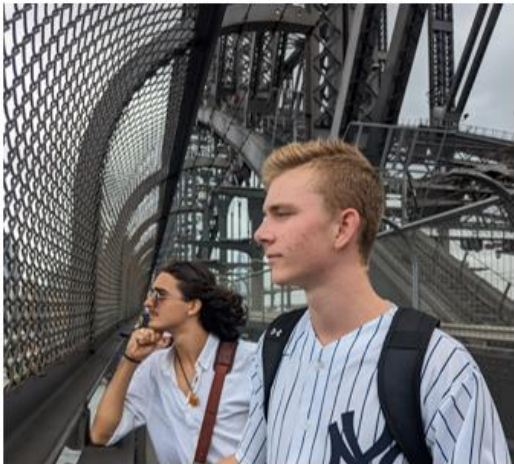




Annual Report

2023



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About MCCC

MidCoast Christian College is committed to providing students with a Christ-centered education; that is teaching the NSW curriculum through a Christian perspective with a focus on excellence in teaching and learning, a comprehensive pastoral care program and fostering a sense of community between the school and home.

Our Vision

"Empowering students to fulfill their God-given potential and make a difference in their world for Christ."

Our Mission Statement

MidCoast Christian College has been called into existence by God "To educate excellently from a Christian perspective, developing and nurturing students' character, faith, knowledge, skill and values in the context of a dynamic caring and creative Christ-centered community."

Our College Values and Mindsets

The College is committed to instilling in students Biblical values for life. We believe that these values, which are derived from the teaching of Jesus Christ, will help students to navigate life successfully and contribute to the betterment of society.

In addition, we seek to foster in students the qualities needed to be successful students. These mindsets are reinforced throughout their enrolment.

...seeking to imitate Jesus Christ's character qualities:

COMPASSION

To have compassion means to empathise with someone who is suffering and to feel compelled to help reduce their suffering.

Be kind and compassionate to one another, forgiving each other, just as in Christ God forgave you. Ephesians 4:32

HUMILITY

Humility means that you do not consider yourself better than others. Humility is the opposite of pride and boasting.

Do nothing out of selfish ambition or vain conceit, but in humility consider others better than yourselves. Philippians 2:3

RESPECT

If you *respect* your teachers, you appreciate them and treat them well. At MCCC we are to respect God, families, leaders, staff, visitors, peers, property and our College.

Show proper respect to everyone; Love the brotherhood of believers, fear God, honour the King. 1 Peter 2:17

INTEGRITY

Integrity is the quality of being honest and having strong moral principles to do what is right, even when no one is watching.

The man of integrity walks securely, but he who takes the crooked paths will be found out. Proverbs 10:9

SELF-CONTROL

Self-control is the ability to control oneself, in particular one's emotions and desires, especially in difficult situations.

The grace of God....teaches us to say 'No' to ungodliness and worldly passions, and to live self-controlled, upright and godly lives in this present age. Titus 2:12

TRUSTWORTHINESS

A trustworthy person is reliable, honest and dependable.

'Well done, my good servant!' his master replied. 'Because you have been trustworthy, in a very small matter, take charge of ten cities. Luke 19:17

...growing in every way more and more like Christ. – Ephesians 4:15

COLLEGE MINDSETS

GRIT

Grit is passion and perseverance for long-term and meaningful goals. It is having a growth mindset and seeing failure as an opportunity to learn and grow. It's having the courage to have a go and to keep going despite facing challenges and obstacles.

RESPONSIBILITY

Responsibility is demonstrating academic integrity and honesty; positively engaging in all classes; being prepared and on time; completing the assigned work in a timely manner with attention to quality of work, and avoiding making excuses for your behaviour.

ORGANISATION

Being organised helps you learn how to prioritise activities; set and achieve goals, and reduce stress. Having good organisational skills also makes it easier to collaborate with others and helps increase productivity and efficiency.

WISDOM

Walking in wisdom helps us to make the right choices for our lives and protects us. It equips us to handle difficult situations and relationships. Wisdom helps you work smarter, not harder. Those who have God's wisdom will show it in the way that they live

TEAMWORK

Having strong teamwork skills is essential for success in all aspects of life.

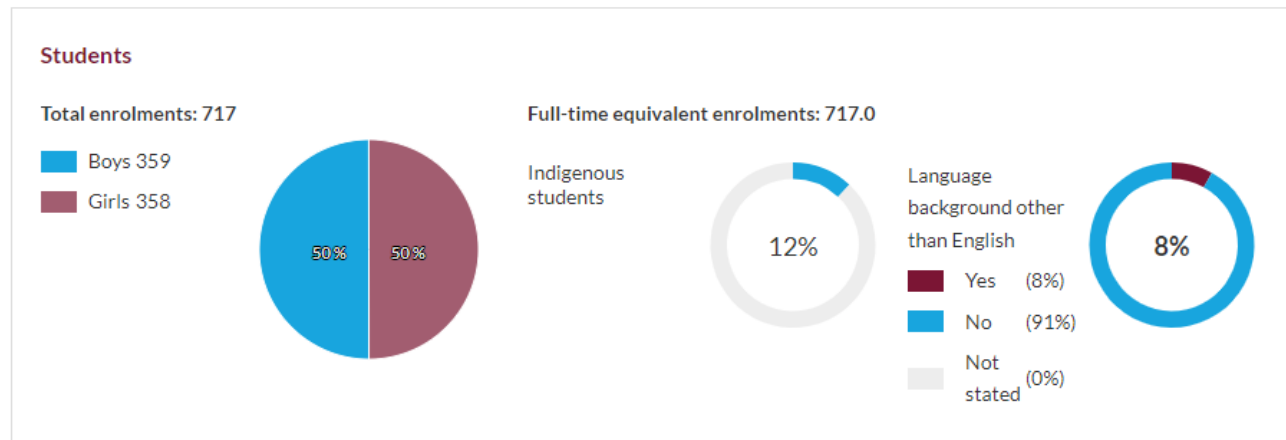
Two are better than one, because they have a good return for their labour: If either of them falls down, one can help the other up. Ecclesiastes 4:9-10

HIGH STANDARDS

Setting high standards for yourself will help you reach your full potential. Set standards that are high but realistic and achievable for you. High standards means trying your best and producing your best work every time.

Description of Student Composition

MCCC draws students from a wide area with varying socio-economic, religious and cultural backgrounds. In 2023, there were 717 students enrolled at the College of whom 12% were Indigenous and 8% were from families with a language background other than English.



Message from College Bodies

Message from the Principal

It was another successful school year in 2023 for MCCC!

A major development was the site preparation for the College's first two-storey building which will house Infants when it opens in 2023. It has classrooms, a combined learning space for Chapel, wet-weather and other activities, office space and our very first lift! The view from the second floor is beautiful and it reminds us of the blessing we have all around us from God.

In the staff space, we had some significant developments. Mrs Lisa Palmer (Head of HSIE) was appointed to the new Executive position of Director, Teacher Recruitment, Accreditation and Professional Learning (Director, TRAPL). Given the dire teacher shortage and critical role of the work of teachers in society, it was felt that a senior position with direct oversight of securing a pipeline of future teachers and ensuring their career-long development was essential. We wish Mrs Palmer much success as she takes on this very important work. In addition to this new senior position, the new roles of Assistant Head of Primary and Assistant Head of Secondary were created to support the Heads of School with their responsibilities and we wish Mr Warner and Mrs du Preez much success as they commence in these.

Our enrolments continued to grow and we now have two streams in Primary and four in Secondary and our overall student population is nearing 800 students – a long way from the original 22 students (and two staff) in our very first cohort 38 years ago. An increase in enrolments requires additional staff and we welcomed both new teaching and non-teaching staff. We have a very committed, hard-working and capable staff. Several years ago, I implemented an annual staff work survey as it is important to obtain feedback from each employee of their experience of working at MCCC. This has been well-received by staff as it shows that we seek to be a workplace that is God-honouring and that we value staff feedback. The survey results show very clearly that our staff report high levels of job satisfaction which is very encouraging.

Regarding student learning, Primary teachers undertook extensive professional learning on the latest approach to teaching spelling. This included staff sessions on the nature of the English spelling system, strategies to teach students and teacher feedback from a consultant. There was also a parent workshop. Teachers are reporting solid improvements in students' spelling. Next year will see Primary teachers engaged in a much longer professional learning program regarding reading.

There was a major change at the governance level with long-standing Board Chair Pastor Chris Thornhill leaving after more than a decade of faithful service. Chris competently and diligently managed the College Board and his insight, strong leadership and good humour will be missed. Mr John Stevens, parent of the College, has been appointed as Chris' successor.

We are very grateful to our Lord and God for His faithfulness over the year and we know He will continue to guide, bless and protect the College in the years ahead.

David Coleman
Principal

2023 Leadership Team and SRC Report

2023 marked an innovative and productive year for the MCCC Student Leaders and the Year 7-10 Student Representative Council (SRC). Led by our Captains, Meisha and Connor, and Vice Captains, Hannah and Russell, the team worked together to host many successful events. Fundraisers were held throughout the year to raise money for Compassion, the Children's Medical Research Institute and most notably, the team raised an impressive record-breaking \$10,000 for the Leukaemia Foundation during the World's Greatest Shave. A strong emphasis was placed on student wellbeing, highlighted during Do it for Dolly Day and R U OK? Day.



Captains and Vice Captains:
Russell Stanley, Meisha Green, Connor Thornhill, Hannah Davies

Most importantly, the Year 12 leaders resolved to spend their final year promoting positive culture at school by building strong connections with the student body, strengthening the Year 7-10 SRC and partnering more closely with College staff. This led to the pioneering of several new initiatives. Student leaders regularly gave motivational talks during school assemblies, attended secondary staff meetings and invited the Year 7-10 SRC to attend and participate in leadership team meetings.



Fortnightly SRC Meetings were a lively event.

The school Business Manager to participate in a walkthrough of the school grounds, where students provided ideas for playground enhancement.

At MCCC, we view student voice as essential to promoting a positive and inclusive culture, as well as enhancing student wellbeing. It is our hope that the student representative program will continue to strengthen and that we will remain committed to playing a pivotal role in the development of future leaders.

The 2023 SRC was a diverse and highly motivated team of students, making fortnightly SRC meetings a lively place, filled with unique perspectives and innovative ideas for improving the College. Empowered by their leaders, the SRC took a leading role in seeking student feedback from and advocating for their peers. The SRC petitioned the school executive for a more inclusive playground, to provide a greater variety of opportunities for students with different interests, as well as the inclusion of quiet spaces for students seeking a sensory retreat. This advocacy led to an invitation from the



SRC Playground enhancement walkthrough with the Business Manager.

2023 Primary Leadership Team Report



For 2023, fourteen students were selected for leadership positions in the Primary School. This was comprised of a male and female Primary Captain, a male and female Primary Vice-Captain, a male and female Student Leader and two House Captains for each of the four College houses.

Selection was based on an application process including interviews with Primary Coordinators and a voting process that included public speeches.

All of 2023's leadership team had ongoing responsibilities including the raising and lowering of flags, emceeing Primary morning assemblies and running special events in the Primary School. In 2023 they organised and ran events including a Lego competition and talent show. The Captains and Vice-Captains' additional responsibilities include emceeing and leading prayer at a range of College events. The House Captains helped run House Meetings, lead cheering at sports carnivals and assist Mrs Wright with Pre-K PE during their recess break weekly.



Student Outcomes and Performance

Student outcomes in standardised literacy and numeracy testing

When comparing literacy and numeracy data from year to year it is important to remember:

- the raw data needs to be used in context regardless of whether the data shows progress or decline
- these tests are administered once a year
- each year NAPLAN tests a **different** cohort of students in the same year level
- the results indicate trends in different year levels
- the data needs to be used to highlight areas of strength and areas that need a specific focus in the curriculum.

2023 NAPLAN Tests

2023 NAPLAN results – College Average V State Average

	Reading		Writing		Spelling		Grammar		Numeracy	
	MCCC	State	MCCC	State	MCCC	State	MCCC	State	MCCC	State
Year 3	383	405	399	416	389	404	405	411	400	407
Year 5	489	496	467	483	481	489	488	497	476	488
Year 7	519	536	529	534	530	539	524	539	520	538
Year 9	576	564	576	567	565	568	574	557	572	568

NAPLAN overall comments

A major highlight of the 2023 NAPLAN results was the excellent performance of our Year 9 students who outperformed the state average in four out of five areas and almost matched the average in spelling.

The granting of Records of School Achievement

In 2023, the College requested a total of fifteen RoSAs to be issued to students leaving the College of whom ten were in Year 10, five in Year 11 and none in Year 12. Most of these students transitioned directly to the workforce or further studies at TAFE or private training organisations.

Results of the Higher School Certificate

In 2023, 21 Year 12 students commenced studies of the HSC across 25 subjects. Five of these students studied courses offered through external providers - Distance Education (4 students), and TVET (1 student). 100% of students who commenced Year 12 were awarded the NSW Higher School Certificate (HSC).

Each cohort of students is unique and can express different strengths. As such, HSC results vary accordingly from year to year. The table below represents the percentage of students who studied subjects provided by the College who achieved in the top three bands (4-6). The variable nature of results from year to year is reflective of the strength of cohorts rather than any change in the nature of the College's teaching. Courses with two or fewer students have not been reported on in order to protect the privacy of these students.

Course	% of students achieved in top 3 bands					
	2023 MCCC	State	2022 MCCC	State	2021 MCCC	State
Ancient History	N/A	N/A	11	64	0	62
Biology	37.5	64	36	53	62	66
Business Studies	50	64	50	65	55	66
CAFS	83	72	100	74	89	72
Chemistry	20	66	60	64	13	66
Drama	100	88	100	88	50	83
English Advanced	100	95	58	93	100	94
English Standard	40	60	40	56	38	58
Geography	N/A	N/A	50	73	N/A	74
Hospitality	100	78	78	79	N/A	69
Industrial Technology	50	55	40	51	N/A	54
Legal Studies	20	69	30	66	33	69
Mathematics Advanced	33	75	18	76	0	79
Mathematics Standard 2	20	58	13	54	41	51
Mathematics Standard 1	N/A	N/A	50	64	0	51
Music 1	100	90	100	89	89	89
PDHPE	50	64	40	50	50	60
Society & Culture	100	80	N/A	N/A	N/A	N/A
Visual Arts	100	91	100	92	100	91

Extension courses

In 2023 the College offered Extension 1 English and Extension 1 & 2 Mathematics. In previous years our class sizes for extension courses have been too small to report on. However, MCCC is pleased to report that our Stage 6 Extension English & Mathematics classes continue to grow in size.

The 2023 HSC Cohort received the following in the top 3 Bands (E2 – E4) for Extension Courses:

3 x E3 (35-44 out of 50)

8 x E2 (25 – 34 out of 50)

Highlights of the 2023 HSC

Cohort Highlights

- 3 students made the distinguished achievers list by obtaining Band Six results in 1 or more subjects. These subjects were Music 1 (1 student), Hospitality (Kitchen Operations & Cookery – 1 student), Mathematics Advanced & Software Design & Development (1 student).
- 90% of all students received a Band 4 or higher in at least one subject, indicating a final result of 70% or higher.
- No students received a Band 1 (the lowest band)

Course Highlights

- Extension 1 English (100% in top 3 bands)
- Music 1 (100% in top 3 bands)
- Visual Arts (100% in top 3 bands)
- Hospitality Exam (100% in top 3 bands)
- Community & Family Studies (83% in top 3 bands)

Looking to the Future

As our senior cohorts begin to grow it will be interesting to see how this impacts the variety of subjects we are able to offer at MCCC and the impact this has on overall achievement for students.

Rebecca Duffy
Director of Curriculum

Student Information

Student attendance and management of non-attendance

The overall student attendance rate was 88%

Attendance rates by grade:

Year Group	Attendance Percentage
Kindergarten	99%
Year 01	89%
Year 02	88%
Year 03	89%
Year 04	92%
Year 05	89%
Year 06	89%
Year 07	87%
Year 08	81%
Year 09	85%
Year 10	87%
Year 11	84%
Year 12	90%



The College keeps a register of the daily attendance of all Students at the College in electronic form.

Attendance registers are in a form approved by the Minister for Education, and compliant with the Attendance Register Codes.

The register of daily attendance records the following information for each **Student**:

- daily attendance or absence
- reason for absences
- evidence to support reason for absences.

Parents of absent students are notified by SMS text message each morning if the school has not received notification from parents of the reason for absence. If there is no response to the text message an automated email is sent to the Parent/Carer at the end of the third day an absence is left unexplained.

Parents are contacted directly in cases of prolonged absence. The number of absences is recorded on individual student reports.

Retention of Year 10 to Year 12

There were 21 students who completed Year 12 in 2023, meaning 49% of Year 10 students (2021) remained for the completion of the HSC.

Post-school destinations

Many of our Year 12 students obtained early entrance tertiary offers.

Year 12 Leavers:

- University to study software engineering, anthropology, cyber security, teaching, and occupational therapy
- Work/Gap year.

Year 10 Leavers:

- TAFE
- Other schools
- Apprenticeships.

Staff Information

Teacher Professional Standards

MCCC had in 2023 60 accredited teachers of whom two identify as Aboriginal.

Teacher Professional Learning

In 2023, teachers undertook various professional development experiences to learn about:

- Christian Education
- Child Protection
- Indigenous Education
- First aid
- Strategies for effective engagement with parents/carers and the community

Workforce Composition

- Teaching staff – 60 (37 FT & 23 PT)
- Full-time equivalent teaching staff - 54
- Non-teaching staff - 42
- Full-time equivalent non-teaching staff - 32

Policies

Full copies of school policies are available from the school office on request, as are copies of the annual Educational and Financial report. Some key policies are summarized as follows:

College policies may be found on the College's website under About Us: <https://www.mccc.nsw.edu.au/about-us-1>

School determined improvement targets

The College had several initiatives in 2023:

- The construction of a new Infants building
- Refurbishment of the Science Labs
- Reorganisation of office space
- Improvement in student spelling
- The establishment of a pipeline of teachers for employment.

Initiatives promoting respect and responsibility

The College's Welfare and Discipline policy and school rules are framed around **respect**:

- Respect self
- Respect others
- Respect property and the environment.

Staff-members are expected to be mentors, demonstrating respectful attitudes and behaviour, and using consequences and rewards to encourage respectful behaviour in students.

Responsibility is a core value reflected in our discipline process as well as in leadership development of students. To encourage and develop responsibility, a large number of students are given the opportunity to carry out leadership roles within the College. In Infants and Primary, Class Captains are appointed each term so that many students have an opportunity to take on roles of responsibility. School and House Captains and Vice Captains are elected in both Primary and High School. An active Student Representative Council is made up of Senior Prefects as well as representatives elected from each year level.

Parent, student and teacher satisfaction

The College continues to receive many positive comments from families. Prospective parents and carers overwhelmingly say at enrolment that MidCoast Christian College was recommended to them by friends or acquaintances.

Here are just a few of the many positive comments we regularly receive;

I just wanted to drop an email to say the information night was fantastic. Ava and Ollie did such a great job. Great idea them hosting the night.

The night was engaging for the students – xxxxx really enjoyed it. His mates from Halliday's that attended were very excited too.

"Firstly, I would like to say thank you very much for your lovely warm welcome last week, it was so refreshing and helped us feel comfortable and belonging to the school community. xxxxx had a great day and it certainly helped ease her Year 7 nerves"

"Morning

We just want to say a huge thank you for the voucher it's made a big difference, being a one income family, this helped so much, blessing 🙏"

"Good morning,

I hope you are doing well. We have settled well into Harrington and the girls are loving their new school, it really is a breath of fresh air."

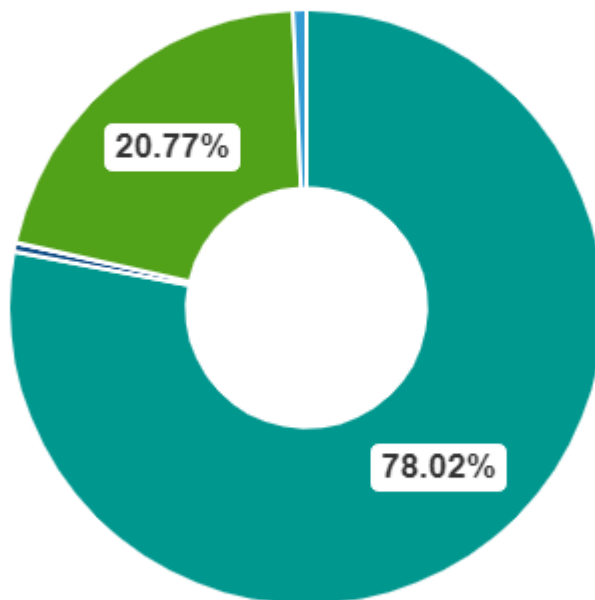
Summary financial information

Financial overview

Financial information from the latest AIS.

Revenue

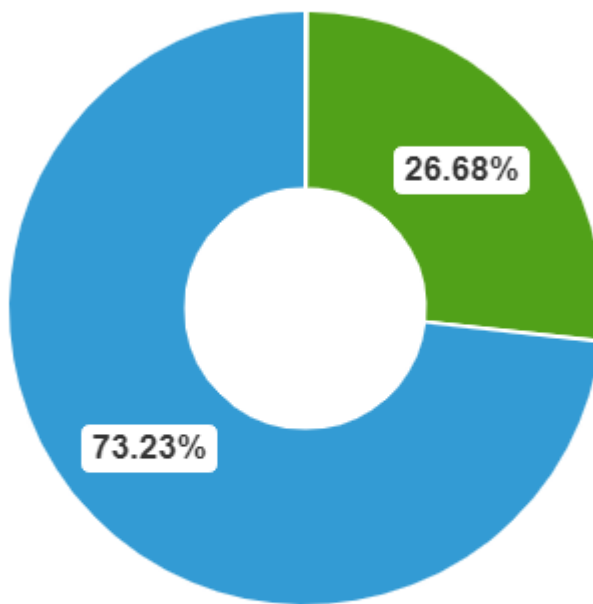
Total revenue: \$15,502,265.00



- Revenue from Government
- Other Revenue
- Revenue from Donations and Bequests
- Revenue from Goods or Services
- Revenue from Investments

Expenses

Total expenses: \$13,126,009.00



- Grants and donations made for use in Australia
- Grants and donations made for use outside Australia
- Interest expenses
- All other expenses
- Employee expenses