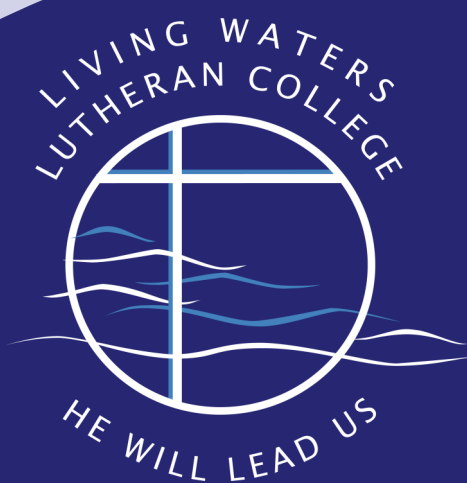


Living Waters Lutheran College



**Annual Report
2022**

Nurture-Challenge-Inspire

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2022 Annual Report

At Living Waters Lutheran College we believe each child can reach their potential.

Living Waters Lutheran College was established in 1997 and is an independent co-educational Christian school, catering for Kindy to Year 12. It has a Primary and Secondary School on one campus and educates and cares for 680 students. The College is located in Warnbro, Western Australia. Our Primary Years are K-6 and Secondary years are 7-12.

Why does our College community exist? We exist to nurture, challenge and inspire achievement, so that we can make a difference within our College and the wider community. Lutheran schools are communities that value learning as God's gift to people, for their wonder, growth, and to inspire them. We provide a safe place where we care for others and ourselves, giving everyone a place to belong.

Although WA navigated quite a high COVID impact throughout 2022, we provided support and information to our families. Staff worked tirelessly to provide the necessary online and in person learning to overcome the challenges brought about by COVID.

Our focus is on each child's individual needs. We acknowledge the social, emotional, physical, and academic dimensions. We continue to invest in high quality staff and additional staff training. Staff make it their number one priority to provide all of our students with the best possible education, in a very caring and safe environment.

Our **Specialist Programs** continued to be very successful in 2022. Our STEM Program, with its focus on collaborative, project based learning is highly regarded in lower secondary. In physical education, many students trialled to gain entry to our Basketball and Netball programs. These programs are positively impacting our enrolments and there is a buzz in the community about them. We offered scholarships to talented students in Netball, Basketball and Music. We also participated in the ACER Cooperative Scholarship Program offering scholarships to academically gifted students.

Our College's Core Values are to "**Nurture, Challenge and Inspire**" achievement so that we make a difference within our College and the wider community. Nurturing, Challenging and Inspiring our students we incorporate the wider Lutheran values of love, justice, compassion, forgiveness, service, humility, courage, hope, quality, and appreciation.

We **model respect** to our students and each other and believe the culture of respect within our school significantly impacts learning in a positive way. We know that students who develop positive and respectful relationships feel more secure, confident and empowered.

This Annual Report presents information required by the Commonwealth Government and gives a snapshot of life at Living Waters Lutheran College in 2022.

Francois Pienaar, Principal

"The 2022 school year was a resounding success, thanks to proactive measures to limit COVID-19 challenges. Our College implemented various safety protocols, including mandatory mask wearing, social distancing, and regular sanitisation. Additionally, vaccination drives for eligible students, teachers, and staff members effectively reduced transmission rates. With these measures in place, we could resume in-person learning, and students could thrive academically and socially. Teachers and parents alike were impressed with the resilience and adaptability of the students, who quickly adjusted to the new normal. Overall, the 2022 school year proved that with careful planning and a commitment to safety, it was possible to successfully navigate to normal learning with limited challenges from the pandemic."

ABOUT THE BOARD

As the governing body of LWLC, the College Board is responsible for the stewardship of the College and is accountable for its on-going success.

Strategic Vision: A key function of the Board is to set the strategic direction of the College by formulating policy and developing a strategic plan that guides the College's education philosophy, aspirations for student achievement, operational focus and fiscal decision-making.

Appointment, appraisal and support of the Principal: The Board employs the Principal who assumes responsibility for the overall management of the College (including curriculum, discipline, learning, teaching and staffing). While the governing body establishes the policies under which the Principal will manage the College it has no authority concerning the internal operations of the school.

Organisational control and accountability: The Board is accountable for effective and proper management of financial resources as well as compliance with legal obligations that apply to the school and its operation.

Board is also responsible for monitoring the management of corporate risks and organisational performance.



IMPLEMENTATION OF NEW STRATEGIC PLAN IN 2022

In 2022, the College Board implemented its new strategic plan to begin to realise the goals for the coming three years.

Our vision for 2024 is encapsulated in the following words:

We lead in learning—Our strong learning culture inspires us to achieve, while encouraging and supporting others. Student learning and growth is fostered through contemporary thinking and the best teaching practices.

We are connected—Shaped by the Christian values we embrace, we are a diverse community working together and with a strong sense of belonging.

We make difference—We reach out to have a positive impact within the College and wider community.

We are vibrant and thriving—Our indoor and outdoor spaces inspire learning and physical, social and spiritual development.



Membership of the College Board

Membership: The Living Waters Lutheran College Board comprises 6 members drawn from the Rockingham Mandurah Lutheran Church and the congregations of the wider WA District, 3 community members and ex officio consultants including the Principal and the Business Manager. As effective governance is the foundation of a healthy school, recruitment to the Board seeks to maintain a good balance of relevant expertise and experience across areas such as education, strategic planning, compliance and business and risk management. The College Board actively self reviews and forward plans to evaluate the needs of the College are met.

To meet our Board Members please go to <https://www.livingwaters.wa.edu.au/about/>

OUR COLLEGE BOARD MEMBERS IN 2022



Dr Elizabeth McKinnon
Chair



Mr Frank Wittwer
Vice Chair



Rev Steve Liersch
Cong. Pastor and Church Rep



Mr Andrew Swift
Church Member



Mrs May-Lisa Baldwin
Community Member



Mrs Jenny-Lee Fussell
Community Member



Mr Stuart McDougall
Community Member



Mrs Mecky Scharlach
Church Member



Mr Volker Hopfmueller
Church Member



Mr Francois Pienaar
Principal—Ex Officio



Mr Wayne Burman
Business Manager—Ex Officio

About the College

We strive to be a high achieving learning community that cares. Our College caters for the needs of a wide variety of learning styles and student needs.

The Primary School provides children with rich learning opportunities in the formative years, preparing them to be successful lifelong learners. The Secondary School offers a broad range of courses that meet a variety of career pathways (University, Training WA or the workforce).

Facilities include an Early Learning Centre, Science, Art and Technology laboratories, a resource centre and library, chapel and gymnasium/drama centre. Specialist staff include a Student and Family Counsellor, Chaplain and First Aid Officer. Our Learning Enrichment Team assists students needing support or extended learning. We have also been working in partnership with Down South Therapy who provide occupational therapists to work with our students.

Our Priority Actions for the College from our Strategic Plan are:

Teaching and Learning

- Adopt a clear whole College vision and framework for learning.
- Ensure teachers' pedagogy reflects up-to-date knowledge and application of best practice.
- Promote a learning culture whereby students of all abilities are supported and challenged to achieve excellent progress across all learning areas and year levels.
- Provide options to ensure diverse ATAR and vocational pathways are well served.



Culture

- Embed core values that reflect our Christian identity into everyday life.
- Strengthen student and staff pastoral care systems to maintain a focus on enhanced wellbeing.
- Develop structures for collaboration and decision-making so that students and staff feel valued and heard.
- Partner with families in supporting students' educational journeys.



Priority Actions for the College from our Strategic Plan continued

Community

- Promote College initiatives that foster a sense of belonging and encourage strong connections between staff, students, senior leaders and parents.
- Engage with Alumni and build ongoing collaborations.
- Embrace opportunities to engage with local Christian communities, participate in service projects and partner with wider community agencies.
- Implement the Reconciliation Action Plan.

College Development

- Implement a clear plan to progressively upgrade campus facilities and spaces to enable contemporary teaching in an engaging environment.
- Maintain a targeted marketing campaign to raise community awareness of the College, its strengths, value for money and affordability.
- Strengthen relationships with local long day care and pre-kindy service providers.

How we will realise our Vision

At Living Waters, we achieve excellent outcomes for students and the College through positive relationships in which we challenge and support each other to grow.

Our Christ-centred values and Lutheran ethos underpin every decision and action. We care for each other to ensure everyone feels valued and that they belong.

We help every student to flourish academically, emotionally, physically and spiritually. Our teaching is highly effective, informed by research and data analysis to ensure students are continually challenged, supported and engaged in their learning and growth.

We strive to strengthen the Living Waters community and reach out to make a positive contribution beyond the College gates.



Feedback from Parents and Students in 2022

We had a focus on establishing an easily accessible and child friendly complaints/feedback procedure in 2021/2022.

Students are able to make a complaint face to face to a trusted adult, via our Tell Us online complaint form or via a physical feedback form.

Our website information regarding Feedback, Concerns and Complaints was updated for our parents and community. There is now access to an online form.

Parents and students are reminded throughout the year of how to make a complaint. Complaints can be anonymous.

Parents receive information about ways to effectively communicate with our staff.



2022 at Living Waters Lutheran College

The Mission and the Vision of the College are central to the daily and future actions lived out in the community. These are reinforced by the current strategic directions in Teaching and Learning, Wellbeing and Service Learning. The College's purpose statement encapsulates the **Core Values**: To nurture, challenge and inspire achievement, so that we make a difference within our College and the wider community.

Our Core Values inform us how to relate to each other and the world.

Nurture:

- ⇒ We build strong relationships based on love, compassion and forgiveness.
- ⇒ We care for others and ourselves, providing a place where everyone feels they belong.
- ⇒ We encourage one another, and collectively celebrate achievements and successes.

Challenge:

- ⇒ We are curious and creative, challenging ourselves to learn, understand and grow.
- ⇒ We thrive on achievement and aspire to be our best.
- ⇒ We are resilient. We persevere, adapt and overcome.

Inspire:

- ⇒ We look to the future, searching for possibilities and appreciating opportunities.
- ⇒ We are action-oriented and pursue our passions enthusiastically.
- ⇒ We strive to impact our community and the world for good, serving with integrity.

2022 was once again challenging for the College community as we navigated the COVID space. We were able to maintain our high standards and achieve excellent results throughout the year. We supported students isolating at home with online learning whilst maintaining our classroom learning at school. As case numbers rose we were presented with some challenges with staffing.

As a Christian College we are passionate about leading with a progressive future focus (preparing our students for their futures) and delivering a Christ-centred service model, which is values-based and needs-aligned. Our aim is to ensure that our students develop into well-rounded, confident citizens.

2022 at Living Waters (Continued)

During 2022 students took part in collaborative learning experiences including Science Week, Humanities and Social Sciences Week, Book Week, camps and excursions. The Elevate Study Program has been incorporated into the 10-12 program to enhance study skills.

Our physical education program, particularly our Basketball and Specialist and Development Netball Programs, continue to yield outstanding results, with students participating in a wide array of regional and state competitions. These programs continue to attract passionate athletes and many are seeing excellent results from their participation. The consistent display of integrity, respect and camaraderie as students engage in training and competition each week is impressive and demonstrates our core values in action.

Forensic Science was introduced as an elective in lower secondary and proved popular with students. Walker Learning, a play & individual inquiry-based holistic pedagogy has been successful in our early years. Outdoor Education was introduced as an ATAR and Certificate course. Staff are to be highly commended for developing, organising, and supporting students in all learning environments and programs from Kindergarten to Year 12.

We believe that student learning is a collective responsibility, a partnership between staff, students, and parents; as a community, We **Nurture**, **Challenge**, and **Inspire** our students, preparing them for a fantastic future. We continually invest in our College's infrastructure and curriculum resources to ensure students experience the best educational journey to prepare them for the future.

Each year we identify and implement College improvements ensuring our College environment supports well-being, spirituality, teaches personal responsibility, and enables and challenges young people to reach their true potential. This we believe is paramount to the Living Waters experience.

Our Primary School classrooms have been revitalised and refurbished into modern learning spaces, and LED Interactive screens have been installed. Purposefully planned and constructed *WillPlay* playgrounds were completed at the end of 2022. Secondary students will benefit from an external gym facility that will be integrated into the Physical Education curriculum and Specialist Sports Programs.

We strive to ensure curriculum delivery is relevant and engaging for students from Kindergarten to Year 12. Innovative learning programs are of the utmost importance. Our STEM-Learning Beyond Program for Years 7–9 has been a success and will be expanded in 2023. Virtual reality learning was part of this program. Virtual reality experiences will be further developed and integrated into all learning areas in the future.

A highlight of 2022 was our 25th Anniversary celebration in Term 4. Many delegates from different organisations attended. Mr. John Proeve, retiring Executive Director of Lutheran Education South Australia, Northern Territory, Western Australia addressed the school community in one of his final official duties. Our concert band, choir, and singing groups performed on the day. The event was livestreamed to all our LWLC community members and will be remembered as a special occasion in the history of our College.



Co-Curricular and Extra Curricular Programs

Living Waters was able to maintain most of its cocurricular and extracurricular offerings even though some were impacted by COVID .

In Primary School

ANZAC day service
Assemblies/Chapels K-12 (online during COVID)
Athletics/Swimming/Cross Country carnivals
Before and After School Sports
Buddy classes with Secondary School
Chess Club
Concert Band and Choir
Concerts
CPSSA – Football/Basketball/Volleyball/ Soccer
Cyber-bullying/internet awareness presentations
Drama/concerts
Drone and Robotics club
Excursions
Fundraising activities for College
(including ALWS, Village Partnership in Cambodia)
Individual, private music lessons
Japanese for all students Year 3 to Year 5
Learning Assistance Program with volunteers
Learning Enrichment Programs
Parent information nights
Student Leadership Team
Swimming lessons
Visit to Bethanie Waters Retirement Village at Christmas
Year 4 and 6 Camps

In Secondary School

Academic Support Sessions
ANZAC day service
Assemblies/Chapels K-12
Bands/Choirs
Chess Club
Community Spirit Day
Drama and Music productions
Elevate Study Program
Fundraising activities for College-(Australian Lutheran World Service)
Individual, private music lessons
Interschool Sport
Learning Enrichment Programs
Japanese Year 7-8 (elective at Year 9)
LWLC Netball Clubs
LWLC Basketball Clubs
Outdoor Education Camps
Pedal Prix in Perth and Bunbury
ROSTIA Year 9 Ultimate Urban Experience (problem solving/team building)
ROSTIA evening for Year 9 (recognising the transition from child to young adult)
Splash Church Youth Group
STEM Program
Student Leadership Team
Year 6 & 7 Instrumental music program – Concert Band
Year 7 Camp
Year 10 River Cruise
Year 10 Work placement
Year 11 Leadership camp
Year 11/12 Formal
Year 12 Retreat
Year 12 Graduation Dinner



No overseas or interstate travel was allowed restricting our ability to nurture our Sister School relationships in Japan and sporting travel. Travel is resuming in 2023.

In 2022 staff undertook training that included:

- ACC All Star Training
- ADHD Workshop
- Anaphylaxis, CPR and First Aid
- Behaviour Management
- Bronze Medallion
- Cert IV Training and Assessment
- Chemical Handling
- Child Safe Program Training
- Complispace Training
- CPMETS Netball Coach Workshop
- Cystic Fibrosis Training
- Documented Education Plan Workshop
- Elite Netball Coaching
- Foundation Care Axis Psychology
- Improve Students Performance
- Keys4life Training
- Linking Literacy and Numeracy
- Magic and Emotion Coaching
- Peer Supervision
- Protective Behaviours
- Restorative Practice
- Response to Domestic and Family Violence
- Sharp Reading
- Spiritual Development LESNW
- Staff Wellbeing
- Stile Science Training
- Talk for Writing
- Understanding ASD
- Volleyball Ref Training
- Walker Learning
- 7 Steps Writing

Staffing

Our Staff is Our Best Asset

Teacher Standards and Qualifications

All 55 teaching staff are registered with the Teacher Registration Board of Western Australia (TRBWA) and are qualified to teach in Western Australia. All teachers hold formal qualifications in education and undergo a criminal history check at each reregistration. Living Waters Lutheran College is committed to the safety and wellbeing of all children and young people accessing our service. We support the rights of the child and will act without hesitation to ensure a child-safe environment is maintained at all times. All teaching staff and non-teaching staff hold Working with Children Checks.

Workforce Composition

Total number of Staff	91
Total Teaching Staff	55 (38 Female/17 Male)
Total Non-Teaching Staff	38 (30 Female/8 Male)
Full-Time Equivalent Teaching Staff	49.8
Full-Time Equivalent Non-Teaching Staff	31.98
Total FTE	83.5

Staff Retention

Living Waters Lutheran College had a 89% staff retention rate from the commencement of 2022 until the end of the year.

Indigenous Identity

No staff members currently identify as Aboriginal or Torres Strait Islander.

Staff Professional Development and Growth

All staff have the opportunity to undertake professional learning, development and growth. This is offered to staff according to the requirements of the College's Teaching and Learning focus areas and the Professional Learning Action Plans of the staff. Staff undertook both face to face external, internal College provided and online learning during 2022. Opportunities for online learning increased during the pandemic and have made some learning more accessible.

Staffing (continued)

Safety and Child Safe Focus

Staff, both teaching and non-teaching, are provided with the opportunity to gain current Senior First Aid certifications. Early Learning Staff are retrained annually in line with registration standards.

There is a constant focus on maintaining a safe environment for children and young people. Members of the College community have a moral, and at times legal, responsibility to report incidents and concerns of child abuse. All staff participate in Child Protection training each year to ensure that they understand their commitment to child safety. The National Principles for Child Safety are incorporated throughout our range of policies and child safety is added to every meeting agenda to keep it in constant discussion. Board review child safe policies annually each July. The Complispace suite of College policies was updated in line with best practice in 2022.

Wellbeing of Staff

Staff wellbeing is of vital importance at the College. In addition to the three professional development days at the end of Term 2, the College held a Staff Wellbeing Day in August which incorporated a workshop on looking after personal needs and team building activities.

Specialist Staff

Living Waters employs a variety of specialist staff to complement the roles of our teaching staff. These include:

Chaplain
Student and Family Counsellor
First Aid Officer
Information Technology Support Staff
Learning Enrichment (Education Support) Staff
Librarian
Laboratory Technical Assistant
Technologies Technical Assistant
Food Technical Assistant
Health and PE Assistant
Education Assistants
Defence School Transition Aide
Specialist PE, Art, Drama, Music and LOTE teachers
Specialist Netball and Basketball Coaches
Specialist Music Tutors – instrumental program
Specialist STEM teachers



Attendance 2022

Collection period: 1st February to 1st July 2022 (Semester 1, 2022)

Average Daily Attendance: 89.06 (compared to 92.17% in 2021)

Year Level	Attendance Rate
Year 1	91.25%
Year 2	88.08%
Year 3	90.70%
Year 4	90.12%
Year 5	91.40%
Year 6	90.54%
Year 7	90.37%
Year 8	87.64%
Year 9	86.95%
Year 10	87.33%



Our Students

ATTENDANCE

Regular attendance at school is essential to assist students to maximise their potential. The College in partnership with parents is responsible for promoting the regular attendance of students. Regular attendance enables a child to build on their knowledge and skills each day, each week and each year. School helps children build confidence in areas such as communication, teamwork, organisation and social skills. Children who are regularly absent from school can miss out on the basic skills and may experience difficulties later with their learning.

Living Waters Lutheran College has implemented the following systems and procedures in order to follow up unexplained absences from College:

Where an absence has not been explained by 9.30 am (after lesson 1 rolls are finalised) an SMS Text message is forwarded to the student's parents notifying them of the absence and requesting that they immediately contact the College. The SMS asks them to confirm the absence and provide a reason for it.

Where the absence remains unexplained the matter will be reported to the relevant Head of School for investigation and follow up.

All information in relation to unsatisfactory attendance is recorded on students' files and information with respect to attendance is provided in each student's school report.

In Primary School teaching staff monitor attendance twice daily, in the morning and after lunch. These are recorded on our Learning Management System—SEQTA. Absences are followed up. In Secondary School the teaching staff monitor student attendance period by period. This is recorded on SEQTA and followed up in real time by attendance staff and the Heads of School. The Pastoral Care area of SEQTA can assist teachers and pastoral staff to identify behavioural trends so we may assist students in gaining the best from their learning.

The College works with students and their parents who are experiencing difficulty with their son's or daughter's attendance rates. Anxiety and mental health issues do impact the attendance of some students.

The COVID-19 pandemic was at its peak in 2022 and the College experienced a slight drop in its attendance rates (around 3%). This reflects the high level of infection particularly during Feb-Jul. Dual modes of teaching were employed for students isolating as close contacts. The rules around this changed during the year.

Attendance (continued)

Attendance data may be easily accessed via SEQTA for each lesson, or longer periods of time. Overall student attendance is monitored by Heads of School.

NAPLAN IN 2022

NAPLAN test results provide information on how students are performing in the areas of literacy and numeracy and support improvements in teaching and learning. The data from NAPLAN test results gives the College the ability to measure students' achievements against national minimum standards and student performance in other states and territories. The College Board receives analysis of the NAPLAN from the Principal each year.

The table below shows the percentage of students per year level above state average.

	Number of students	Reading	Writing	Spelling	Grammar & Punctuation	Numeracy
Year 3	26	80%	62%	76%	80%	88%
Year 5	37	74%	62%	79%	72%	74%
Year 7	72	81%	80%	80%	76%	82%
Year 9	76	90%	88%	82%	83%	84%

For more detailed NAPLAN results please go to the MySchool website via the following link:
<http://www.myschool.edu.au/>



Senior Secondary Outcomes in 2022

Year 12

School's Curriculum and Standards Authority (SCSA) Certificate of Merit/ Distinction

In 2022 River Duffett received a Certificate of Merit. We congratulate him on his diligent efforts. 94% of our Year 12 students received their WACE. *A certificate of Merit or a Certificate of Distinction is awarded to each eligible student who, in their last three consecutive years of Senior Secondary School WACE enrolment, accumulates: 150-189 points - a Certificate of Merit 190-200 points - a Certificate of Distinction.*

The WACE Courses offered in 2022 were:

ATAR and General AIT	ATAR Japanese Second Language	ATAR Politics and Law
General BME	ATAR Literature	ATAR and General PE Studies
General CFC	ATAR Maths Applications	ATAR Physics
ATAR Chemistry	General Maths Essentials	General Visual Arts
ATAR, General and Foundation English	ATAR Maths Methods	
General FST	Foundation Mathematics	
ATAR Human Biology	General MDT Wood	
ATAR and General Ancient History	General Music	
General Integrated Science	ATAR and General Outdoor Education	

Overall Results

In 2022, 94% of our Year 12 Cohort achieved their Western Australian Certificate of Education (WACE).

The highest ATAR score was 98.05% The highest raw ATAR exam mark was 93%.

Universities to offer places to graduates of Living Waters Lutheran College were Curtin University (Engineering, Commerce, Pediatric Nursing, Law, Pharmacy), Murdoch University (Environmental Science, Engineering and Technology, Teaching, Nursing), Notre Dame (Early Learning) and UWA (Biomedical Science, Pharmacology)

Senior Secondary Outcomes in 2022

Vocational Education and Training

Our Vocation Education and Training (VET) program is designed for students who are preparing for entry into a training institute, the workforce, or a traineeship or apprenticeship. Units of competency are completed towards a training qualification. The program enables students to work towards secondary graduation and simultaneously acquire Nationally Accredited Qualifications.

Living Waters Lutheran College prides itself on the strength and many successes associated with its VET program and 2022 was a successful year.

34 VET qualifications were awarded to the 2022 Year 12 students:

Qualification	Number Achieved	Delivery arrangement
Certificate II in Business	3	In partnership with Skills Strategies International Pty Ltd, RTO #2401
Certificate II in Creative Industries	1	6 In partnership with Skills Strategies International Pty Ltd, RTO #2401
Certificate II Applied Digital Technology	16	6 In partnership with Skills Strategies International Pty Ltd, RTO #2401
Certificate II Financial Services	5	6 In partnership with Skills Strategies International Pty Ltd, RTO #2401
Certificate II in Sport and Recreation	9	In partnership with iVet Institute, RTO #40548
Certificate II in Outdoor Recreation	6	In partnership with iVet Institute, RTO #40548
Certificate II in Electronics	1	Profile funded by South Metro TAFE, RTO #52787
Certificate II in Electronics	1	Profile funded by North Metro TAFE, RTO #52786
Certificate II in Electrotechnology	1	Profile funded by South Metro TAFE, RTO #52787

WACE Courses offered to VET students in 2022:

- Mathematics
- English
- Children, Family and the Community
- Outdoor Education
- Materials Design Technology - Wood
- Visual Art
- Drama
- Music

Parent, Student and Staff Satisfaction

During 2021, the College analysed a number of surveys arising from the strategic planning process.

In 2022 the College did not survey the parent body due to the extensive process employed in 2021. Surveys are scheduled in 2023 as part of a whole system (LESNW) initiative to monitor school health around the key leadership document "Growing Deep". Questions will be grouped around:

- ⇒ Lutheran Identity
- ⇒ Excellence in Learning
- ⇒ Community Building
- ⇒ Improvement and Innovation
- ⇒ Organisation and Management

Feedback was however sought from exiting Year 12 students and their parents.

The feedback was generally very positive and affirming of the College's programs and support. Some feedback is below:

"Good, made me know my strengths and weaknesses."

"He was only there for year 12 and exceeded his ATAR goal. So I'm going to say it was a very successful experience for my child and us."

"Overall we had a very positive experience at Living Waters."

"Positive , nurturing and offered great life skills for future."

"Very supportive of my child's educational challenges. He struggled with OLNA English. He found school a struggle."

"I liked the supportive nature of Living Waters

particularly in teachers who provided assistance throughout my time at Living Waters. Particularly my ATAR teachers who put a high amount of support which allowed me to achieve a high ATAR."

"Overall, we were and still are very pleased with the school and the structured education programs."

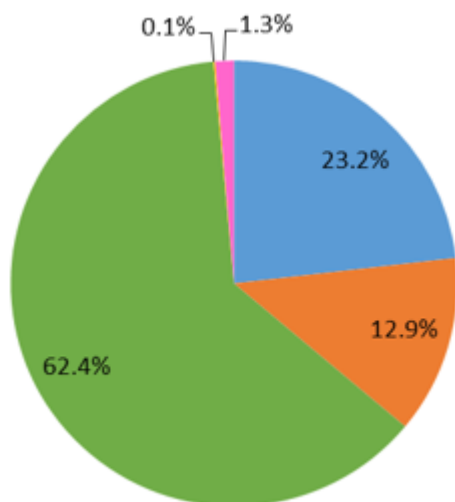
Student enrolments climbed steadily in 2022, which is taken as an indication that the College continues to have a very good name in the community.

A wellbeing survey of our students was conducted during 2022 to feed into our being accepted as a AISWA Wellbeing Pilot School. From the funding received a Wellbeing Coordinator was appointed and is working with the College Chaplain to implement the program.

Staff retention for 2022 was around 89%. COVID did put extra pressure on our teaching and ancillary staff. Relief staffing was impacted throughout the year. New staff had an opportunity to debrief with the principal and other leaders. All staff are able to feed back information to the exec team in the annual staff retention survey, where they relay their preference for employment for the upcoming year. The College has an open door policy and staff are encouraged to discuss any issues whenever they arise.

The Consultative Committee was reinvigorated in 2022 and encourages open communication regarding working conditions for staff.

SCHOOL INCOME BROKEN DOWN BY FUNDING SOURCE
Our Sources of Income for the 2022 year were as follows:



- Fee Income
- State Grants
- Commonwealth Grants
- Capital Income
- Other Income



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Nurture-Challenge-Inspire