



Good News Lutheran School

Nurturing, engaging & transforming lives

Annual Report 2021



Contents

.....	1
Contents.....	2
School Details.....	3
School sector:.....	3
School’s contact details:	3
Total enrolments:	3
Year levels offered:.....	3
Further School Information:.....	3
Introduction	4
School Ethos	4
Strategic Focus	4
Curriculum	7
Distinctive Curriculum Offerings.....	8
Learning for Life with purpose and passion	8
Christian Studies and Worship Programs.....	8
Literacy & Numeracy Groupings.....	8
Learning Support Program	9
Extension Program	9
EAL - English as an Additional Language	9
eLearning.....	10
Excursions, Incursions and Camps	10
Extra-curricular Activities.....	10
Sport Activities	10
Musical Activities	10
Staff Profile	11
Staff Attendance Rate	11
Staff Retention	11
Professional Development.....	11
Staff Qualifications	11
Staff Details.....	12
Staff Development Priorities	12
Academic Results.....	12
Student Attendance.....	12
2021 Attendance Rate (%) by Year Level	12
Management of Student Non-Attendance	12
Pastoral Care	13
Pastoral Care.....	13
Counselling Services	13
School Policies.....	14
Parental Involvement	14
Parents and Friends	14
Community Satisfaction	15
Parental Satisfaction.....	15
Student Satisfaction	15
Staff Satisfaction	16

School Details

School sector:

Independent Co-educational

School's contact details:

Street Address: 49 Horizon Drive, Middle Park, Queensland 4074
Postal Address: P.O. Box 184, Mt Ommaney, Queensland 4074
Phone: (07) 3373 4400
Email: enquiries@gnls.qld.edu.au
Web page: gnls.qld.edu.au

Total enrolments:

2018	345	2019	340	2020	329	2021	330
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Our Students:

Female Students:	157	Male Students:	173	Total:	330
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Year levels offered:

Prep to Year 6

Source of School Income:

Fees:	45%
Government:	53%
Other:	2%

Further School Information:

The Good News Lutheran School website www.gnls.qld.edu.au provides further information about the school and our programs, values and beliefs. It also has links to our Facebook and eSchool sites. Our Intranet portal (eGate) provides parents and students with information, documents and weblinks for items such as newsletters, policies, handbooks and curriculum resources.

The Australian Government's "My School" website www.myschool.edu.au has information regarding funding sources and Naplan results.

Introduction

Originally established by the Good News Lutheran Church Congregation, the school has been operating since 1984 as an independent, co-educational institution, providing quality education couched in the principles of the Christian faith as espoused by the Lutheran Church of Australia. Today it is one of 26 schools operated by Lutheran Education Queensland on behalf of the Lutheran Church of Australia Queensland District.

The School currently provides educational opportunities in a double stream environment for children in Prep to Year 6, as well as regular opportunities to participate in Christian worship, devotions and studies.

The school is continually reviewing the short and long-term needs of students to maintain the provision of a high quality and purposeful education. Additionally, it ensures a proactive building and grounds maintenance program to enable a high standard of facilities. At all times the School's leadership team and teaching staff review our curriculum offerings and analyse student results data to determine where additional emphasis is required to maintain a constant cycle of educational improvement for our students. Similarly, our staff engage in regular professional learning surrounding best practice pedagogy and pastoral care to meet student needs.

School Ethos

At Good News Lutheran School, we value every child as a unique gift of God with individual strengths and needs. Good News offers quality Christian education in a caring, accepting environment to develop each child spiritually, academically, physically, socially and emotionally. We aim to put in place the building blocks that nurture children to develop Christian understandings and appropriate values (such as compassion and respect), and further develop their individual identities within a community perspective.

Through its dedicated staff, Good News encourages parental involvement and provides pastoral care and counselling within an environment in which each child can develop to their greatest potential.

The School's active worship life and Christian studies program support children's Spiritual development and provides the foundation for our values education program.

Strategic Focus

The most effective way to make our dreams come true is to visualise the future and articulate it so that we and others can embrace it. Our Strategic Plan is just that. It serves as a vivid mental image of how we plan for the future of Good News Lutheran School to look, act and feel by the end of 2022.

Our Mission

Nurture. Engage. Transform.

Nurture: what we do.

At Good News we recognise and value each person as a unique and loved child of God. As such, we nurture students:

- **Academically**, providing solid foundations for high school and their life journey beyond.
- **Physically**, developing skills and promoting healthy lifestyles.
- **Socially**, valuing responsibility, team spirit, servant leadership and identity, compassion and respect for all.
- **Emotionally**, building confidence, resilience, self-worth and appreciation.
- **Spiritually**, understanding God's love, grace and hope.

Engage: how we do it.

Students learn best when they feel safe, have a strong sense of pride and belonging, and enjoy a purpose and passion for what they are doing. At Good News we engage and captivate young minds:

- **Academically**, through exciting, enjoyable learning experiences that develop a sense of wonder, curiosity and critical thinking.
- **Physically**, with safe, purposeful, well-maintained and well-resourced learning and play spaces that meet the needs, interests and abilities of each child.
- **Socially**, through a caring, Christian environment that grows values and social skills, challenging students to positively participate and serve with a global perspective.
- **Emotionally**, by promoting creativity, flexibility, adaptability and resilience.
- **Spiritually**, through regular and meaningful worship experiences centred on the gospel of Jesus Christ.

Transform: why we do it.

Education at Good News is more than just the acquisition of knowledge and skills. We seek to deeply and positively empower and transform every child:

- **Academically**, so they achieve their highest God-given potential, delighting in the fullness of life God has planned for them.
- **Physically**, where they value and share their unique gifts, giving thanks for the daily blessings received.
- **Socially**, with an attitude of service that equips them to confidently navigate the world and positively transform it and the lives of others through the choices they make.
- **Emotionally**, so they enjoy a strong sense of belonging, purpose and peace that is carried with them for life.
- **Spiritually**, to develop strong Christian values with an understanding of life lived in the hope and comfort offered by the saving grace of Jesus Christ.

Our Strategic Vision

Learning for Life with purpose and passion.

To position Good News for continued success in God's glory, we desire to:

- Broaden and strengthen community partnerships in order to enhance learning and development.
- Develop consistent, contemporary teaching and learning pedagogies.
- Strengthen processes and structures to ensure sustainability for future generations.

Our Motto

Life in all its fullness.

To achieve this, a holistic approach is required where every stakeholder in the school plays their role to enable the vision.

What We Value

- **Christ-centred Community**

Good News is founded on the message of the Gospel, with Christ at the centre of all that we do. In our relationships and interactions with others, we seek to act in a Christ-like manner by extending care, concern, appreciation and grace. All members are valued and celebrated for the unique part they play in our vibrant and diverse community, understanding they have a social responsibility toward one another and the wider world.

Relationships, individuals, respect, enjoyment, team spirit, manners, gratitude, pastoral care, empathy, service, grace, belonging, inclusivity, acceptance

- **Student-focussed Learning**

For education to be effective, the learner and their needs must be the starting point. Children's emotional and physical well-being must be addressed before their academic needs can flourish, so we seek to provide a learning environment that is welcoming, safe, stimulating, purposeful and tailored to students' needs in order to maximise every child's potential. We also seek to provide high quality learning opportunities and experiences that grow important skills for the future, such as collaboration, creativity and critical thinking.

Creativity, innovation, environment, healthy lifestyle, play, flexibility, agile spaces, different learning styles, collaboration, risk-taking

- **Giving Our Best**

Progress and achievement are accomplished through determination, commitment, applying best efforts, persisting in the face of challenges and encouraging one another. With a focus on creativity, innovation and continual improvement, new levels of personal and collective success are achieved and Good News ensures a strong reputation for educational quality and leadership is maintained.

Professionalism, encouragement, effort, celebration, teamwork, excellence, quality, pride, performance, achievement, belief, persistence, goal setting

Graduate Qualities

At Good News Lutheran School we seek for all graduating students to be:

- a) **Happy and hopeful**, knowing they are loved by God and forgiven through the saving grace of Jesus Christ.
- b) **Strong in their sense of identity and belonging**, feeling valued and valuing others for their uniqueness within a community of encouragement, support, compassion and trust.
- c) **Healthy, confident and resilient**, being empowered to make wise choices, take acceptable risks, solve challenges and enjoy life's opportunities.
- d) **Respectful and courteous**, displaying manners, tolerance, gratitude and cooperation.
- e) **Creative and imaginative**, acting with integrity and responsibility.
- f) **An advocate for those less fortunate**, recognising and using their blessings to positively contribute in the world through a servant heart.
- g) **Filled with a love of learning**, flourishing at their fullest potential with sufficient motivation, engagement and curiosity to maintain it for life.

All this we do with God's help and in partnership with parents and carers.

Our Strengths

The Good News community has told us that we have significant strengths in the following areas:

- A Christian ethos and values that inform all that we do
- A safe and caring environment for students and staff
- High quality teaching on a daily basis
- Quality student-teacher relationships that support the learning journey
- Facilities and resources that allow us to deliver a quality program
- A strong, positive reputation in the local community

Curriculum

Good News uses the Australian Curriculum documents and resources to guide its educational program in the subjects of English, Mathematics, Science, Humanities and Social Sciences (HASS), The Arts, Health and Physical Education (HPE), Languages Other Than English (LOTE) and Technologies.

Teachers collaborate in developing engaging and purposeful work units that meet the needs and interests of students. Specialist teachers are engaged to assist in delivering the outcomes for Music, Physical Education, Mandarin and Library studies.

Good News Lutheran School – Annual School Report – 2021

English and Mathematics classes from Years 1-6 are delivered through a smaller group instruction model that caters for varying student needs. Additional teachers help provide intervention / support classes, as well as extension classes, during daily literacy and numeracy blocks.

Because of the importance of social and emotional wellbeing for students, staff and parents, Good News focuses on social skills and values development, as well as twice yearly surveys of student well-being. These are developed and reviewed through specific lessons and chapels, as well as incidentally as circumstances arise.

Assessment and reporting at Good News are undertaken in line with the Achievement Standard for each Australian Curriculum subject area. These standards need to be achieved by the end of the year. Student learning is assessed using a wide range of modes and is formally reported using a 5 band scale twice per year. 2 formal parent/teacher interviews are conducted annually.

Distinctive Curriculum Offerings

Learning for Life with purpose and passion

At Good News, our school-wide teaching and learning framework uses the imagery of adventure to appeal to children's curiosity and creativity.

We live in a time of rapid change that can bring uncertainty about the future, and an adventure requires stepping out in faith to explore the unknown and meet challenges that arise.

By incorporating real world tasks into our programs that offer multiple courses of action, our students are encouraged to develop creative responses that are imagined, tested, refined and embedded into practice. This requires deep understanding, empathy and innovation.

Christian Studies and Worship Programs

The Christian Studies Curriculum Framework (CSCF) is the Christian Education program used in Lutheran schools across Australia. Classes complete units of study in the strands of Christian Church, Christian Beliefs, Christian Living and Christianity in the World.

Each unit builds on the previous year's work, so that students gradually increase their knowledge of God and his Word, deepening their understanding of their relationship with Jesus.

Worship is a most important element of school life at Good News. A weekly Chapel service brings students together to learn about and glorify God. On other days, classes begin with a morning devotion. Many students assist in worship through participation in music groups, Bible readings and prayers, or by leading class devotions.

Literacy & Numeracy Groupings

The teaching and learning of Literacy and Numeracy is considered an extremely high priority at Good News Lutheran School. The small group 'learning teams' delivery model used within our school from Years 1 – 6 reflects this. Our school timetable is structured so that Literacy and Numeracy blocks occur at the same time across year levels. During the Literacy and Numeracy Blocks, students are placed into smaller groups (learning teams) to enable the curriculum to be delivered to students in groups that are ideally no larger than 10-20 in size

Good News Lutheran School – Annual School Report – 2021

(depending upon student needs) and that target the ability levels and emotional needs of the students.

In our double stream school, across each year level there are three to four learning teams for both Literacy and Numeracy. Teachers are allocated to these learning teams and are responsible for the planning, teaching, assessment and reporting of the students' work and progress within their Literacy and Numeracy team.

To ensure consistency of teacher judgement, the Literacy and Numeracy teams in each year level plan together, structure common assessment tasks and undertake moderation of student work to accurately report student progress. These common assessment tasks also guide movement between the learning teams when appropriate.

Learning Support Program

Good News offers intensive assistance for students who require extra support to maximize learning. A Literacy and Numeracy support program is available for students in Years 1–6 via a small group delivery approach. The school is proactive in identifying students who are in need of support through tracking annual standardised testing results, the NAPLAN testing program, student work samples and the review of student progress.

In addition, students can access the services of an Occupational Therapist, a Speech Pathologist and a Psychologist.

Students with special needs are provided with on-going support with their Individual Education Plans and may access support from an integration aide.

Extension Program

A significant number of our students may be described as talented - being outstanding in a particular field or having a high level of ability across a range of disciplines.

Students with high talent in Mathematics and English participate in extension classes, allowing them to study beyond their own year level, and some of our students are mentored as they work on individual programs in order to meet their particular needs.

Our students are encouraged to participate in outside competitions (e.g. UNSW Science, Maths, English & ICT Competitions, Young ICT Explorers, BEBRAS).

A variety of extra-curricular activities are available to support and extend students in a range of disciplines (e.g. Chess, Music, Speech and Drama).

EAL - English as an Additional Language

Students at Good News have the opportunity to work and play with children from a wide range of cultural backgrounds. We recognise the value of welcoming and sharing with families from all ethnic, linguistic and cultural groups. To assist students whose language background is other than English, a support program assists in developing literacy skills, enabling each child to participate fully in school life. A support program is provided for children who have recently arrived in Australia, in order to help them settle in to their new environment. EAL students are supported through modified programs where appropriate. Good News utilises the services of an EAL (English as an Additional Language) teacher when necessary.

eLearning

Students at Good News build digital literacy while using ICTs to enhance their knowledge of other subjects, such as Science and History.

At Good News, the Director of Learning and Innovation assists teachers to plan for and implement the Digital Technologies Curriculum. All students have a fully integrated approach, with digital literacy built within the context of other subjects under the guidance of both classroom teachers and the Director of Learning and Innovation.

Excursions, Incursions and Camps

Camps, excursions and incursions enhance classroom learning. All year levels enjoy a variety of excursions and incursions, and students in Years 4 to 6 take part in a school camp program. The Outdoor Education experience provides an opportunity for children to learn about environmental science in context and develop skills of social interaction and resilience. Students grow in self-esteem and skill level as they face challenges that the classroom alone cannot provide, such as bush craft, hiking, orienteering, surfing, canoeing, archery, rope activities and initiative games. Our Year 6 students travel to Canberra to learn more about how our system of government operates at Parliament House. They also visit places of interest and significance, such as the AIS, Questacon, Australian Museum, War Memorial, Governor General's Residence, Deep Space Communication Complex and the snow fields.

However, due to the Covid pandemic, in 2021 our Year 6 students travelled to Cairns instead of Canberra. They visited the aquarium, the Botanic Gardens, a crocodile farm and a butterfly house, as well as went snorkeling on the Great Barrier Reef, engaged in an indigenous awareness program, had a Dreamtime Walk at Mossman Gorge, travelled by rail to Kuranda and had a cruise on the Daintree River.

Extra-curricular Activities

Sport Activities

Good News provides a wide range of co-curricular activities as an integral part of the education experience. These activities cater for students' diverse abilities, offering the chance to form life-long interests outside the academic field.

Our skills-based physical education program allows students to explore a range of activities, including dance, gymnastics, swimming, athletics and team sports. Activities are designed to meet children's developmental levels and a perceptual motor program is offered to promote physical coordination and enhanced neural pathways.

Outside their regular P.E. lessons, students are encouraged to participate in a variety of team sports. Our students compete at inter-house and inter-school games, as well as at regional, state and national levels.

Musical Activities

Involvement in and appreciation of music enhances the quality of life for each student. All students study music in weekly lessons with a specialist music teacher, and opportunities abound for children with a special interest to join choirs, have tuition on a range of instruments, play in one of the school bands / ensembles, perform at school and community functions, and participate in competitions.

Good News Lutheran School – Annual School Report – 2021

Our choral program is very active, with the Junior, Middle, Senior and Chamber choirs performing at competitions, school-based functions and wider community events. We produce a school musical / concert biennially, with a dance program in the alternate year.

Visiting instrumental teachers enable students at Good News to develop voice, keyboard, string, woodwind, brass and percussion skills on a variety of instruments. Lessons are taught to individuals and small groups before, during and after school hours.

Our school offers opportunities for students to participate in one of our two bands – Junior Concert Band and Senior Concert Band – or ensembles – Dolce Strings, Vivace Strings, Percussion Ensemble and the Performance Extension Group. The bands are very active during the school year, taking part in competitions and performing at functions such as Assembly, Evenings of Music and the Fete.

During COVID-19 lockdown periods, staff and students adapted their lesson formats and continued music lessons through Zoom meetings. Students were able to continue both instrumental and choir lessons, and performed for the community in an online format.

Staff Profile

Staff Attendance Rate

The average staff attendance rate was 97%.

Staff Retention

Our teacher retention rate was 84%.

Professional Development

All teaching staff (and indeed all staff) access professional learning opportunities annually.

Good News Lutheran School is committed to developing its staff to meet the challenges and needs of a changing educational landscape.

The total amount expended on teacher professional development \$23,531 (this was impacted by COVID restrictions). All professional development days are compulsory for staff.

Significant in-house training and professional development was also undertaken at no additional cost.

Staff Qualifications

Qualifications	Number of staff who hold this qualification (highest qualification)
Doctorate	0
Masters	7
Post Graduate Diploma/Certificate	5
Bachelor Degree	19
Diploma/Certificate	1

Staff Details

Details	Number (Head Count)
Female	39
Male	7
Indigenous (Inc above)	1

Staff Development Priorities

- ◆ School-wide Pedagogical Framework
- ◆ Spelling
- ◆ Professional Partnerships
- ◆ STE(A)M / Project-based Learning

Academic Results

Student Attendance

Average Student Attendance Rate for 2021 was 93%.
(Note: These numbers were impacted by COVID).

2021 Attendance Rate (%) by Year Level

Prep – Year 6

93	93	93	93	93	94	93
PREP	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	YEAR 6

Management of Student Non-Attendance

The Good News Parent Handbook states that families must phone the absentee line, access the absentee link in our app or email the school before 8:30am to advise if their child/ren will not be attending that day. Teachers mark the class roll electronically each morning and this data is collated for legal purposes. The roll is also marked in the afternoon. Parents are contacted in the case of an unexplained absence.

National Assessment Program Literacy & Numeracy (NAPLAN) – 2021 Testing Results

Good News students in Years 3 and 5 sat a series of national literacy and numeracy tests in 2021. The National Assessment Program Literacy and Numeracy (NAPLAN) testing program has been designed by a national body and is one particular 'point in time' test. We also use a number of other assessment strategies to determine and measure student achievements.

Good News students have done exceedingly well, with many results in what could be called the 'outstanding' range. In all aspects of assessment – Reading, Writing, Spelling, Grammar & Punctuation and Numeracy – in both Year 3 and Year 5, GNLS average results were higher than both National and State results.

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NAPLAN DATA 2021

Average (Mean) NAPLAN scores for Good News Lutheran School

Percentage of students at Good News Lutheran School at & above the National Minimum Benchmarks

READING				
Year	Average Score (Qld)	Average Score (Aust)	Average Score (GNLS)	% at & above Benchmark
Year 3	428	437	512	100%
Year 5	507	512	566	100%

WRITING				
Year	Average Score (Qld)	Average Score (Aust)	Average Score (GNLS)	% at & above Benchmark
Year 3	415	425	463	100%
Year 5	468	480	494	98%

SPELLING				
Year	Average Score (Qld)	Average Score (Aust)	Average Score (GNLS)	% at & above Benchmark
Year 3	410	421	474	100%
Year 5	497	504	535	100%

GRAMMAR & PUNCTUATION				
Year	Average Score (Qld)	Average Score (Aust)	Average Score (GNLS)	% at & above Benchmark
Year 3	424	433	501	98%
Year 5	498	503	568	100%

NUMERACY				
Year	Average Score (Qld)	Average Score (Aust)	Average Score (GNLS)	% at & above Benchmark
Year 3	393	403	463	100%
Year 5	487	495	554	100%

Pastoral Care

Pastoral Care

A sign of the strength of a Christian community is the way in which its members support and care for one another. Therefore, all staff at Good News view the pastoral care of students, families and each other as an important aspect of their role. Additionally, programs such as our Buddy program, which involves pairing a younger child with a senior student, foster a sense of belonging and affirms each child's identity as a valued individual.

We expect all members of the Good News community to treat each other with respect and compassion, responding sensitively and appropriately to those in need. When words or actions cause pain to others, we seek to react in a spirit of forgiveness and reconciliation. A strong link ties the Good News school and church, evident in the involvement of congregational members in the life of the school, and in the participation of many members of the school family in church activities.

Counselling Services

The school offers professional counselling and pastoral care to all members of the Good News community - students, staff and families - through the Church Pastor and a

psychologist. The Pastoral Care Committee also supports staff, students and families with their wellbeing.

School Policies

The school intranet has a 'policy web' section that includes all the school's key policies, including Workplace Health and Safety, Child Protection and staff policies. These policies are stored and available to parents of the school within our password protected eGate site.

Parental Involvement

Good News has an open-door policy with parents and strongly encourages them to be partners in the daily life of the school. The school fosters good relationships with parents and carers by providing dedicated areas to meet within the school (Parent Centre with coffee and tea facilities / shaded seating areas close to classrooms / seating near playgrounds). Parents are encouraged to be actively involved in worship, camps, excursions, sport, music events and in the classroom learning programs.

Good News has a policy of consulting with parents regarding students' needs and we value parents' input. We regularly survey parents for their opinion on school and staff performance and implement changes that will lead to positive outcomes.

Parents and Friends

The Good News Lutheran School Parents and Friends' focus is to nurture an alliance between the community and school. The P&F aims to enrich the learning environment of our school population by raising funds to enhance school facilities and resources, as well as coordinating special events and connections for families.

Four General Meetings are normally held throughout the year, with Executive Meetings in support of activities as required. On occasion, invited guest speakers present valuable information on school, parenting and community issues. Notice of meetings and events are available in the school newsletter and on the community calendar. Members may also elect to receive news and notifications via e-mail.

Over recent years, the P&F has provided funds for pool heating, choir risers, sports equipment, major band instruments and accessories, social spaces, library shelving, classroom resources and renovations to the Hall. Each year, the school and P&F work together to determine suitable projects to be funded. The P&F hosts fundraising and social events within the school community to help meet the costs of those priorities.

Services provided by the Good News P&F include assistance in the tuck shop, second hand uniform sales and a number of enjoyable social events such as the Book Fair, Trivia Night and movie screenings.

The P&F has an active and enthusiastic committee, enjoying the support of many members on individual activities and projects. Members of the GNLS community are encouraged to participate and be involved wherever possible. All activities and fundraising are directly and entirely for the benefit of all of our children, families and wider charities.

Community Satisfaction

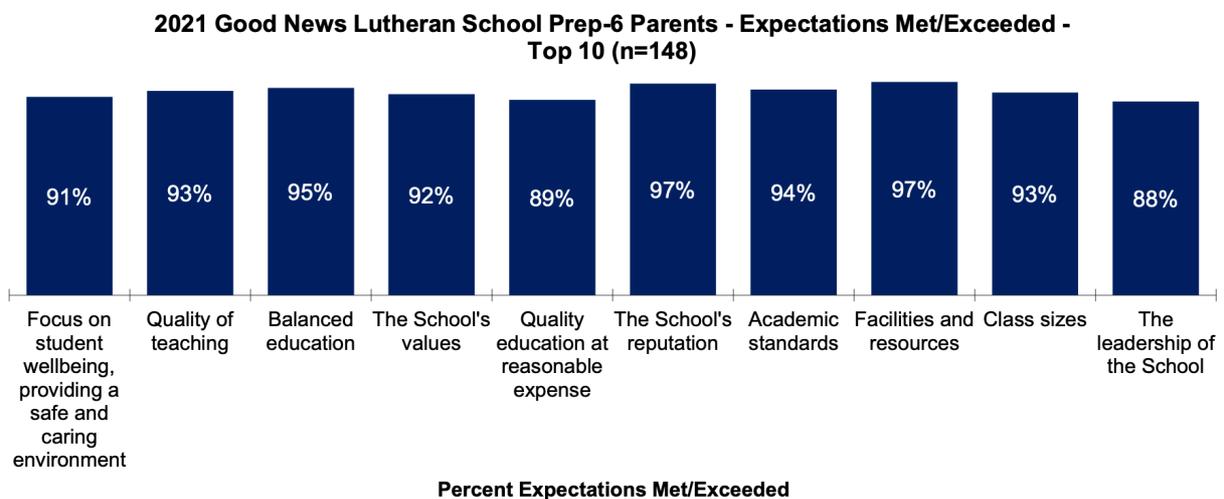
Parental Satisfaction

Parents are offered the opportunity to provide feedback regarding their experience at, and satisfaction with, Good News by way of an Exit Survey. In 2021, 95% of responding families gave Good News a rating between 7/10 and 10/10, with 90% giving a rating between 8/10 and 10/10.

Identified School Successes and Achievements included:

- A friendly community / connectedness / sense of belonging / community spirit.
- Highly capable and caring staff.
- An engaging learning program.
- Academic opportunities.
- Good support for student learning needs.
- Focus on core values / Christian education / worship and devotions.
- Clear and regular communications.
- Online learning set-up during lockdowns.
- Quality facilities.

A school-wide survey was also undertaken via an independent company. The following results show the percentage of parents whose expectations are being met or exceeded in the Top 10 areas.



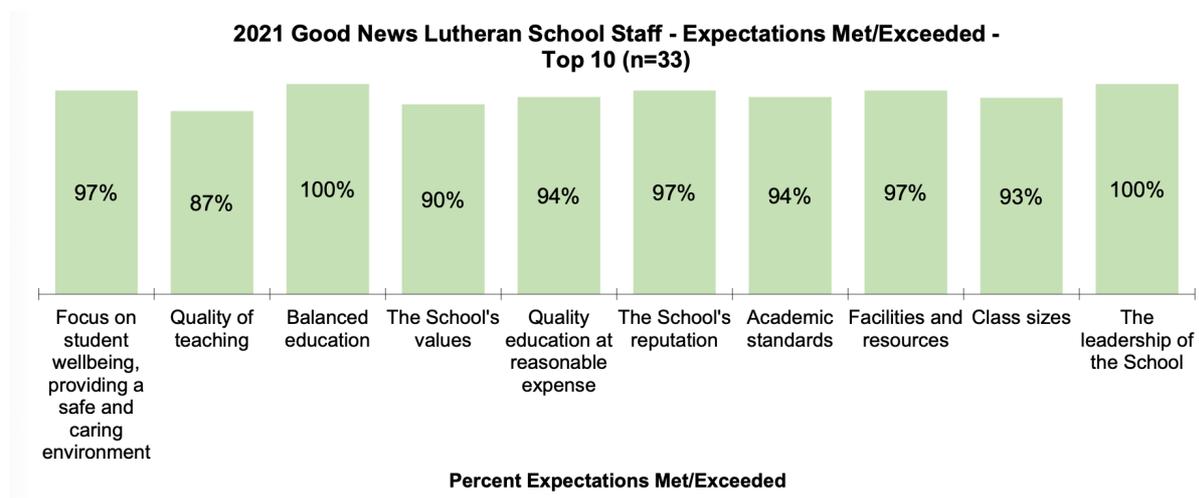
Student Satisfaction

In the school-wide survey, our Year 5-6 students listed the following areas as ones they value most at the school.

- Friendships / connections made
- Academic curriculum and standards
- Quality of teachers and staff
- The school community.
- Personal growth, development and achievements.

Staff Satisfaction

In the school-wide survey, our staff listed the following Top 10 areas as ones where their expectations are being met / exceeded.



Our staff also listed the following areas as ones they value most.

- Christian ethos
- Staff collegiality
- Sense of community
- Facilities and resources
- Professional and supportive work environment.