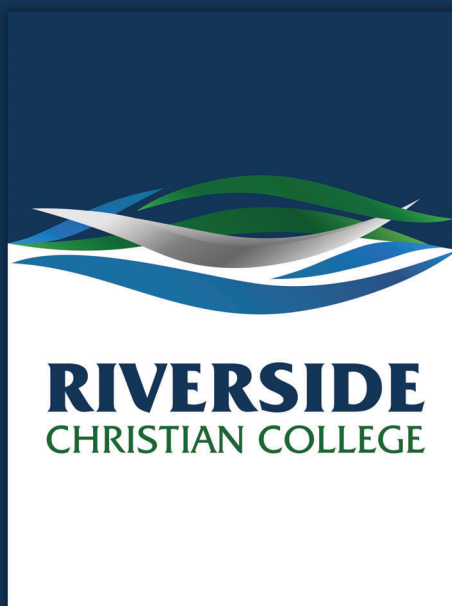




# ANNUAL REPORT 2022

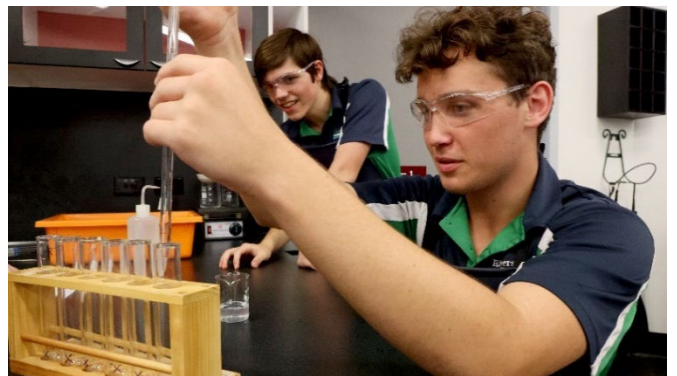


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# Opportunities AT RIVERSIDE...



# Principal's FOREWORD



It is with great pleasure that I present the 2022 Annual Report for Riverside Christian College. During my first twelve months as Principal, I have been wonderfully blessed to be leading an exceptional team working collaboratively and cooperatively to strengthen our College.

2022 was a successful year for Riverside. The College continues to experience growth in Day School enrolments, strengthen our Distance Education delivery, encourage and strengthen our new values framework and improve curriculum delivery and teaching practices. We also completed construction of our Distance Education facility and commenced planning for our new Junior College buildings and renovation of our Hall into a performing arts complex. Our teams also worked collaboratively with our Board of Directors to develop a five-year strategic plan. The plan contains a suite of robust goals and objectives that will ensure the College is the school of choice on the Fraser Coast.

The College was also awarded Educator of the Year at the Fraser Coast Business and Tourism Awards.

I am extremely proud of the efforts of the staff at Riverside during 2022 where their passion to provide the highest standards of educational excellence and pastoral care to our students was so remarkably evident. Pastor Yuan Miller, our Board Chair, actively supports, encourages and endorses all initiatives and achievements of the College.

This report highlights the great collective achievements of the staff and students of Riverside Christian College. As we look to our future, our commitment to providing quality Christian education lies at the centre of all that we do and guides how we work together to provide quality Christian education that develops character and empowers our students to impact their community.

A handwritten signature in black ink that reads "Michelle Gouge". The signature is fluid and cursive.

Michelle Gouge  
Principal

Principal's  
Foreword

# Our HISTORY

Riverside Christian College began as Maryborough Christian Academy in 1983, as a part of the Christian Outreach Centre on Maryborough-Hervey Bay Road. In 1990, the College became the first non-state School of Distance Education registered in Queensland with a Day School. In 2023, the College celebrates 40 years of providing educational services to the community.



The College became an independent school in 1992 and moved into its own premises in Royle Street, Maryborough West in 1998. Many changes were implemented in 2002 including a new name, Riverside Christian College, and a change of curriculum to comply with QSA requirements.

The Day School was divided into 3 phases:

**Junior College** (Prep to Year 5)

**Middle College** (Year 6 to 9)

**Senior College** (Year 10 to 12)



There are a wide range of socio-economic groups amongst families. Riverside families work in a range of industries from mining, to education, to retail.

Unemployment is an issue within the Fraser Coast region which impacts upon enrolments when families have to move away to find work.



In order to keep quality education available to as many families as possible, Riverside Christian College not only has some of the most affordable fees in the region but provides a variety of Scholarships and Bursaries for families facing financial difficulties.

The College is governed by a Board of Directors and remains independent and non-denominational.

# Our Shared VISION

As a Christian College, Riverside is committed to embedding the values and principles of the Christian lifestyle in all aspects of College life.

In 2022, Riverside continued to embed the five values that underpin the College philosophy. These values are based on Matthew 25:21 “*Well done, good and faithful servant*”. For each of the values, a set of behaviour statements have been identified to inform our students and staff what behaviours need to be demonstrated to meet the values.

The values inform both our Care and Conduct policy for students and the Code of Conduct for staff. Students are awarded ‘Value Wedges’ when they demonstrate one of the values. When all 5 wedges are attained, they are awarded a ‘Value Pin’ presented in front of their peers on assembly. The values also inform the major awards at the end of year Academic Awards Ceremony.

Each week a staff member is awarded the prestigious Values Award. This peer award demonstrates how staff members encompass all five of the values. The Leadership Team also present weekly awards for each of the individual values to a staff member demonstrating one of the values.



## Goal 6:

***Fostering a culture of fairness, safety, and collaboration so that all staff have a healthy and productive working life and feel empowered.***

*RCC Strategic Plan 2022-2027*

# The Riverside Way

## STATEMENT OF FAITH



### GOD

There is one God and he is eternal.  
He is revealed in the Bible as Father, Son and Holy Spirit.  
God is holy, just, wise, loving and good.  
God created all things and by His word we are sustained.  
Nothing can separate us from His love and care.



### JESUS

Jesus is King of the universe and head of His people.  
He is the Son of God.  
He lived a sinless life and died in our place.  
He will return to gather His people.



### THE HOLY SPIRIT

The Holy Spirit creates faith within us and regenerates us.  
The Holy Spirit convicts us of our sins and leads us to repentance.



### GOD'S WORLD

Adam and Eve were created in the image of God.  
We are all called to care for and enjoy God's creation.



### SALVATION

Because of Adam and Eve's disobedience and our sin, we are separated from God.  
Salvation is the only way to be saved from our sin and to be united with God for eternity.  
God holds each person responsible and accountable for choices made and actions pursued.  
God's people are called to live lives of love, unity, and obedience to God and to tell others about Him.



### THE BIBLE

The Bible includes the Old and New Testament and is a guide for our lives.

**RIVERSIDE**  
CHRISTIAN COLLEGE



# Leadership TEAM

The Principal is responsible for strategic and operational outcomes for the College. The Principal leads the Executive Leadership Team which focuses on ensuring the key outcomes of strategic and operational plans are met. The Executive Team consists of the Principal, along with the Directors of Teaching and Learning, Information Technology and Distance Education, and the Business Manager.

The Senior Leadership Team is responsible for informing, discussing, sharing and evaluating significant information, events and incidents that may affect teaching, and student engagement outcomes for the College. It also provides an opportunity to address key issues in alignment with the Riverside Christian College strategic plan.

The Management Team is responsible for leading and managing key aspects of the business function of the College. This team plans and initiates key strategies to ensure improvement and sustainability of operation and business activities of the College.

Our Heads of Faculty lead our College in the development of educational content that aligns with Australian Curriculum requirements and guides our staff in best pedagogical practice. 2022 saw the introduction of Year Level Coordinators who provide and coordinate valuable pastoral care support to our students.

Leadership team members undergo regular training to improve their leadership skills underpinned by the CSA (Christian Schools Australia) Leadership Framework.





# Pastoral CARE

The College is committed to the safety and wellbeing of all students. All staff complete Child Protection training every 12 months, and the Child Protection Policy is updated every 12 months by the College Board.

Pastoral care is a vital facet of College life and is initially the responsibility of classroom teachers (in Junior College) and Form teachers (in Middle and Senior College). These are overseen by the Heads of Junior, Middle and Senior College with the support of our YLC's (Year Level Coordinators). 2022 saw the introduction of a YLC for Years 7, 8, 9, 10, 11 and 12, whose roles were established to support students in their year level regarding matters of conduct and wellbeing.

The College also has four chaplains, a psychologist, and a registered nurse on staff to support students. A Student Welfare team was established in 2022 and meets weekly to discuss students' needs and review support methodologies. A school psychologist sits on this team where student needs are triaged and allocated to the psychologist on a needs basis. The College held two Christian retreats for students at the College Farm. The retreats were supported by local Churches.

Some aspects of College life that support Pastoral Care include:

- Bully Prevention Declaration & a Zero-Tolerance Bullying Policy.
- Awareness days for 'Day for Dolly', 'RUOK Day' and 'Harmony Day'.
- Anti-bullying and Cyber-bullying Education.
- Free Breakfast Programs (when COVID permitted).
- Regular Chapel Services.
- Chaplains for each sub-College, including Distance Education.
- Annual Year Level Camps (Year 4 to 11).
- Full-time Psychologist.
- Full-time College Nurse.
- Visits by ministry groups, speakers, and bands.
- Student Welfare Committee.
- Middle College Peer Mentoring Program.
- Christian Retreat Week.



# Our FACILITIES

In 2022, the College commenced planning for several capital works projects in its aim to continually improve facilities for our students.

Distance Education staff moved into their new building in May 2022. The building houses state of the art facilities for education delivery.

Classrooms and shared spaces have received new classroom furniture that reflects best pedagogical delivery practice.

The College commenced planning with stakeholders for the construction of a new Junior College building and renovations to the Riverside Hall.

The College Farm provides additional opportunities for our students to obtain qualifications and hands on experience in Agriculture, Equine, Horticulture and Outdoor studies.



## **Goal 3**

***Investing responsibly to support new technologies,  
new equipment and infrastructure to keep our learners  
engaged and our learning spaces contemporary.***

*RCC Strategic Plan 2022-2027*



Riverside Christian College boasts a large bus fleet that enables the College to draw in Day School students from a wide geographical area of up to 100km away. The year started with 12 buses and grew to 13 by the end of 2022.

Bus runs include: Gayndah Shuttle, Biggenden, Burrum Heads, Childers, Granville, Hervey Bay 1, Hervey Bay 2, Hervey Bay Express, Maryborough, Mungar/Oakhurst, Tiaro/Gundiah/Bauple, Tinana and Tin Can Bay.

The buses are well utilised, with 614 students travelling on them either full-time or part-time, which is 69% of our day school students.

Our curriculum offerings support this wide base of students by providing a range of subjects from Agriculture to Dance. The vinyl wrapped busses are also an excellent mobile marketing tool for the school.



# Student ENROLMENTS

As a non-denominational Christian College, Riverside parents enrol their children with the understanding that the College will provide a Christian education based on Biblical principles. However, while students and families are encouraged to develop a faith in Christ, church attendance is not a prerequisite for enrolment.

Day School & Distance Education – Aboriginal or Torres Strait Islander Students 2.7%  
 Day School & Distance Education – Students with Disabilities 5.4%

YEAR	Day School			Distance Education		
	Total	Girls	Boys	Total	Girls	Boys
2020	774	366	408	663	309	354
2021	853	412	441	616	319	297
2022	870	429	441	835	441	394

In 2022, the vast majority (97%) of our Distance Education students were from Queensland. However, we also have a few families using our Distance Education program in India, China, USA, Tonga and Singapore. We also have students enrolled from Tasmania, ACT, NSW and Victoria.

Within Queensland, we have students in a wide range of diverse places including Cooktown, Palmer and Laura in the Far North, many families in the Toowoomba region, in Western Queensland such as near Hughenden and Richmond, and all across Southeast Queensland and the Wide Bay.



\*Student numbers are based on the 2022 August Census enrolment collection.

# Distinctive CURRICULUM OFFERINGS

In addition to the traditional curriculum offered by the College, Riverside has developed state-of-the-art facilities and participated in innovative programs designed to supplement and enhance the learning experience for students. These include:

- Manufacturing and Industrial Graphics
- Year 8 Medieval Day
- Year 11 Ecology Extravaganza
- World of Maths Activity Day
- Film Workshop – Noosa Cinematic Workshop
- Art Workshops
- Japanese
- Photography
- Year 7-9 Soar Dance Program
- Stephanie Alexander Kitchen to Garden
- Visual Arts Open Gallery
- Safer Internet Day
- Digital ThumbPrint
- Prep Father's Day Special Event
- Prep 100 Days Celebrations
- Year 10 Work Experience
- First Aid Training Course
- Junior Swimming Lessons
- Elevate Education Study Skills Program
- Aquatic Practices including Longboarding and Boat Licences
- Swimming, Athletics and Cross-Country Carnivals
- Inclusive Education Program
- Christian Living and Chapel Services
- USQ Head Start Program
- Year Level Camps (some were cancelled due to COVID-19)



## **Goal 1**

***Being accountable to our customers in academic results, quality teaching and learning, and wellbeing.***

*RCC Strategic Plan 2022-2027*

# Certificate COURSES



As part of its registered training organisation, the College offers certificate courses on its scope of registration including:

- Certificate II Dance
- Certificate II Workplace Skills
- Certificate II Outdoor Recreation
- Certificate II Horse Care
- Certificate II Agriculture
- Certificate III Agriculture
- Certificate II Hospitality

In 2022, 151 Certificates were awarded to students, 18 statements of attainment were awarded, and 51 students were awarded more than one VET qualification.

53 employers hosted 63 Students participating in work experience. 34 students signed up for a School-based Traineeship and Apprenticeship with 8 students completing their School-based Traineeship and Apprenticeship in 2022.

The College also partnered with PresCare to provide real-life work experiences for students in the aged care sector. The College continues to negotiate with other industry partners to establish partnerships that will provide opportunities for our students.

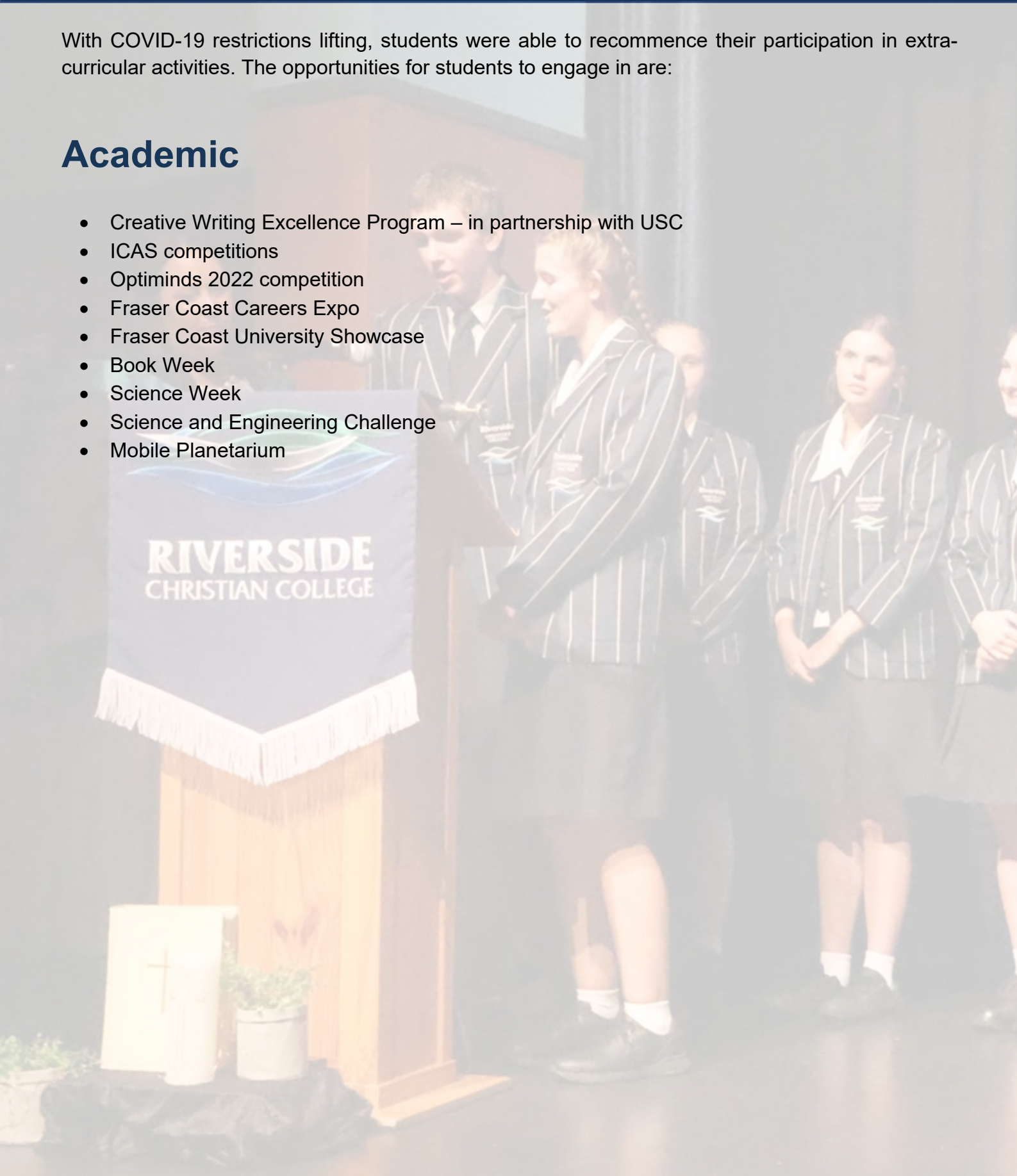


# Extra-Curricular ACTIVITIES

With COVID-19 restrictions lifting, students were able to recommence their participation in extra-curricular activities. The opportunities for students to engage in are:

## Academic

- Creative Writing Excellence Program – in partnership with USC
- ICAS competitions
- Optiminds 2022 competition
- Fraser Coast Careers Expo
- Fraser Coast University Showcase
- Book Week
- Science Week
- Science and Engineering Challenge
- Mobile Planetarium



# Extra-Curricular ACTIVITIES

## Community

- DE Online Activity Week
- Day of Respect – Harmony Day and Bullying No Way, Do it for Dolly
- Captain's Interhouse community-building lunch time activities
- House points tokens and Values wedges
- International Women's Day
- International Men's Day
- Daffodil Day
- R U Okay Day
- Women in Manufacturing Breakfast
- Bullying Assembly & Harmony Day
- National Sorry Day
- National Reconciliation Week
- National Simultaneous Storytime
- Headspace information sessions
- Remembrance Day
- Under 8's Day
- Daniel Morcombe Day – Day for Daniel
- Life Education
- NAIDOC week
- Normanton Expedition



# Extra-Curricular ACTIVITIES

## Cultural

- Music Theory – after school program
- Riverside Dance Showcase
- Oh La La National Dance Competition – Video submission
- Tech Crew Training
- Wakakirri Video submission
- Wakakirri Workshop Day
- Instrumental program - Guitar, Piano, Woodwind, Drums, Brass
- Senior Dance Crew
- Senior Choir
- Chapel Band
- String Ensemble
- SOAR Music Band
- Senior College Vocal Crew
- State Honours Ensemble Program
- Count Us In 2022
- QUT Production Competition
- Lunch-time Drama Club
- String Soiree
- Rumble Dance Competition
- Riverside's Got Talent
- Seussical the Musical
- Art exhibition
- Jump Rope for Heart
- Taiko Drum Workshop
- Noosa Film Academy Workshop
- Peregrin Springs Choir Workshop and Concert
- Year 2 Hervey Bay Historical Village and Museum
- Year 3 Heritage and Story Bank Tour
- Japanese Language Workshop

# Extra-Curricular ACTIVITIES

## Sport and Recreational

- CBSQ Championship Basketball Competition – Brisbane
- Riverside Basketball team
- After-School Futsal
- Futsal Regional Trials
- Interschool, Bundaberg and Wide Bay Chess Competitions
- Maryborough District Sports Gala Day (10-12 year olds) – Basketball, Cricket, Softball & Touch
- Maryborough District School Sports Trials – Softball, Tennis, Cricket, Volleyball, AFL, Golf, Rugby Union, Rugby League, Football, Netball, Squash, Surfing, Touch Football and Basketball
- Hoof n Hook Competition
- Pumped Sports
- Interschool Chess
- Biggenden Cattle Sales
- After-School Netball
- Lunchtime Volleyball
- Agricultural Field Days and Shows

### **Goal 4**

***Inspiring our community through creative and 21<sup>st</sup> Century communication.  
Promoting our Christ-like determination to build disciples.***

*RCC Strategic Plan 2022-2027*

# Parental INVOLVEMENT

Riverside Christian College encourages parental involvement in the College community and places a strong emphasis on partnering with parents in their child's education.

A detailed Client Engagement Strategy was developed, and initiatives and strategies were commenced by a dedicated range of staff across the College. Parent representatives for Day School and Distance Education were also part of the working party, and participated in focus groups, providing valuable feedback that will enable improvement to educational delivery.

During 2022, the College facilitated increased opportunities for parents to come on site to assist in areas such as the classroom, the library, school banking, Tuckshop and the Uniform Shop.

Teachers placed additional emphasis on being available to parents via email to offer the support required for any students who were 'Learning @ Home'.

The College was pleased to be able to stage major end-of-year events such as the Gala Night, Sports Awards, Year 12 Valedictory, Year 12 Formal, Junior College Awards Night and Middle/Senior College Awards Nights.

Information nights were held regarding entry into Year 7, Year 9 & 10 Elective choices, Year 10 SETPLANS for Year 11, and Year 12 QTAC and ATAR.

Parent-Teacher Interviews and Student-led Conferences were held twice during the year, using a convenient online booking system. Parents are also welcome to meet with teachers at any time throughout the year either in person or by email.



# Parent, Teacher & Student SATISFACTION

The College believes that there is strong parent and student satisfaction at Riverside, which was reflected by a 12% increase in student numbers and strong positive feedback received from parents. In 2022, Day School numbers increased throughout the year. A parent survey showed that 91% of parents were satisfied with the College.

In Distance Education, the quality and reputation of the curriculum was reflected in the maintenance of the strong numbers from 2021.

Many new families in both Day School and Distance Education have enrolled based on the good reputation Riverside has in the community and the positive feedback heard from current and past parents. We also receive positive feedback regarding our pastoral care initiatives.



## **Goal 5**

***Identify areas of innovation to ensure our practices remain contemporary in a changing world and protect our Intellectual Property.***

*RCC Strategic Plan 2022-2027*

# Staffing INFORMATION

YEAR	Teaching Staff		Non-Teaching Staff		Indigenous Staff	
	Total	FTE	Total	FTE	Total	FTE
2021	95	86.2	65	53.6	2	2
2022	99	88.75	73	63.81	3	2.4

Highest Level of Attainment (Teaching Staff)	Number of Staff	
	2021	2022
Certificate	0	0
Diploma	2	0
Bachelor's Degree	54	71
Grad Dip, Grad Cert, Honours	15	16
Masters	9	14
Doctorate	1	0

Average Staff Attendance Rate	
2021	2022
97%	96.12%



YEAR	Number of Permanent Teaching Staff at End of Previous Year	Staff Retained to the Following Year	Retention Rate %
2021	89	78	88%
2022	96	92	95.83%

## Goal 2

*Having transparent processes so our staff are adapting to new ways of working and responding to diverse and changing needs of the community.*

RCC Strategic Plan 2022-2027

# Teacher Professional DEVELOPMENT

YEAR	Total Number of Teachers	Total Teacher PD Expenditure	Average PD Expenditure Per Teacher
2021	91	\$19,801.11	\$217.59
2022	99	*\$28,499.38	\$287.87

*\*The significant increase in Total Teacher PD Expenditure is attributed to the focused investment of dedicated leadership training for staff.*

- Clarity Leadership Training
- Global Leadership
- Oranges Toolkit and Wellbeing
- Tough Conversations
- Behaviour Management
- ATSI Cultural Training
- Vaping Presentation
- Communication Workshop
- Global Teaching and Learning
- First Aid and CPR
- CQU Campus Forum
- Oxlades
- Play, Wonder and Learn – The 2022 Interactive Early Phase Conference
- Best Practice Workshop
- QCAA Professional Workshop
- Abstract – Building Layers with Mixed Media
- Anxiety and Leadership Expectations
- Training and Assessment
- Design Thinking 2 for Teachers
- VET Coordinators
- Workplace Rehab and Return to Work Coordinator



# Key Student OUTCOMES

If a student is or has been absent, parents are requested to contact the College by phone, email, note or via Parent Lounge. If a student is absent for three consecutive days without explanation, the parents/careers will be contacted directly by phone. Ongoing absences will be addressed by a letter or phone call from the Head of College. Student attendance rates recessed in 2022 due to an increase in COVID-19 related absences.

Attendance	2019	2020	2021	2022
Overall School Attendance for the College	89.9%	91.2%	89.0%	85.2%

Student Attendance Rate for Each Year Level (shown as a percentage)													
Year	Prep	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12
2019	92.5	92.3	90.5	92.4	91.1	91.0	92.0	90.4	88.3	88.7	89.8	81.0	87.8
2020	92.4	92.8	93.3	93.9	93.1	93.0	91.8	93.1	93.1	88.6	89.3	85.9	85.4
2021	89.0	88.1	85.4	92.0	88.7	92.3	89.9	89.6	89.0	92.5	90.3	89.6	84.3
2022	83.1	86.1	83.3	82.4	85.5	86.4	88.8	84.4	84.8	84.9	87.5	84.8	86

## NAPLAN Results in 2022

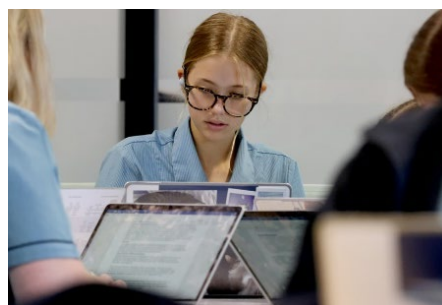
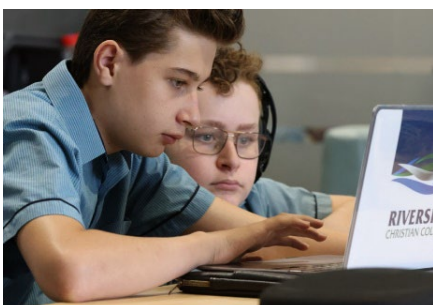
Reading, writing, spelling, grammar, punctuation and numeracy results for Years 3, 5, 7 and 9 are available via the My School website at [www.myschool.edu.au](http://www.myschool.edu.au).

## School Income by Funding Source

This information can be found by searching for Riverside Christian College on the My School website at [www.myschool.edu.au](http://www.myschool.edu.au).

## Post-School Destination Information

At the time of publishing the School Annual Report, the results of the 2022 post-school destinations survey, Next Steps-Student Destination, were not available. Information about the post-school destinations of our students will be uploaded to the College website in September after release of the information.



# YEAR 12 OUTCOMES

<b>Year 12 Retention Rates</b> (as a percentage of Year 10 cohort)	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
<b>Day School</b>	89%	83%	78%	78%
<b>Distance Education</b>	53%	23%	20%	19%

**Note:** Abnormal retention rates for Distance Education is expected due to the fluid nature of enrolments within the Distance Education environment.

<b>Year 12 Outcomes</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
<b>Number of students awarded a Senior Education Profile</b>	50	58	52	71
<b>Number of students awarded a Queensland Certificate of Individual Achievement</b>	0	1	1	1
<b>Number of students who are completing or completed a School-based Apprenticeship or Traineeship (SAT)</b>	46	12	11	11
<b>Number of students awarded one or more Vocational Education and Training (VET) qualifications</b>	33	39	35	54
<b>Number of students awarded a Queensland Certificate of Education (QCE) at the end of Year 12</b>	46	53	48	61
<b>Number of students awarded an International Baccalaureate Diploma (IBD)</b>	0	0	0	0
<b>Number of students who received an ATAR (2022)</b>	18	33	33	23
<b>Percentage of OP/IBD students who received an ATAR 50-100</b>	83%	94%	100%	82.6%
<b>Percentage of Year 12 students who are completing or completed an SAR or were awarded one or more of the following: QCE, IBD, VET qualifications</b>	92%	100%	100%	100%
<b>Percentage of Queensland Tertiary Admissions Centre (QTAC) applicants receiving a tertiary offer</b>	94%	100%	100%	100%

<b>2022 Australian Tertiary Admission Rank (ATAR)</b>				
<b>Number of Students in each ATAR band 2022</b>				
<b>90-100</b>	<b>70-89</b>	<b>50-69</b>	<b>30-49</b>	<b>&lt;30</b>
3	11	6	1	2





***“I am ecstatic I found this school,  
couldn’t ask for a better one.  
My kids love school again!!”***

***Parent Testimonial 2022***

# RIVERSIDE CHRISTIAN COLLEGE

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EXCELLENCE | TEAMWORK | RESPECT | FAITH | COMMUNITY



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