



ANNUAL REPORT

REGENT COLLEGE 2021



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A CHILDHOOD OF LEARNING

Regent College Vision

To have a reputation in the community as a school known for its academic excellence and use of innovative teaching practices, where belonging, wellbeing and growth prepare students for their ongoing, educational and faith journey.

Regent College Values

Honesty

Respect

Compassion

Responsibility

Courage

Regent College Mission

To provide a Christ-centred, inquiry focused learning environment, in which childhood is to be enjoyed and celebrated, and where students develop a life-long love of learning.

INTRODUCTION

MESSAGE FROM THE PRINCIPAL

Welcome to our Annual Report for 2021. These pages document our growth as a College and also the path taken through the COVID19 pandemic. In Western Australia, we will undoubtedly remember the challenges of this time, including the closed borders, separation from family members, mask-wearing and social distancing. The strict Public Health measures, however allowed students to continue to attend school with minimal disruption in 2021, all the while anticipating a future of "living with COVID".

There were challenges in maintaining a sense of community due to capacity restrictions and limitations for parents on site. At the end of 2021, we were able to celebrate with our end of year concert at Riverview Church, titled 'NOAH - The Remix'. Up to this point, however, assemblies and large scale gatherings involved the student body only.

Behind the scenes, we worked steadily toward registration renewal, a mandatory requirement of the Department of Education. I can happily report that we exceeded expectations with our next registration due in 5 years. We have developed a new school website to reflect our key objectives of celebrating childhood and a Christian perspective on education. This is further reinforced through the Out of School Hours Care rebranding, now called "Salt and Light OSHC by Regent College". This highlights our intention to demonstrate the love of Jesus to the children in our care.

14 "You are the light of the world—like a city on a hilltop that cannot be hidden. (Matthew 5: 13-14 NLT Bible)

In 2021 we modernised our Mission and Vision statements as published on the school website. We hope that your experience at Regent College will reflect these aspirations.

Again, I would like to convey genuine thanks to the entire staff at Regent College for their excellent work in challenging circumstances. Also, for the support and governance of the Regent College Board. At Regent College, we are privileged to think and be different, be Christ-followers and salt and light in the world.

Finally, thank you to our families and students, as we travel together during this wonderful journey of childhood.



**DEREK
NICHOLLS**
Principal



GOVERNANCE

MESSAGE FROM THE COLLEGE BOARD

Congratulations Regent College on your 40th Birthday! What an achievement! An idea in the minds of a small number of people many years ago, to provide a deeply authentic Christian environment for educating the next generation, has matured from a fledgling enterprise with a handful of students into what we see today – a highly respected independent school of almost 400 students, a school community that continues to instil in students a passion for learning and life, and a godly love and respect for others.

Across 2022, as we look to celebrate this incredible milestone, I am hoping that we will encounter many wonderful stories of lives positively impacted by their time at Regent. Over four decades now thousands of children have passed through the College. Some are still in their senior years of education. Others are now in the workforce making a positive difference in the field God has called them to. And many are now themselves parents, instilling in their own children the values imparted to them in their early years. I have no doubt that our local community is much better from the existence of Regent College. Of course, none of this success would have been possible without our dedicated, professional and caring teachers and support staff – past and present. Thank you all so much.

The last year (2021) has continued to be challenging, as the uncertainties, anxieties and restrictions of COVID-19 have not abated. Whilst we have all become more accustomed to this “new normal”, my fellow Board members and I do not in any way take for granted the way in which Derek and his team have navigated through this period.

Ever professional, our staff have shown amazing flexibility and professionalism, positioning themselves and their students to continue their education with as minimal disruption as possible. Communication has been constant and positive. The effort has been huge. And the School has, based on any comparison, managed to minimise the adverse impacts of this pandemic. Thank you to everyone, including parents and families for your understanding, compliance and support over the last year. We are all in it together.

Continued on next page.

In early 2021 we were advised that our application for renewal of registration as an independent school (with the WA Department of Education) was approved for a further period of five years, the maximum achievable. Such approval is a wonderful (as well as external and independent) endorsement of the truly professional manner in which the College is managed and led on a day-to-day basis, and testimony to the dedication, effort and care shown by our team.

While 2020 saw some significant changes to the composition of the Board of Regent College (with the retirement of a number of long-serving members), 2021 has seen just one change. Judson Lorkin (a former student of the College) stepped off the Board mid-year, having provided valuable accounting and financial guidance to us over a couple of years. Replacing him, from the beginning of 2022, is Tom Sims. Stepping on as Treasurer, Tom is a Chartered Accountant and holds a Bachelor of Commerce and an MBA from the University of Western Australia. He has over 10 years of experience in accounting and finance. I feel very confident that we have the right skillset on our Board, and would like to publicly acknowledge their hard work and dedication to the health and success of Regent College.

Toward the end of 2021 the Board approved the refurbishment of our Pre-Primary rooms, as well as the completion of the canteen space. After some initial delays, work is well under way and due to be completed very soon. We continue to explore how we can best maintain and cost-effectively improve our infrastructure to provide fit-for-purpose facilities for our current students and for the many hundreds to come.

Once again, congratulations to Derek Nicholls, and to Regent's many teachers and staff on your considerable efforts and accomplishments over 2021. Thank you again students, parents of supporters of the College for the positive way in which you have conducted yourselves over that period.

Happy Birthday Regent College. May God continue to bless you as you bless others.

**PHILLIP
GAGELER**
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.

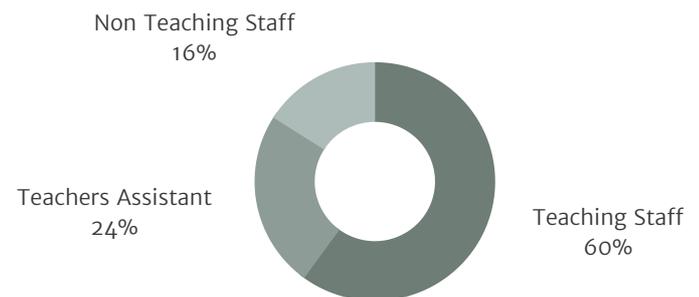
WORKFORCE COMPOSITION

Number of total staff members:



We have three staff members with Masters Degrees.

The percentages below is determined by staff FTE hours:



STAFF RETENTION

The proportion of staff retained from 2020 to 2021 was 84%.

A contributor to lower retention than in previous years is a staff member's resignation following maternity leave.

PROFESSIONAL LEARNING

All staff at Regent College are committed to ongoing professional learning.

In 2021 the College spent \$36,153 on professional learning. 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

- First Aid Courses
- Phonemic Awareness
- Understanding Autism
- Role of EA Professional Learning
- Guided Reading
- Sounds Write
- NCCD Session
- MLTAWA Conference
- Inquiry Pedagogies
- Sounds Write
- PA's Admin Training
- Teaching Special Needs Students
- Taxation and Payroll Training



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 lifelong learning and the achievement of individual potential. Support is given to students in developing a biblical worldview 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 to achieve 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 6.8% 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%
2020	K-6	368	109%
2021	K-6	380	103%

NB: the retention & growth rate percentage shows an increase on the previous year.

STUDENT CHARACTERISTICS

STUDENT ATTENDANCE

The annual student attendance report completed in Term 3 2021, indicated an overall student attendance rate of 95.78% for students enrolled in Years 1–6.

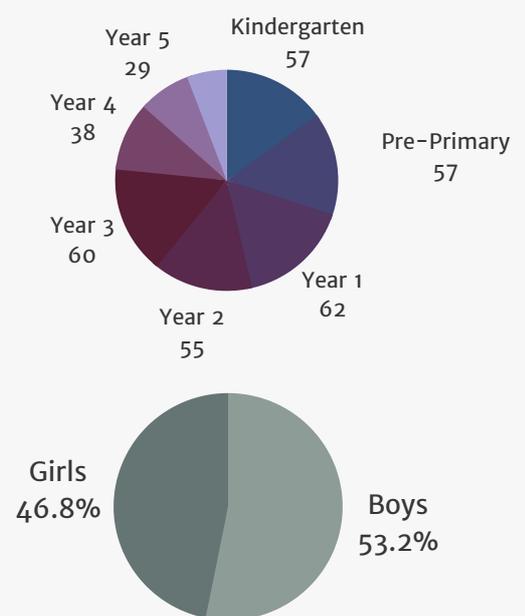
ATTENDANCE MANAGEMENT

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

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

ENROLMENT STATISTICS

YEAR GROUP	BOYS	GIRLS	TOTAL	AV. STUDENT ATTENDANCE %
KINDERGARTEN	34	23	57	-
PRE-PRIMARY	30	27	57	-
YEAR 1	38	24	62	96.19%
YEAR 2	35	20	55	95.48%
YEAR 3	24	36	60	94.96%
YEAR 4	18	20	38	95.88%
YEAR 5	14	15	29	96.73%
YEAR 6	9	13	22	95.46%
TOTAL AVERAGE	202	178	380	95.78%



NAPLAN

NATIONAL ASSESSMENT PROGRAM LITERACY AND NUMERACY

NAPLAN is a nationwide measurement to determine whether individual students are developing in relation to their numeracy and literacy skills. In addition, the results provide an important contribution when assessing the performance of a school in relation to national standards.

During the COVID19 pandemic in 2021, Regent College continued to perform above the National and State mean scores in all four assessments: Reading, Writing, Conventions of Language (Spelling and Grammar) and Numeracy. It is encouraging to document the continued positive trajectory of Regent College students in line with like schools.

Literacy and Numeracy programs in our college are producing pleasing outcomes as mapped against NAPLAN.

The following table lists the percentage of Year 3 and Year 5 students at or above the NAPLAN minimum standard in 2021.

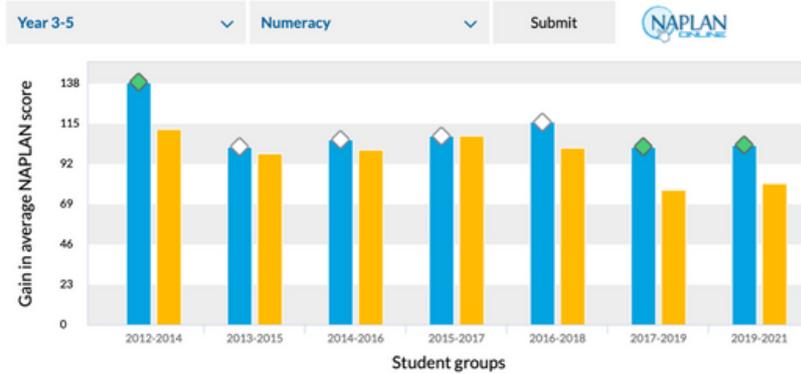
	Yr 3	Yr 5
READING	100%	100%
WRITING	100%	100%
SPELLING	97%	100%
GRAMMAR	100%	100%
NUMERACY	97%	100%



STUDENT PROGRESS TIME SERIES

The below graphs show how different groups of students at this year level improved their results between two consecutive NAPLAN tests over the same domain.

The purpose of the graph is to show how consistently the school has performed over the last five years in helping students at this year level achieve progress.



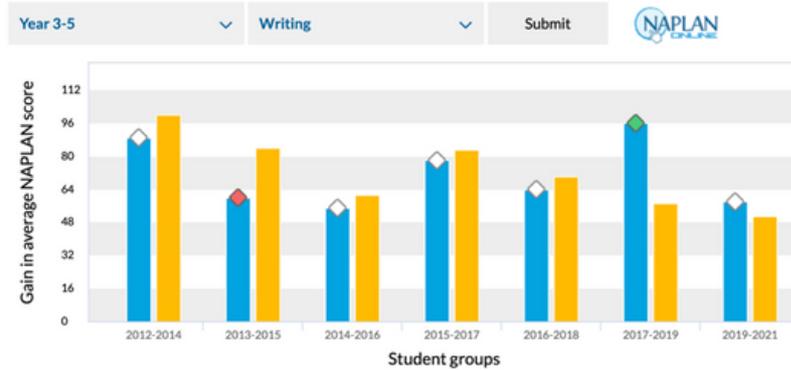
Interpreting the graph

Selected school's average when compared to students with the same starting score and similar background

- Well above
- Above
- Close to
- Below
- Well below
- No comparison available

Select categories:
 Selected school Students with same starting score and similar background All Australian students

NB In 2020 education ministers decided that NAPLAN testing would not proceed that year due to the COVID-19 pandemic.



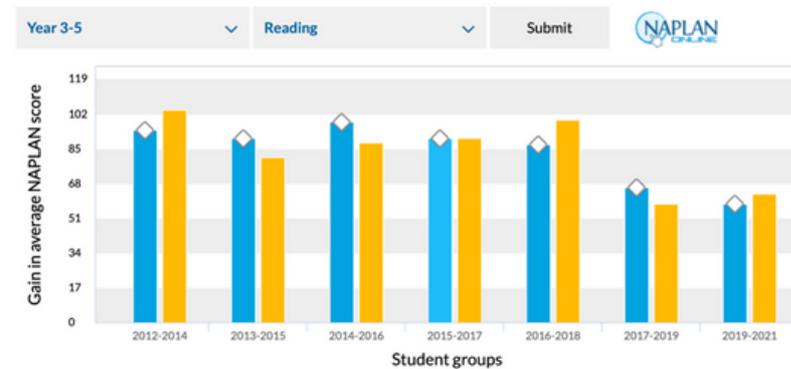
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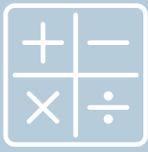
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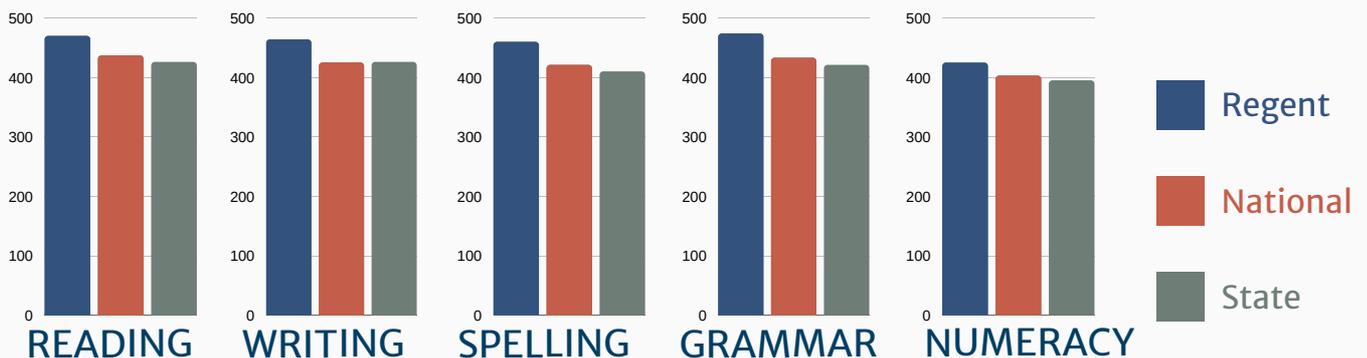
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NAPLAN RESULTS YEAR 3

2021

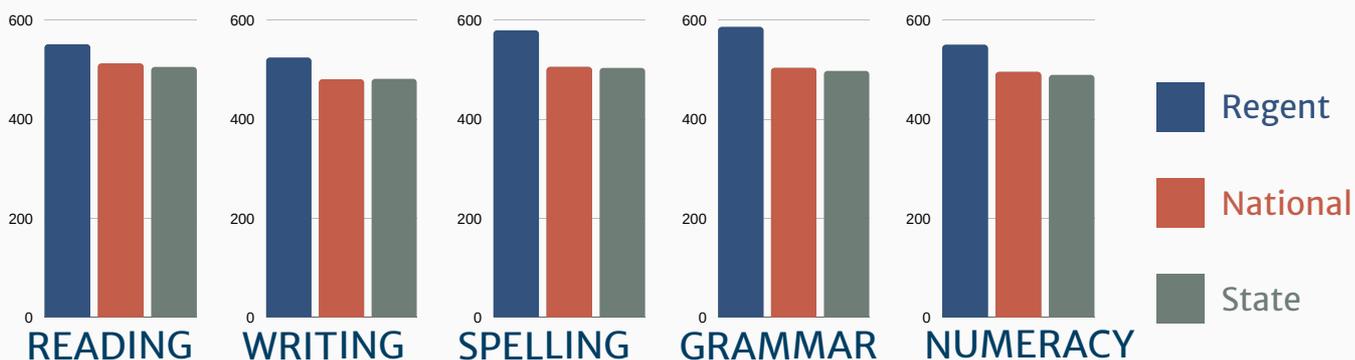
	 READING	 WRITING	 SPELLING	 GRAMMAR	 NUMERACY
REGENT MEAN	470	464	460	474	425
AUSTRALIAN SCHOOLS MEAN	437	425	421	433	403
% STUDENTS AT OR ABOVE NATIONAL MINIMUM STANDARD	100%	100%	97%	100%	97%
% STUDENTS AT OR BELOW NATIONAL MINIMUM STANDARD	0%	0%	3%	0%	3%
STATE MEAN	426	426	410	421	395
SIMILAR SCHOOLS	460	423	419	441	426

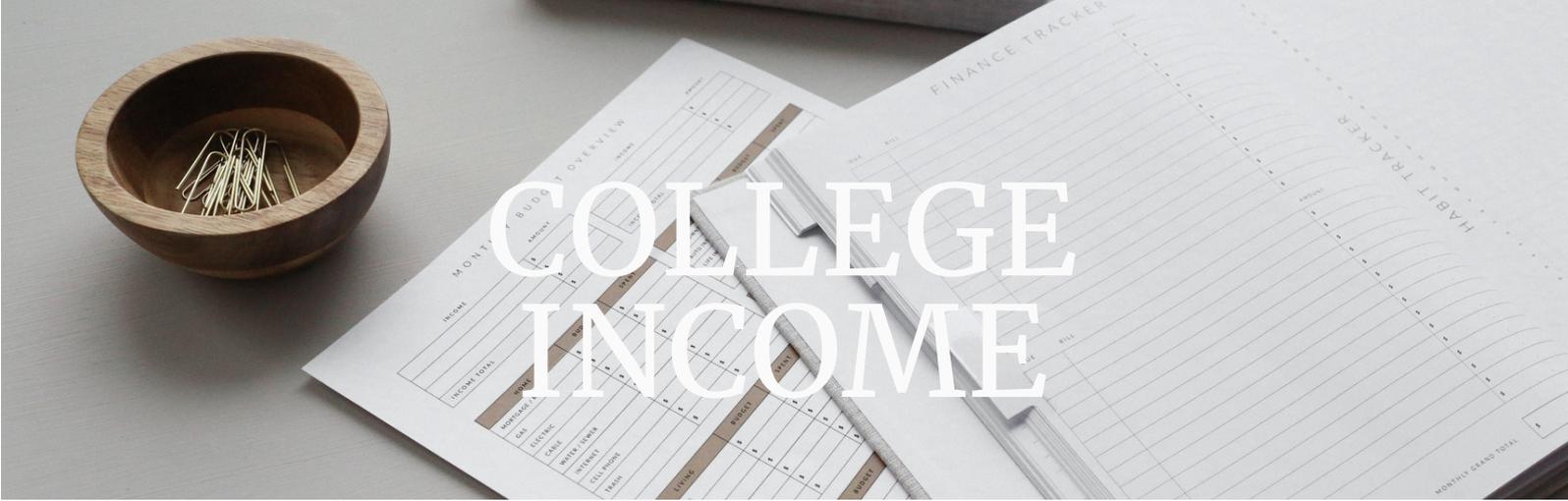


NAPLAN RESULTS YEAR 5

2021

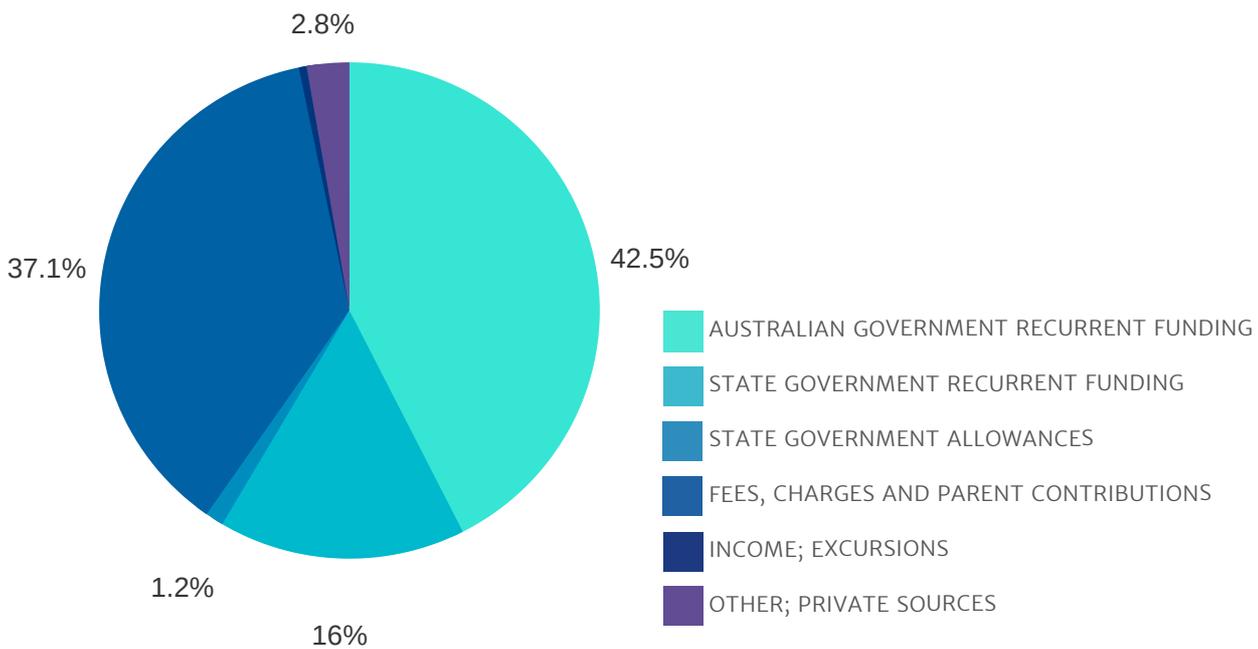
	 READING	 WRITING	 SPELLING	 GRAMMAR	 NUMERACY
REGENT MEAN	551	524	579	586	550
AUSTRALIAN SCHOOLS MEAN	512	480	505	503	495
% STUDENTS AT OR ABOVE NATIONAL MINIMUM STANDARD	100%	100%	100%	100%	100%
% STUDENTS AT OR BELOW NATIONAL MINIMUM STANDARD	0%	0%	0%	0%	0%
STATE MEAN	505	481	503	497	489
SIMILAR SCHOOLS	540	501	503	531	519





COLLEGE INCOME

INCOME SOURCE	AMOUNT
AUSTRALIAN GOVERNMENT RECURRENT FUNDING	\$2,353,024
STATE GOVERNMENT RECURRENT FUNDING	\$884,018
STATE GOVERNMENT ALLOWANCES	\$65,660
FEES, CHARGES AND PARENT CONTRIBUTION	\$2,051,997
INCOME; EXCURSIONS	\$27,350
OTHER; PRIVATE SOURCES	\$152,389
TOTAL	\$5,534,438





COMMUNITY ENGAGEMENT

COLLEGE INITIATIVES

Regent College is committed to building a solid 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
- A strong relationship with the College's Parent Collective and Parent Representatives
- Parent-Teacher Interviews

2021 EVENTS & HIGHLIGHTS

COVID19 saw a number of our planned activities and events cancelled or changed. The College still enjoyed a large number of events, and look forward to running more in future years.

- "NOAH - THE REMIX" Concert at Riverview Church
- ELC Christmas Concert
- EduDance
- Extra-Curricular Activities
- Kindergarten Teddy Bears Picnic
- Camps (Year 4 & 6)
- Swimming and Athletics Carnivals
- River School Activities (Pre-Primary)
- River Rangers Activities (Year 5 & 6)
- Fathering Project Events
- Busk a Tune Performances
- Beanie Day
- Cross Country
- Parent Collective Events
- Book Week Dress Up Day
- Book Fair
- Pizza Sale for the Homeless
- Year 6 Graduation
- A Morning in Kindergarten
- Italian Day



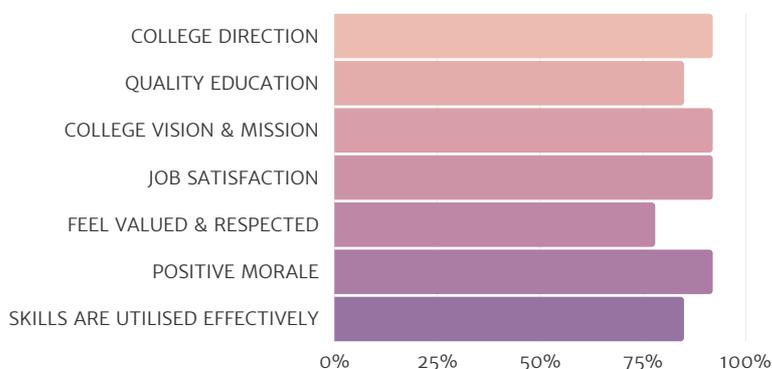
COLLEGE SATISFACTION

COLLEGE SURVEYS

In 2021 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 2021 Staff Survey based on some key areas pertaining to the staffing community. 13 staff surveys were completed. In each area, staff indicated an overall satisfaction rating at or above 78%.



STAFF COMMENTS

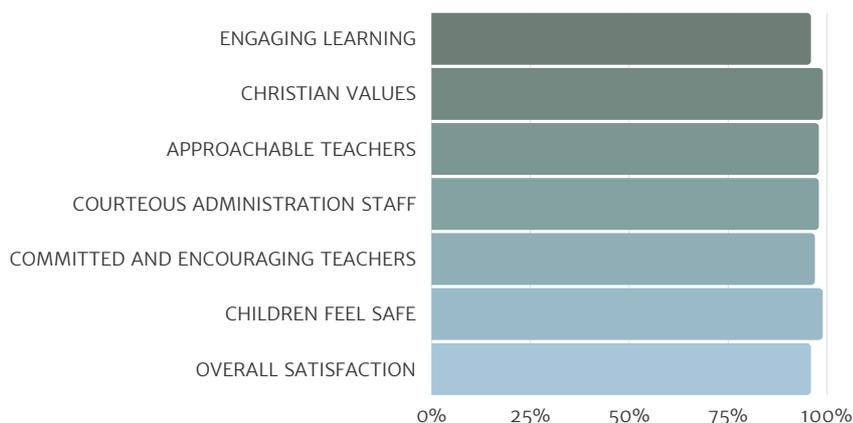
"Good place to work."

"I am pleased with the grace centred culture that seems to be developing."

"The school is supportive and open to mental health discussions."

PARENT SATISFACTION

This graph is a sample representation of the 2021 Parent Survey based on some key areas pertaining to the school community. A total of 83 parent surveys were completed. In each area, parents indicated an overall satisfaction rating at or above 97%.



PARENT COMMENTS

"Love the safe environment that has been provided by the Teachers and Regent College Staff."

"Love the school, so grateful my child is a part of the community."

"The college has high standards and should be commended for: Christian values, community, and location."



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