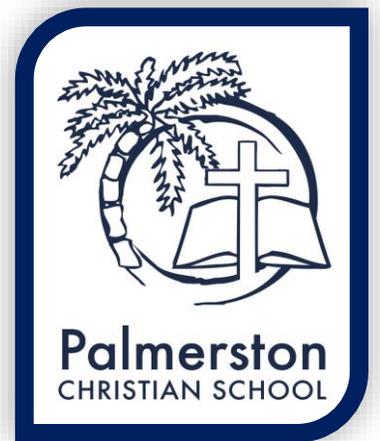


Palmerston Christian School 2020 Annual School Report



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Vision Statement

The vision statement of **NT Christian Schools** is:

'We desire to be a Christian community, learning together to live life as God intended, offering hope for the world'.

The mission statement of **Palmerston Christian School** is:

'To serve families through the process of nurturing and educating children in an environment where Christ is central; thereby enabling them to be the people that God has called them to be'.

Principal's Message

It has been a significant year, the year of 2020. We started a new decade with great anticipation and hope in the future. Little did we realise it would be an unprecedented year impacted significantly by the world wide pandemic of COVID 19. The strong positive conditions of the school enabled it to move forward with limited impact and pivot well through the uncertainty of the pandemic and the ensuing implications.

The start of 2020 saw a completely new leadership team and structure in place, except for the continuing service of the Principal. We replaced the traditional model of sections of schooling, i.e. Primary School Leader, Middle School Leader etc. The new structure sought to unify the school by having the executive leadership each carry responsibility across the entire school in their area of expertise. A three person executive was created of Principal –Ken McAllister, Teaching and Learning Leader –Emily Shea and People and Culture Leader- Tracy Ronnfeldt. The supporting leadership roles of pastoral leadership were; Lower Primary Leader, Upper Primary Leader, Secondary Leader. The ELC Director and Office Manager were included in the greater leadership team of Palmerston Christian School. Change, as significant as this leadership change was, meant a deliberate process which required time, flexibility, communication as well as fine tuning occurred during 2020. These changes have been implemented at the optimal time as we use the year of 2020 to prepare for our first Year 11 class. The need to restructure leadership, created greater equity and cohesion in the management structure of the school and brought about improved efficiencies, as we reduced duplication across multiple sections of the school. The new team also embraced the structure and it is a credit to their professionalism and engagement that the new structure was implemented successfully. We are well prepared for what lies ahead in 2021 after the implementation phase of 2020.

2020 was also the year of preparing to offer Year 11, SACE on the PCS campus, as a campus school of NT Christian College. It has been a long desired community aspiration to have senior school, to Year 12, at PCS. This year was significant in partnering with our community to prepare the structures, class offerings, staffing and infrastructure for the next step in the growth of the school's offerings. We look forward to having our first Year 11 cohort in 2021.

A master planning process implications and capital works decisions, have been significant as decisions made in 2020 will directly impact the school's facilities for many years to come. These facilities are also required to set the school up for success and ensure we have the required facilities as we start the new senior school offerings. The Science lab was refurbished and upgraded in 2020 to accommodate both Middle School and Senior School needs. Planning for the Food Technology room to be refurbished and upgraded was also done and these works are starting early 2021. The original demontables which were used since the school started in 1988 were demolished in December 2020. We look forward to building eight new classes in this location in 2021.

Enrolment was again stable with 323 enrolled students at census. This is three more students than the previous year. The stable enrolment ensured that there was the ability for consolidation and refined programs, without the pressures that come from growth or a decline in enrolment.



COVID 19 shaped the year, unfortunately. When the news reports started to indicate the severity of the pandemic, significantly large numbers of PCS parents held their children back from school. As a school, we immediately collapsed classes to meet online learning requests by staffing online learning whilst maintaining learning programs for the students present each day. The PCS team was incredible and maintained a positive and professional approach to the constantly changing dynamic. All camps and sports events were cancelled once the pandemic was declared. Most school events which required a gathering of people, were cancelled. The only camp was the Year 9 Rite journey and Duke of Edinburgh trip which traditionally goes to Alice Springs. This was transferred to Kathrine so that the goals of the program could be achieved without going too far from Darwin and thereby the risks were reduced. The only whole school gatherings was the end of year Thanksgiving service and this was held in three different locations for the three different parts of the school. Whilst events and activities were dramatically adjusted, the academic program became our primary focus and ensuring student learning outcomes and well-being was the sharpest, non-negotiable focal point of 2020 at PCS. Ensuring we maintained solid learning outcomes regardless of the pandemic was achieved. This is a credit to the professionalism of teachers and their commitment to their students' learning.

It remains my joy and privilege to be Principal of Palmerston Christian School. This is a wonderful school, with a great spirit, which ensures students thrive both in the academic expectations as well as in every area of their lives which are not tested by academic tests but rather demonstrated in how they achieve in life's realities.

In Christ

Ken McAllister

Principal

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Staffing Information

All teachers have a minimum of four years training and are registered with the NT Teacher Registration Board.

Position	First Name	Surname	FTE
Principal	Ken	McAllister	1
People and Culture Leader	Tracy	Ronnfeldt	1
Admin/Registrar	Chris	Kirkham	1
Admin/Reception	Kathryn	Beazley	1
Admin/Finance	Halie	Bignell	1
Admin	Christine	Pardon	1
Caretaker	Janelle	Fisher	0.2
Library	Chris	Macrides	0.8
Defence Student Mentor	Alice	Kempster	0.8
Indonesian Teacher	Dom	Modoh	0.4
SBA	Eden	Lilly	0.2
Primary School			
Primary Teacher in 4/5	John	Hamburg	0.2
Primary Teacher 1/2	Steff	Mainey	0.2
Transition	Gwenyth	Thomsen	1
Year 1/2	Samantha	Hickman	1
Year 1/2	Camigla	Gwyndelyn	1
Year 1/2	Shelley	Galbraith	1
Year 3/4	Andrew	Boutillier	1
Year 3/4	Rebecca	Tooler	1
Year 4/5	Marc	Schmidt	1
Year 5/6	Kristilee	Boutillier	1
Year 5/6	Leisa	Beynon	1
PE	Johan	Van Leeuwen	0.4
Ed Support			
Special Education /Middle School teacher	Tasha	Robertson	1
Special Education	Cynthia	Chapman	1
TA	Arlene	Fuller	1
TA	Marcus	Forsyth	1
TA	Nicole	Bedwell	0.8
TA	Genelene	Macabuhay	1
TA	Lara	Kershaw	0.8
TA	Jane	Foster	0.4
TA	Nomvula	Ndlovu	0.2
TA	Whitney	Jones	0.6
TA	Sheila	Brown	1
Middle School			
Middle School Team Leader			1
Year 7	Jill	Carter	1
Year 7/8	Jeffrey	Kapi	1
Year 8	Danielle	Jessup	1
Year 9 / Teaching and Learning Leader	Emily	Shea	1
Year 10	Doug	Alison	1
Middle School Teacher	Helen	Forrester-Brown	0.4
Middle School Teacher	Ana	Abbott	0.8



Highlights of the School Year

With the world wide pandemic dominating events during the year, there were very few events or even significant highlights in the school year. Pre COVID the entire Middle and Senior school were able to enjoy the annual Batchelor camp and enjoy the bonding activities at an outdoor education center. The Year 9 trip to Katherine, to enable the Duke of Edinburgh and Rite Journey requirements, was a highlight in the Middle School.

Receiving permission to be a Campus of Northern Territory Christian College and planning for our first Year 11 students was a focal point in 2020 as we worked towards this new educational offering on the Palmerston Christian School Campus.

NAIDOC week was a great opportunity for the school in 2020. Given the date change and that NAIDOC fell in our school calendar rather than the school holidays, as in past years, we were able to engage in classroom specific and some whole school activities. This was a great opportunity which the PCS school community embraced and enjoyed.

The Thanksgiving Service at the end of the year was a time of celebration to reflect on a year with thanks. At this service, it was noted that due to the pandemic, the focus of the school had especially been on the essentials of student learning and the blessing that the Northern Territory had not been directly impacted by the illness and death COVID 19 had wrought on other regions of the world.

It was unusual times given the suddenness and instability of the pandemic. As a school, we diverted resources that would have been spent on sports carnivals and camps directly to online resources to support student learning via technology. The leaps forward in the realm of teaching with the aid of technology was a significant growth point for the community and this reallocation of funding to support online resources was beneficial to student learning.

Parents and Community

Community engagement ideas with the wider community of Palmerston and Darwin was brought to a halt with the onset of the pandemic. There was however new ways of engaging and interacting with the community. Zoom became a significant part of community connection from small group learning activities to sessions where the Principal invited the entire school community to join online and give updates and receive feedback. This was especially beneficial from early in the pandemic through to Term 2, when there was the greatest level of anxiety about the unknown and everything was needing to be very flexible.

The parent community was highly satisfied with the support of the school, especially with the reallocation of staff to provide online support for parents who chose to keep their children home during uncertain times. This community satisfaction was also evident in student enrollment and departure data. There was a significant drop in students changing to other local schools and the vast majority of departures were due to families moving interstate.

Enrolment interviews for 2021 indicate an increase enrolment and a net student growth. The new enrolment interviews state their decision was mostly positive word of mouth and secondly, internet searches when relocating from interstate to the Palmerston area. Positive word of



mouth is by far the greatest contributor to new student applications in 2020 from the enrolment data.

Facilities

With a new master plan developed with the community input and the preparation to ensure the campus is able to meet the educational needs of senior school students, there has been significant new and refurbishment capital works actioned.

With BGA funding, the Science class room and adjoining room were completely refurbished to ensure compliance and suitability for all Science teaching through to Year 12. This work was actioned and completed in Term 4, 2020.

A new senior garden space was created behind the library with shade, seating and amenities for the senior school students to enjoy a space which they can call their own and build a senior school culture within the greater school.

The demountables block which was the school's original school facilities in 1988, were demolished in December 2020. This original school site will be the site for eight new classrooms and a new toilet block in 2021.

Maintenance of the facilities and grounds is centralized between the three Darwin based schools of NT Christian Schools. The team has ensured the school is well maintained and the grounds are safe and beautiful for our school community. We maintain a "bush" area as well as lawn oval and play areas. The grounds are an important part of the student learning environment and visitors to the campus almost always remark on the beauty and tranquility of the school environment. The maintenance as well as routine safety checks such as Hazard identification checks, were routinely conducted and the appropriate actions have occurred.

Critical Incidents

The last week of Term 1 was a pupil free week except for emergency workers or people deemed critical in the COVID 19 response. This week of pupil free work was in preparation for potential online learning in Term 2. School resumed as per normal in Term 2 and staff pivoted away from the planned online work to face to face work as per the NT Minister for Education directive to all Territory schools.

Beyond COVID 19 and the adjustments required to respond to the pandemic, *there were no other critical incidents.*



School Self-Assessment

SIRF (School Improvement and Renewal Framework) occurred in two areas in 2020.

Community and Culture, was reviewed in Semester 1.

Commendations from this review were:

- The school has strong connections to the church community with regular connection to different churches. Two churches use the school facilities. Zion Church and the Korean Church.

Recommendations from the SIRF:

- Growing the opportunities for parents to engage in the school community. Developing a parent body such as a PTA or similar group.
- Increase the cultural diversity on staff.



Schools and Programs (Teaching and Learning) was reviewed in Semester 2.

Commendations from this review were:

- Integrated units of Hass, Science, and Technology are well established with a documented cycle of teaching topics ensuring coverage of the National Curriculum.

Recommendations:

- Pr1me Math's as a Mathematics resource is in its 3rd year of usage at PCS. A review to address the difficulties teachers are having with this resource. Of concern is it is very grade specific making the composite class teaching difficult due to the lack of integration across grade levels. The heavy reliance on the student text/workbook does not allow teachers to easily teach the National Curriculum but rather the resource usage impacts the curriculum flow. **The mathematics school wide resource be reviewed.**
 - This review occurred and in 2021 PCS Primary classes will use iMaths as their resource to teach the national curriculum.
- Once the Mathematics resource is transitioned it is recommended to review the Sound Waves resource in 2021 and review the resource used for literacy especially spelling and writing.
- Reading resources be upgraded and more readers placed in classes.
 - Wushka subscription was introduced in lower primary.
 - Additional classroom readers were purchased.
 - myON subscription was embedded as an ongoing resource at PCS.

2020 Annual Action Plan - Strategic Framework Goals Achieved in 2020

Christian Identity:

- Culture of grace. Whole school development - Grace Shaped Communities – CEN professional development.
- Guest speaker at assemblies from local churches new structure for assembly.

Care and Wellbeing:

- Growth Coaching professional development and creating professional learning communities.

Schools and Programs:

- Review Prime Math's and possible new Mathematics program.
- Prepare and Implement SACE -year 11
- Celebrating and valuing: NAIDOC, Creative Arts evening, Harmony Day

Gouvernance and Leadership:

- Feedback and review of new leadership structure

Community and Culture:

- Stronger connection to local churches.

Finance and Resources:

- Science lab refurbishment
- Senior school communal space
- Facilities committee to review use of current school facilities and to suggest items for capital works.