, violence and aggression are unacceptable
- ◆ a community in which parents, students and staff can communicate well with one another
- ◆ employing staff who are committed Christians, well qualified teachers and who seek to care for and nurture the students in their care.

Specific requirements are set out in our Child Protection and Anti-Harassment policies and procedures, among others. These include:

- ◆ ensuring that staff appointed are fit and proper people to occupy those positions through interviews and employment screening
- ◆ requiring staff to commit to a Staff Code of Conduct which is actively monitored
- ◆ training staff in Child Protection and Anti-Harassment measures
- ◆ implementing procedures to identify when a child is at risk of harm and to notify the proper authorities
- ◆ implementing procedures to notify and investigate complaints of improper conduct by staff and report to appropriate authorities
- ◆ recognising that dealing with harassment is the shared responsibility of parents, staff and students
- ◆ establishing procedures which will ensure an effective response to incidents of harassment
- ◆ ensuring that all occurrences of harassment are dealt with fairly and consistently
- ◆ encouraging openness among students about all forms of harassment
- ◆ taking pro-active preventative measures against harassment
- ◆ raising awareness about harassment among school staff, students and parents.

Bullying is when a person or group of people with more power at that time deliberately upset or hurt another person, their property, reputation or social acceptance on more than one occasion. We are committed to minimising hurtful and bullying behaviour in our school. The school is investigating the use of PeaceWise principles as a tool for dealing with conflict across the school.

Discipline

Covenant's Discipline Policy is based on the following principles. It recognises the primacy of restoration of relationship over substantive issues and seeks to address relationship breakdown first if required. We try to manage the tension between acting both justly and mercifully in all situations. Discipline should:

- ◆ be founded on love and concern for the child and those around him/her
- ◆ contribute towards a student's growth in Christ; thus it may involve repentance, reconciliation and restitution
- ◆ include positive and negative elements - confirming, commending and encouraging, as well as correcting, reproofing and punishing
- ◆ be clearly defined as to expectations and, wherever possible, be exercised promptly
- ◆ be consistent and administered justly, but with mercy
- ◆ reflect on the action or attitude, not the person, so that it is clear we love the child
- ◆ take into account the maturity of the child
- ◆ seek to develop self-discipline and thus not depend too heavily or exclusively on external motivation, such as structured rewards and punishments.

Grievance

When dealing with any complaint, grievance or concern in relation to another person it ought to be done with the best intentions for the other person at heart. Whilst this is not necessarily easy to do, those involved in conflict ought to see it as an opportunity for growth. Specifically, all parties ought to:

- ◆ first speak directly about the issue to the person most concerned
- ◆ treat the matter seriously
- ◆ act fairly towards each other
- ◆ expect that they will be treated in the same way
- ◆ treat others involved in the situation with respect and graciousness
- ◆ act discreetly and maintain confidentiality.

If a person feels they cannot speak to the person concerned directly (e.g. in a case of bullying or fear), they should speak with another more senior person. In the case of a student, this may be the Home Class teacher or some other person they trust.

If a resolution is not achieved then the matter should be taken to the next most senior person, and so on, until it reaches the Principal for a decision. Any parent who is unhappy about a decision of the Principal, or who for other reasons would like to take a matter further, may take it in writing to the Board.

Full copies of these and other school policies can be obtained from the school office and are on the school's web site, www.covenant.nsw.edu.au/community/forms-policies

Co-curricular and Extra-Curricular Activities

Secondary School - *Chris O'Sullivan*

The Secondary School is a busy and growing part of the school, with teenagers exploring new opportunities both beyond and within the classroom. Sport, performance, creative and academic opportunities are available to interest and challenge the students.

For our upcoming athletes, swimming, cross country and athletic carnivals were well attended and produced strong individual performances by students to Combined Independent School level. Teams were entered in local and gala day events in sports such as football, rugby, netball and basketball. Students attended a range of sports during the year ranging from beach walking to futsal, rock climbing to tennis.

The Secondary Music Team continues to lead assemblies as well as Christmas and Easter celebrations while concert and stage bands and choirs are always growing. The new Performing Arts Space makes a wonderful venue for rehearsals. The Dance Academy was able to present a very successful end of year concert, while Visual Arts, Design and Technology and Industrial Technology students were able to showcase their major works at Fusion. In addition, there were drama and music evenings to showcase these specialist subjects.

Public Speaking maintains its popularity. The Public Speaking Carnival is now an annual event in Term 3 with all speakers reaching a high standard. The interschool carnival between Covenant, Northern Beaches Christian School and Oxford Falls Grammar was again successful.

Students were prepared for the Duke of Edinburgh Award Scheme. Students completed testing walks in the Royal National Park and the Blue Mountains, as well as other locations in preparation for the final trek.

Our senior students in Years 10 and 11 again trained for the trip to the Aboriginal community of Yarrabah in Far North Queensland. This was a great opportunity for our students to share the gospel while undertaking a cross cultural experience. We continue to forge strong links with this community. Some of the women from Yarrabah came to Sydney to spend time with some of our teachers and parents.

Leadership skills have been developed within the Student Council which has raised money, run assemblies, assisted at various functions and represented the school at outside events. Bus Supervisors and House Captains also take on roles of responsibility and help in the smooth running of the school. Our Chaplain again organised the 40 Hour Famine for World Vision. About \$6000 was raised. Student Council supported a number of other charities, represented the students on various issues and purchased additional equipment for the school. The school prepared shoeboxes for Operation Christmas Child, hampers for the Salvation Army and Home Classes continued their support of sponsor children.

Camps are an integral feature of school life: Year 7 students experienced an outdoor education camp while students from Years 8-10 had a choice of multi-age camps. These involved trips to a sheep station, orienteering in the city and helping out at Hope Street with homeless people, riding mountain bikes around Canberra and hiking in the Wollemi State Forest. We plan to increase the number of options next year. Year 11 attended a retreat to develop leadership and study skills in Term 4. There was also an Art Camp, Drama Camp and a Maths Camp to extend students with a passion in these areas.

Excursions and visiting speakers were a regular feature of each term as our students continued to learn in a variety of ways.

Junior School - *Wayne Morton*

Junior School engaged in a number of activities throughout 2013. Our fundraising played a significant role in shaping school life. Students were presented with a number of options to support drawn from the theme of 'Water'. Children voted overwhelmingly to send funds raised to help construct a much needed toilet block for a church in Nairobi. Driven by a significant target, and a meaningful goal, we found that our fundraising became far more purposeful. Our bi-annual speech giving assemblies continued to feature and Grandparents Day was once again a wonderful time of community building. Outer Limits Day, a day devoted to extension and enrichment across Years 3-6, was also very successful and was likewise based on the theme of Water.

Co-curricular and extra-curricular activities throughout 2013 included:

Extra-Curricular

- ◆ Training Band
- ◆ Junior Band
- ◆ Brass Band
- ◆ Student Council
- ◆ Bible Club
- ◆ Chess Club
- ◆ Sport training

Co-Curricular

- ◆ Year 5 / 6 Camps
- ◆ Year 3 / 4 Sleepover
- ◆ Maths Extension Camp
- ◆ Comedy Workshop
- ◆ Writers Workshop
- ◆ Maths Olympiad
- ◆ Musica Viva
- ◆ Infants Fun Day (games run by Year 10)
- ◆ Infants Swim Program
- ◆ Year 6 Community Day
- ◆ Art Exhibition
- ◆ Film Festival
- ◆ House Captain training
- ◆ Speech-Giving Assemblies
- ◆ Billy Cart Race Day
- ◆ Kinma Friendship Day
- ◆ Library: Author visit
- ◆ StartSmart (financial literacy)
- ◆ ICAS Competitions
- ◆ Excursions for Year 3-6: Imax, Hyde Park Barracks, Canberra, Bushland, Powerhouse Museum, CARES-Bike Education day, Extension English, Surf Awareness
- ◆ Incursions for K-2: Musica Viva, Snake Tails, Fire Brigade, Ambulance, Nurse and Police visits
- ◆ Student Representative Council Mufti Days
- ◆ Book Week Assembly

Sport

- ◆ Athletics Carnivals: School, Zone, CSSA, CIS,
- ◆ Swimming Carnivals: School, Zone, CCSA, CIS
- ◆ Cross Country Carnivals: School, State, CIS
- ◆ Tennis Gala Day
- ◆ Eagle Tag Gala Day
- ◆ Soccer Gala Day
- ◆ Netball Gala Day
- ◆ Gymnastics Gala Day
- ◆ AFL Gala Day
- ◆ Inter School Competition: Netball, Tee-ball, Soccer, Rugby League and Cricket.

School Performance

Higher School Certificate Results

Covenant Christian School received very good results in the 2013 Higher School Certificate. There were some excellent individual performances as well as a number of outstanding results in a variety of subject areas. While we celebrate with students who have achieved in the top performance bands, and received outstanding ATAR (Australian Tertiary Admissions Rank) results, we believe the best results were achieved by those who had given their best and worked in a committed and consistent manner. Some students far exceeded their expectations. Congratulations to those students and to those who have been offered places in their chosen course. God has a place and a purpose for each student at Covenant and so we celebrate with students who have found work and are utilising the gifts that God has given them.

We estimate that 75% of students eligible to attend university were offered a place in the first round offers. Students will be studying a range of subjects including Nursing, Science, Commerce, Economics, Arts, Marketing, Primary Teaching, Information Technology, Civil Engineering, Visual Communication, Health Sciences, Accounting, Sport, Midwifery, Music, Speech Pathology, Computer Science, Business, Natural Science and Animal Studies.

Seven of our students received an ATAR of 90 or higher. The highest ATAR was 98.7

Seventeen students received a mark of 90 or higher, placing them in Band 6, the top performance band in the State for the HSC. These students were therefore published in the Board of Studies Distinguished Achievers List. Subjects in which students achieved a Band 6 were Business Studies, General Mathematics, German Continuers, History Extension 1, Hospitality Examination, Industrial Technology, Mathematics, Mathematics Extension 1, Mathematics Extension 2, Modern History, Music 2, Music Extension 1, Physics, Software Design and Development and Studies of Religion.

Covenant was ranked in the top 200 in the State based on the 2013 HSC results.

Covenant is a comprehensive co-educational school. We do not offer academic scholarships as we believe those in need of financial support are those who struggle to afford a Christian education, not only those with high academic ability. Our excellent results reflect the high standards and hard work of our staff and students and the prayerful support of our community.

General Comments

- ◆ In 59% of subjects taken at Covenant, students performed at a level equivalent to or better than State average
- ◆ Covenant students sat 34 different HSC courses in 2013. In many of those courses, students performed at a level well above State average
- ◆ Three subjects exceeded the State average by more than 5%

Course Name	School Mean	State Mean	Variation
Geography	87.93	72.89	15.04
Industrial Technology	84.25	71.88	12.37
Mathematics Ext 2	89.80	82.07	7.73

- ◆ There were 17 students who received marks in the 90's, placing them in Band 6, the top performance band for the State. There were an impressive 30 marks between 90 and 100
- ◆ There were also a very large number of outstanding individual performances where students gained an HSC mark of 80 – 89, placing them in Band 5, the second highest performance band for the State. Overall there were 104 marks between 80 and 89
- ◆ Covenant students were significantly under-represented in Bands 3, 2 and 1, the lower performance bands
- ◆ In some subjects there were no students in the lowest three performance bands. Four subjects are listed below as an example.

Drama

- ◆ 50% of CCS students were significantly over represented in Band 5, the second top performance band when compared to the State average of 29.71%
- ◆ CCS students were also significantly over represented in Band 4 when compared to the State average of 40.6%
- ◆ 100% of CCS students achieved HSC marks placing them in Bands 5 and 4. There were no CCS students represented in the lowest three performance bands.

Studies of Religion

- ◆ 18.18% of CCS students were significantly over represented in Band 6, the top performance band, when compared to the State average of 11.64%
- ◆ 36% of CCS students were represented in Band 5, the second top performance band
- ◆ 45% of CCS students were significantly over represented in Band 4 when compared to the State average of 28.8%
- ◆ 100% of CCS students achieved HSC marks placing them in Bands 6, 5 and 4.

Visual Arts

- ◆ 77.72% of CCS students were significantly over represented in Band 5, the second top performance band, when compared to the State average of 39.2%
- ◆ 22.29% of CCS students were represented in Band 4, the third top performance band
- ◆ In fact, 100% of CCS students achieved HSC marks placing them in Bands 5 and 4
- ◆ There were no CCS students represented in the lowest three performance bands.

Hospitality Examination

- ◆ 14.28% of CCS Students were significantly over represented in Band 6, the top performance Band, when compared to the State average of 3.82%
- ◆ 42.85% of CCS students were significantly over represented in Band 5 when compared to the State average of 26.24%
- ◆ 100% of CCS students achieved HSC marks placing them in Bands 6, 5 and 4
- ◆ There were no CCS students represented in the lowest three performance bands.

Record of School Achievement (RoSA)

Eligible students who leave school before receiving their Higher School Certificate (HSC) will receive the NSW Record of School Achievement (RoSA). The RoSA records completed Stage 5 (Year 10) and Preliminary Stage 6 (Year 11) courses and grades, and participation in any uncompleted Preliminary Stage 6 courses.

In 2013, one student was nominated for the RoSA via the Board of Studies website.

National Assessment Program – Literacy and Numeracy

NAPLAN (National Assessment Program - Literacy and Numeracy) is an annual assessment for all students in Years 3, 5, 7 and 9. It tests the types of skills that are essential for every child to progress through school and life. The tests cover skills in reading, writing, spelling, grammar and punctuation, and numeracy.

In the 2013 NAPLAN tests, our students generally exceeded the benchmarks in all areas. In most cases results are above or well above the national average. From Covenant, very few students with disabilities were exempt from NAPLAN and therefore are included in these statistics.

NAPLAN RESULTS	Reading	Persuasive Writing	Spelling	Grammar and Punctuation	Numeracy
Covenant Year 3	469	457	456	493	449
National Year 3	419	416	411	428	397
Covenant Year 5	534	517	529	526	531
National Year 5	502	478	494	501	486
Covenant Year 7	565	531	577	568	574
National Year 7	541	517	549	535	542
Covenant Year 9	612	585	606	610	647
National Year 9	580	554	583	573	584

According to the NAPLAN analysis, Covenant is above or close to other schools that are considered statistically similar to Covenant in most areas.

Those students who have fallen below the benchmarks have been identified by the Education Support staff and extra teaching time and support has been provided. Strategies have been put in place to assist them by a combination of withdrawal groups, working alongside students in their classrooms, individual tutor groups and other individualised programs where necessary. Also where required, the coordinators of the related faculty areas are consulted so they are aware of the issues and can set up teaching structures and strategies within their faculties.

Financial Report

Overview

I am pleased to present the financial report for the year ending 2013 on behalf of the Board. Good progress in a number of key areas was made in 2013. None were more significant than the completion of K Block (classrooms, Library, and Performing Arts Space) in July last year. This building is a wonderful provision from God. In addition we had stability in student enrolments in the Secondary School. As a result, we achieved a pleasing operating surplus.

Our financial performance is a direct result of the school exceeding student enrolment expectations, of generous Australian Government recurrent and capital funding, of parents paying their fees on time, as well as the school's ability to manage payments and bank accounts to maximise interest income. The school met its obligations to staff and creditors in 2013.

Under the guidance of the Board, the Finance Committee, consisting of Board, Association Members and Executive, are involved in the financial management of the school. The committee is invaluable, as a number of financial improvements have come about as a result. The committee is actively involved in the budget process.

Fees & Enrolments

The Board's goal is to provide affordable Christian education to Christian parents, by keeping the fees as low as possible while yet still delivering a high standard of Christian education, and maintaining and improving buildings and grounds to satisfactory levels.

Our student numbers for 2013 were budgeted at 796 and at census we achieved 793. This year our enrolment target is 825.

Financial Accounts 2013

A budgeted net operating surplus of \$400k was approved for 2013. The Financial Accounts for the year ending 2013 show a net operating surplus of \$663k. The cash position at the end of the year decreased from \$3.13m to a total of \$1.17m due to the completion of K Block and commencement of E Block first floor. The Board recognises the need to create an appropriate surplus each year with a view to future projects.

During 2013 we reduced our loans by \$263k. This is a great achievement which speaks volumes to bankers and others about our solid financial credentials. We also had our building and contents valued to ensure that we are adequately insured.

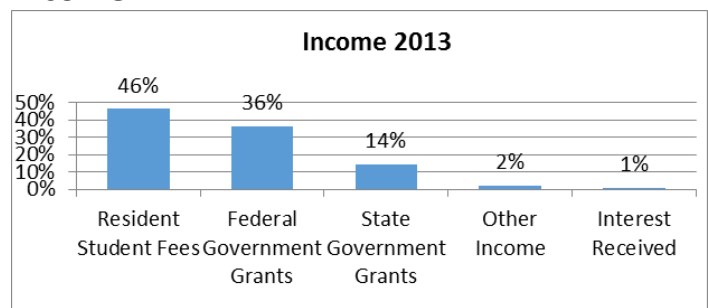
It is the school's accounting practice that the Business Manager can write off some of the capital projects and building improvement costs in the year the work was carried out. This is instead of capitalising, when the school's recurrent cash surplus permits, and is above the budget surplus. This practice is with the full knowledge of the Finance Committee and the school's auditor, IL Struthers & Associates.

A number of great new additions and refurbishments have taken place to improve the school facilities in 2013. This includes the commencement of E Block first floor, with five additional classrooms and a large staffroom for a number of faculties. The school also resurfaced the main car park, refurbished the old Junior Library to accommodate more senior students and include two additional small staffrooms, creation of a new grass play space for Junior School students along Linden Avenue, a section of footpath on Bundaleer Street, landscaping at the front of the school, Dell Street and along Linden Avenue, refurbishment of the Year 12 Common Room and a shade structure for Preschool.

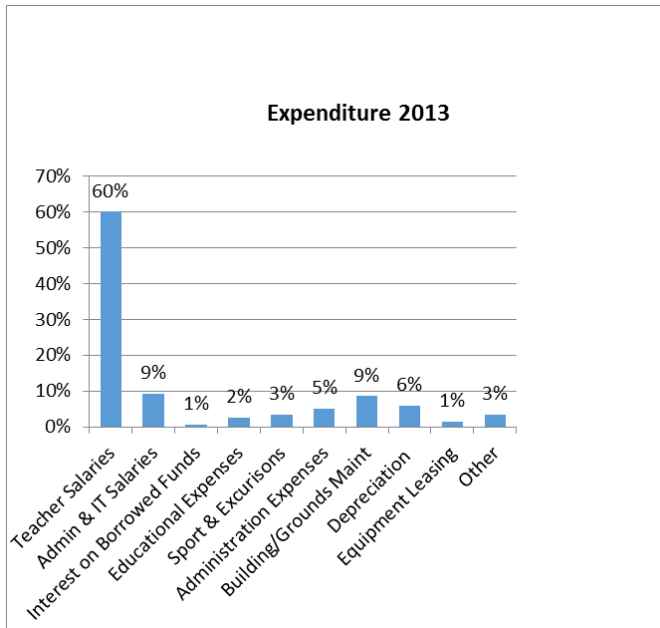
The use of Information and Communication Technologies (ICT) continued to grow at Covenant during 2013. Our iPad program was successfully expanded into Year 6, in addition to our Year 5 trial in 2012. There are now a number of specialty groups in the school using iPads to assist student learning. The school also continued with our 1:1 notebook program for students in Years 10 -12 despite the completion of the Federal Government's 'Digital Education Revolution' assistance package.

During 2013 we also began to use Canvas, a new cloud based Learning Management System (LMS) that allows teachers to effectively communicate and share course materials with students. Canvas will be gradually implemented across the school during 2014, replacing our previous system.

Income



Income from families equates to 47% of total income and government grants equate to approximately 50% of total income. We are thankful for government support. In more simplistic terms, for every \$1.00 a parent paid, grants from the Federal and State Governments contributed \$1.09.



Recurrent Expenditure

Our expenses in 2013 will show that our major recurrent expense is salaries. In 2013 salaries represented 69% of our total recurrent expenditure. This does not include capital expenditure.

The Year Ahead

We believe the 2014 budget has been established with an achievable net operating surplus target. The cash flow is going to decline in line with capital investment, however we still anticipate more than \$1m in the bank by year end. This is seen as prudent. The key to achieving our budget largely falls to meeting our enrolment numbers of 825.

In 2014 we will continue to position the school with the financial stability required to proceed with higher student enrolments in subsequent years. This includes the facilities to meet the capacity and the staffing needs to meet the enrolments. The new E Block first floor is due to open in Term 2 2014 and will provide great benefits to the whole school community. We hope that all community members will find an opportunity to return to school and take a tour. In addition, there are other projects that will be undertaken to add value to our school.

The school continues to be committed to preventative maintenance for the long term benefit of the school. We ask for your continued financial and prayer partnership over the coming year.

Andrew Lowry

Business Manager

2013 Staff

Staff numbers have been increasing steadily each year. In 2013 there were 117 staff, of whom 80 were teaching staff and the remainder administrative or ancillary staff. There were 33 part-time and 47 full-time teaching staff. The retention rate for teaching staff was 98%.

Of the teaching staff

- ◆ Five were provisionally accredited at the start of 2013. Four of these were accredited at the Professional Competence level during the year.
- ◆ 63 were existing teachers under the NSW Institute of Teachers criteria
- ◆ All had a BEd or a Bachelor degree plus DipEd or equivalent
- ◆ Seven had additional degrees or vocational certificates
- ◆ 13 had an additional Master's degree
- ◆ Teaching experience ranged from 0 to 37 years with an average of about ten years.

The following staff joined us in 2013:

Samantha Burrell (K-6), Jeremy Fox (ICT Support), Brad Hall (Youth Worker), Christine Hall (Library Assistant), Selene Harrington (LOTE), Barry Lowe (Maintenance Manager), Luke Robinson (TAS), Lauren Stretton (K-6), Sarah Torrington (Teachers' Aide), Alison Vander Straaten, Simone Waters (Secondary Music), Richelle Watkins (K-6), Rachel Young (K-6).

The following staff were on leave during 2013:

Cassie Climpson (PDHPE), Samantha Glassock (English/E&E), Anna Harding (Junior Music), Meredith Knowles (English/History), Christianne Kohlhoff (K-6), Vicki Ming (Preschool), Robyn Newton (K-6), Penina Stafford (Secondary Music), Janelle Traill (K-6).

The following staff left the school during 2013:

Joanne Downing (LOTE), Jacqui Melville (English), Richelle Watkins (K-6).

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