

ANNUAL REPORT 2019



REGENT
COLLEGE

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Regent College Vision

Regent College aims to provide an excellent education within a caring Christian environment that will equip each child for today, and a successful future.

Regent College Values

We encourage a belief and faith in God, wisdom, respect, excellence and doing your best; responsibility and integrity; care and compassion, inquiry and exploration, freedom, honesty and trustworthiness; tolerance and 'Fair Go'.



INTRODUCTION

MESSAGE FROM THE PRINCIPAL

Reflecting on 2019, I can't help but be thankful that the building project is finally complete. 2019 was a period of adjustment and change. The building project initially seemed to go slowly, brick by brick. For example, at the commencement of Term 1, the new Early Learning Centre remained unfinished. However, once the second stage of demolition occurred (during Term 2, 2020) and the last building began, suddenly the end was in sight. Our steely optimism for the task buoyed us through the challenges associated with operating a Primary School on a building site. Through constant engagement with stakeholders (families, students, staff and neighbours), we were able to achieve the unthinkable. The site has been transformed.

We have experienced synergistic growth in the student body. Currently, we have 367 students (as of June 2020), with triple streamed classes in Kindergarten and Pre-Primary and double streaming in Years 1, 2 and 3. It is likely that Year 4 will also be double streamed in 2021. This growth is significant because it would not have been possible without the changes to the built environment (to allow for increased classrooms). We have also increased our capacity of Outside School Hours Care which has developed into a sought-after feature of the College.

The stability of the staff has been critical to the success of the building project. We have eight staff who have been at Regent College for more than 20 years and 12 staff for more than ten years (approximately).

Our staff body is committed to Regent College, and it was evident on a daily basis in 2019. Staff responsiveness to change was demonstrated through the required constant adjustments to classrooms, scheduling and duties as the build progressed. The Administration staff moved twice during the build, initially into a transportable building, then into the (now) Year 6 classroom, before moving into the new Administration building in January 2020. I am indebted to the Executive for their support, including Business Manager Mrs Sandra Hall and Deputy Principal Mrs Jacqueline Quinlivan, and administrative staff, Administration Manager Mrs Lynne Cowper and Administration Officer Mrs Fran Baird.

During 2019, our students had the first experience of online NAPLAN testing, and we achieved pleasing results. We have continued our focus on providing an engaging approach to learning within an emotionally supportive environment. We look to Jesus Christ to give the 'firm foundation' underlying our efforts and to provide an ethical framework to conduct our daily work.

Finally, thank you to the wonderful students and families of Regent College, because you are the reason we have the College we have today.

DREEREK NICHOLLS

Principal





GOVERNANCE

MESSAGE FROM THE COLLEGE BOARD

2019 was another good year in the life of Regent College. We saw the substantive completion of our building program, delivering play areas, new classrooms, and administration facilities, ready for use from the beginning of Term 1, 2020. It has been exciting to see the full effect of these changes and benefits that they bring to students, staff and the College community.

Our hope had been that 2020 would be a period of focussing on re-establishing routines without the need to juggle and adjust around building progress whilst preparing the College for its renewal of registration process (with WA Non-Government Education administrators) in mid-2021. As it turns out 2020 has brought its own unique challenges. We appreciate the support of the College Community during this unusual and challenging time.

During the 2019-year Mr Mark Ashby (Principal, Kennedy Baptist College) stepped down from the board. We appreciate the expertise, experience and passion for education that Mark brought to the Regent Board. In late 2019 we began a process of Board transition and renewal which saw the appointment of Mr Judson Lorkin to the Board. Judson is an Actuary by profession, former Regent student, board member of Nations Church and currently Group Manager – Corporate Development, at SRS Global.

In early 2020 Mrs Gai Irvine – a former teacher at Regent – was invited to join the Board, bringing with her a wealth of educational experience. Gai is currently Deputy Principal (Primary) at Kingsway Christian College and a long-term attendee of Riverview Church. At the same time, we invited Mr Philip Gageler to join the Board.

Philip was, until very his recent retirement, a senior Human Resources Manager for a large steel manufacturing group and a long-term part of Riverview Church. We are pleased to be able bring people of such calibre onto the Board and into the Regent community.

The Board committed this year to update the College Strategic Plan which staff and leaders at the College have been developing and refining over the past 2 years. We engaged with senior College staff to regularly monitor and review progress. The Board expect to revisit the plan again in 2020 to refine it further and share with the broader College community.

Our thanks go out to College staff and leadership, who continually strive to make Regent better each day. Their willingness to adopt a servant like attitude is a credit to them and reflective of their commitment to their personal faith. We also want to specifically thank our Principal, Mr Derek Nicholls for his almost boundless energy, passion and leadership for the College.

To the College Community of parents, relatives, guardians and carers, we acknowledge the real contribution you make to Regent and thank you again for the trust you demonstrate in committing your children in their very important educational journey at Regent. We are blessed to be able to be part of Regent and acknowledge the faithfulness of our God in all that his doing at and through the College.



ROD WHITE

Chairman of the Board



STAFFING

TEACHER STANDARDS

All teaching staff at Regent College are registered with the Teachers Registration Board of Western Australia (TRBWA). The College staff work as a team and all are valued contributors to the effective operation of the College.

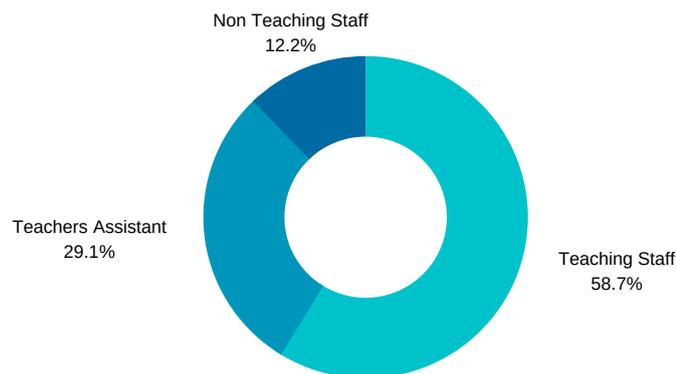
We have two staff members with Masters Degrees.

STAFF RETENTION

The proportion of staff retained from 2018 to 2019 was 95.1%

WORKFORCE COMPOSITION

Percentage determined by staff FTE hours.



PROFESSIONAL LEARNING

All staff at Regent College are committed to ongoing professional learning. In 2019 the College spent \$17,675 on professional learning. The average expenditure per staff member was \$402. This figure is only an indicator. Some professional learning does not incur a cost such as professional development conducted internally by the College. This figure also does not include the costs incurred for staff relief.

EXAMPLES OF PROFESSIONAL LEARNING:

- Story Telling through the Arts (AISWA)
- Differentiation in Mathematics (AISWA)
- Development of Early Years Philosophy of Learning (AISWA)
- Open Book Training (VOSE)
- Occupational Health and Safety Training (AISWA)
- Words Their Way
- Risk and Compliance Seminar
- Team Teach Training
- Finland Education Tour (AISWA)
- Diabetes WA - General Overview for Staff
- Using Blocks to support STEM learning in the Early Years. (AISWA)
- CPR Senior First Aid Refresher (St John)
- Sounds Write
- Christian Schools Australia Conference

STUDENT CHARACTERISTICS

SCHOOL CONTEXT

Regent College is a co-educational, interdenominational Christian Primary School catering for students from Kindergarten to Year 6. The College aims to provide its students with the highest level of academic skills; skills that are foundational to life-long learning and the achievement of individual potential. Support is given to students in developing a biblical world view and emphasises the importance of growing in sound character based on Christian values. Regent has an experienced, dedicated staff, and supportive community members who work collaboratively with the objective of achieving the best possible outcomes for the Regent learning community.

The student population (K-Y6) included approximately 48% of students having a Language Background Other than English (LBOTE), and 9 with learning difficulties.

APPARENT RETENTION RATE

CALENDAR YEAR	ACADEMIC YEAR	AUGUST CENSUS	RETENTION & GROWTH RATE %
2017	K-6	275	112%
2018	K-6	315	115%
2019	K-6	335	106%



STUDENT CHARACTERISTICS

STUDENT ATTENDANCE

The annual student attendance report completed in Term 3, 2019 indicated an overall student attendance rate of 94.99% for students enrolled in Years 1-6.

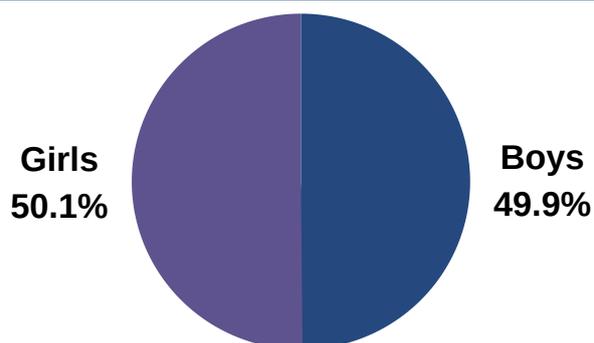
ATTENDANCE MANAGEMENT

Rolls are taken every morning at the commencement of classes and checked again immediately after lunch. Parents are requested to notify the College by 9:00am if their child will not be attending that day. If a student has failed to attend and no notification has been received by the College, parents will be contacted immediately for explanation.

Further information regarding attendance management is available via the College website.

ENROLMENT STATISTICS

YEAR GROUP	BOYS	GIRLS	TOTAL	AV. STUDENT ATTENDANCE %
KINDERGARTEN	39	28	67	-
PRE-PRIMARY	33	25	58	-
YEAR 1	22	35	57	95.57 %
YEAR 2	21	23	44	93.92 %
YEAR 3	15	14	29	93.24 %
YEAR 4	14	14	28	95.31 %
YEAR 5	12	13	25	95.22 %
YEAR 6	11	16	27	96.88 %
TOTAL AVERAGE	167	168	335	94.99 %



NAPLAN

NATIONAL ASSESSMENT PROGRAM LITERACY AND NUMERACY

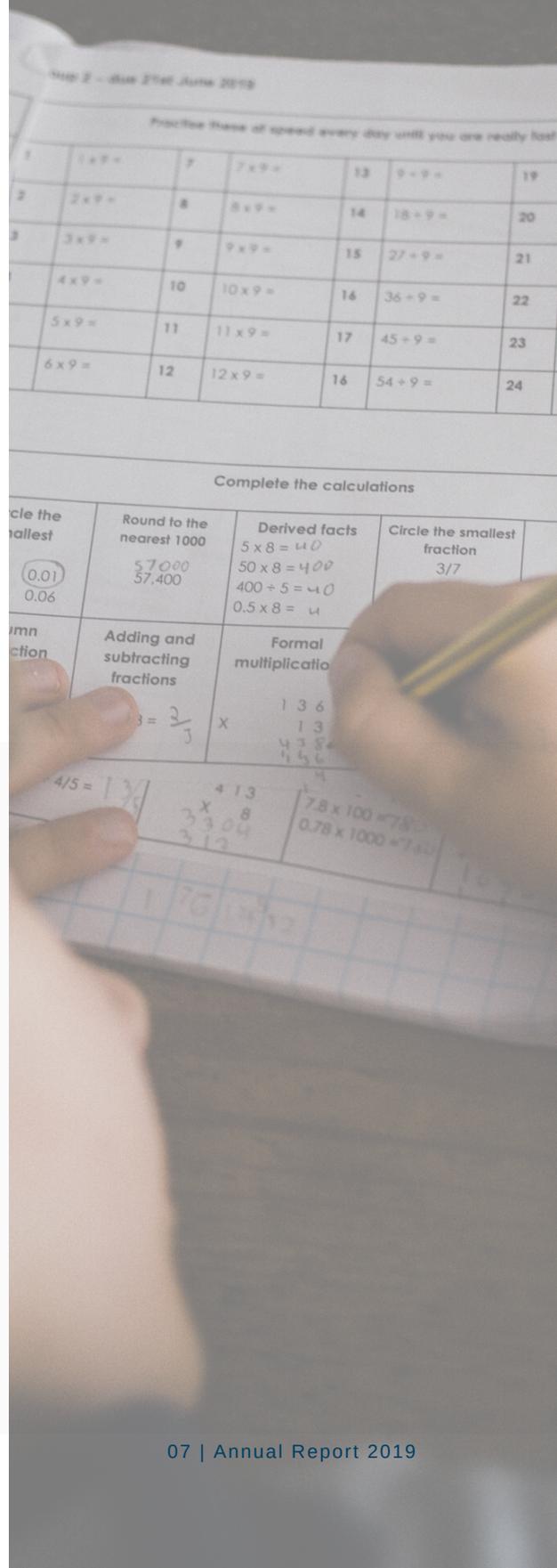
This nationwide measurement of student development of literacy and numeracy skills, provides parents, caregivers, teachers and school leaders information on the performance of individual students in relation to national benchmark standards.

At Regent College we aim to continue to improve our standards for all students and aim for high levels of competency in literacy and numeracy. NAPLAN is one tool that can be utilised to measure improvement, not only for the individual student but also the effectiveness of our teaching and learning programs. This ensures we are providing the best possible outcome for each student.

In 2019, Regent College had a 100% participation rate in the five assessment tasks; reading, writing, spelling, grammar and punctuation, and numeracy. It is important to consider, some assessments experienced disruption during the online tests due to connectivity issues.

The following tables list the percentage of year 3, and year 5 students at or above the NAPLAN minimum standard in 2019.

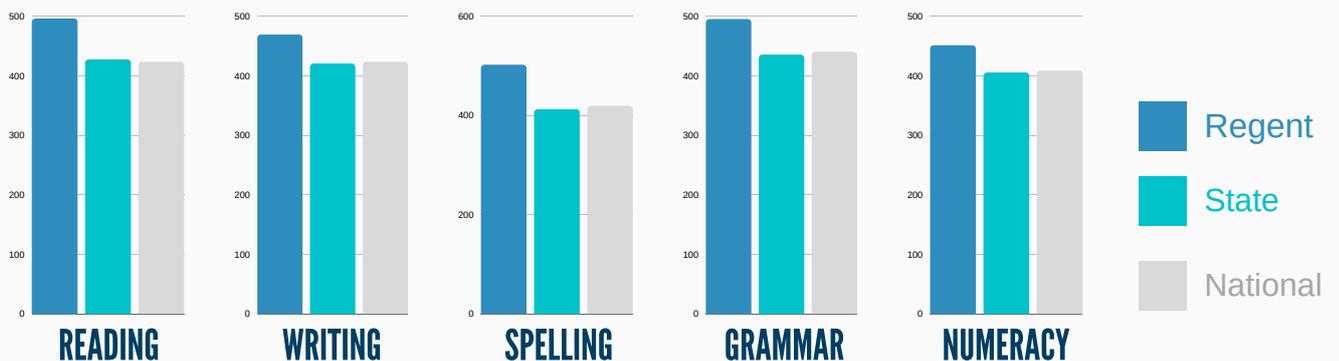
	Yr 3	Yr 5
READING	100%	96%
WRITING	100%	100%
SPELLING	100%	100%
GRAMMAR	100%	92%
NUMERACY	100%	100%



NAPLAN RESULTS YEAR 3

2019

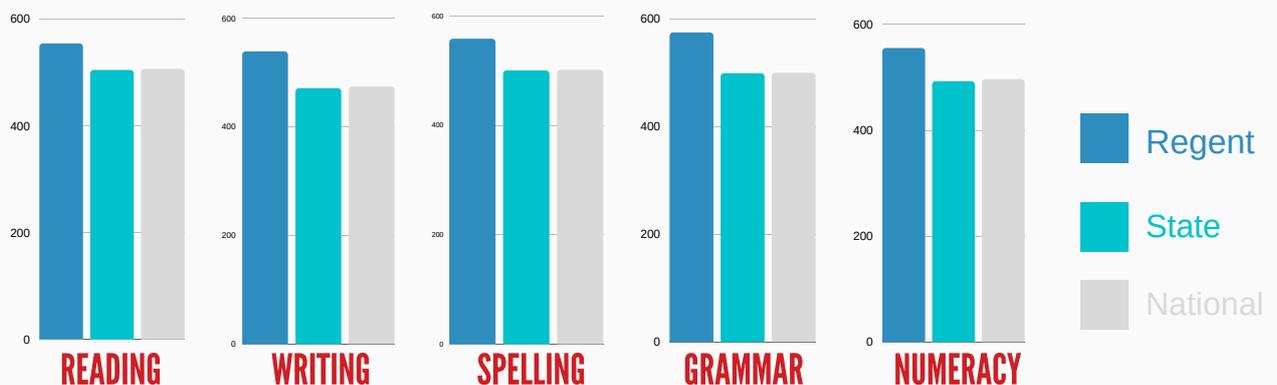
	READING 	WRITING 	SPELLING 	GRAMMAR 	NUMERACY 
REGENT MEAN	496	496	502	495	451
AUSTRALIAN SCHOOLS MEAN	432	423	419	440	408
% STUDENTS AT OR ABOVE MINIMUM STANDARD	100%	100%	100%	100%	100%
% STUDENTS AT OR BELOW NATIONAL MINIMUM STANDARD	0%	0%	0%	0%	0%
STATE MEAN	427	420	412	435	405
SIMILAR SCHOOLS	466	433	425	470	431



NAPLAN RESULTS YEAR 5

2019

	READING 	WRITING 	SPELLING 	GRAMMAR 	NUMERACY 
REGENT MEAN	554	539	558	574	555
AUSTRALIAN SCHOOLS MEAN	506	474	501	499	496
% STUDENTS AT OR ABOVE MINIMUM STANDARD	96%	100%	100%	92%	100%
% STUDENTS AT OR BELOW NATIONAL MINIMUM STANDARD	4%	0%	0%	8%	0%
STATE MEAN	504	471	500	498	492
SIMILAR SCHOOLS	537	493	515	523	523



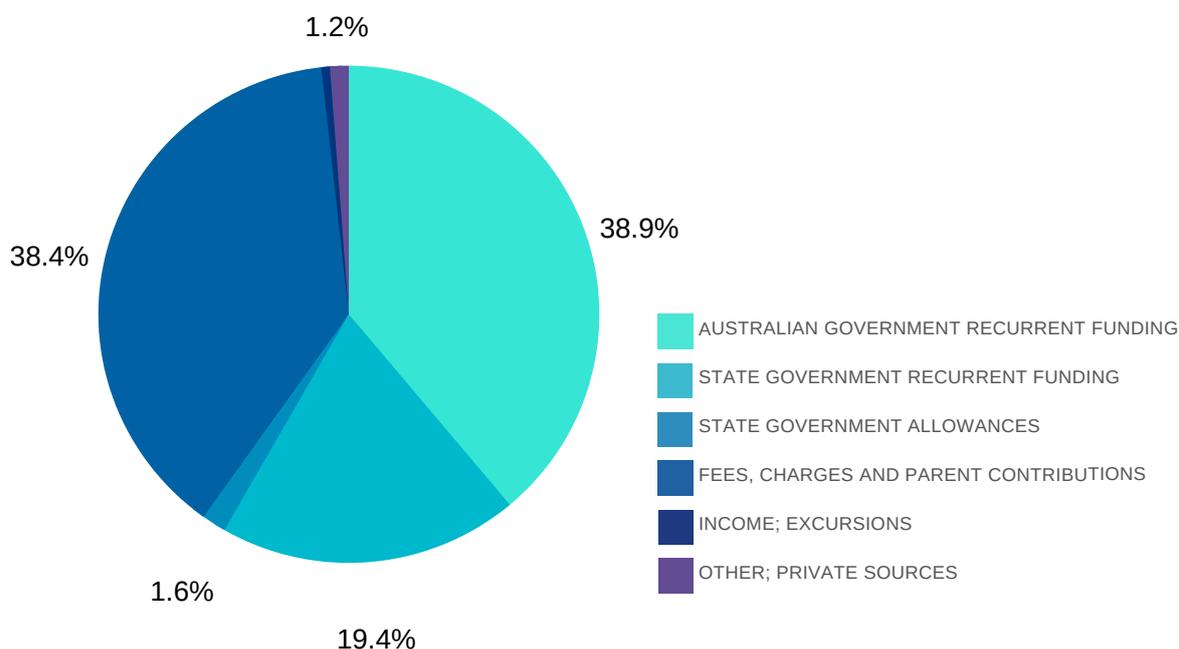


COLLEGE INCOME

INCOME SOURCE

AMOUNT

AUSTRALIAN GOVERNMENT RECURRENT FUNDING	\$1,726,626
STATE GOVERNMENT RECURRENT FUNDING	\$860,695
STATE GOVERNMENT ALLOWANCES	\$70,173
FEES, CHARGES AND PARENT CONTRIBUTION	\$1,704,483
INCOME; EXCURSIONS	\$24,300
OTHER; PRIVATE SOURCES	\$53,800
TOTAL	\$4,440,077



COMMUNITY ENGAGEMENT

COLLEGE INITIATIVES

Regent College is committed to building a strong school community founded on teamwork, good communication and respect. We seek to create an environment where there is effective and cooperative communication between parents, staff and students.

Some key initiatives in fostering this culture include:

- Annual events
- Regular communications
- Strong relationship with the College's Parent Collective

2019 EVENTS

During 2019 the following events were held by Regent College:

- Parents and Friends Meetings
- Parent Teacher Interviews
- Swimming and Athletics Carnivals
- College "New Beginnings" Concert at Riverview Church
- Mens Event - Evening with Greg Hire, former Perth Wildcats Vice Captain
- Father's Day breakfast for Kindergarten and Pre-Primary Dad's
- Mother's Day Afternoon Tea for Kindergarten and Pre-primary
- Edu-Dance Concert
- IPSHA Chess Competition

2019 HIGHLIGHTS

Opening of freshly built recreation deck

Installation of new slide as part of landscape

Participation in the development of PeaceWiseKids course

Opening of Kindergarten, Years 1 and 2 classrooms



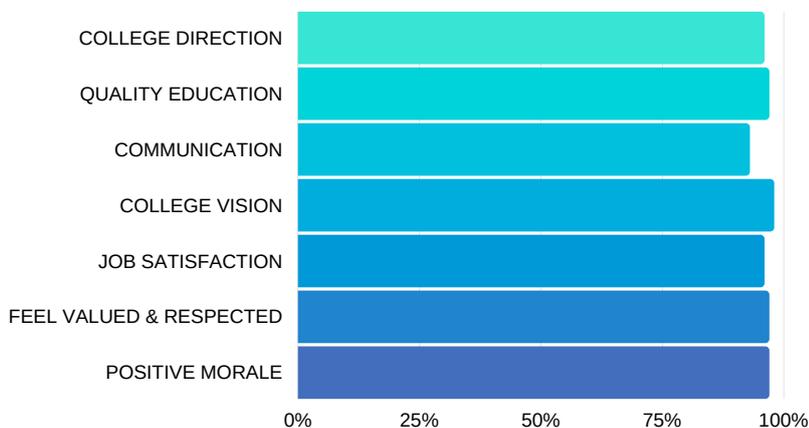
COLLEGE SATISFACTION

COLLEGE SURVEYS

In 2019 Regent College invited members of the school community to participate in an anonymous online survey. Overall, the results indicate high levels of satisfaction. The results of these surveys will be used by the College in its ongoing review of performance.

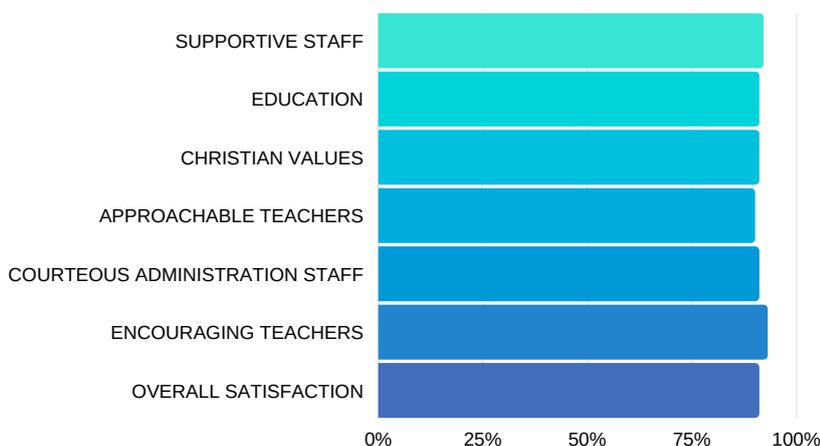
STAFF SATISFACTION

This graph is a sample representation of the 2019 Staff Survey based on some key areas pertaining to the staffing community. 24 staff surveys were completed. In each area, staff indicated an overall satisfaction rating at or above 90%.



PARENT SATISFACTION

This graph is a sample representation of the 2019 Parent Survey based on some key areas pertaining to the school community. 39 parent surveys were completed. In each area, parents indicated an overall satisfaction rating at or above 90%.



STAFF COMMENTS

"I really enjoy working at Regent and I am excited about what the future holds!"

"I feel very blessed to be a part of Regent College."

"Regent College is an incredible place to work at. The staff, students and school itself is amazing."

"I am excited to see what the future holds for our school community and love the journey this far."

PARENT COMMENTS

"We feel blessed to be able to send our children into a positive Christian community each day."

I am so incredibly grateful that we made the change to bring the children to such a supportive and educational school.

"We absolutely love Regent and regret not coming earlier in our kids education."

"A beautiful college that our child has enjoyed."



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