



Unity College

PERFORMANCE REPORT

2020



Mission Statement

Unity College: In the heart of the Murraylands striving for excellence in education and spiritual growth in a safe, caring, forgiving Christian environment.

Philosophy

Students come first in an exceptionally caring Christian environment where opportunities and diversity result in inspired learning and development.

How

We Learn: Unity helps each student reach their full potential and encourages them to be the best they can be.

We Care: Unity cares for students and provides a safe and nurturing environment because 'happy children learn best'.

We Engage: Unity provides modern, spacious and functional facilities that engage students who enjoy and have a desire to learn.

We Involve: Unity involves parents and the wider community in student learning because 'it takes a village to raise a child'.

We Inspire: Unity inspires students through innovative educators who encourage individuality and diversity because each student learns in a different way.

Contents

From the Principal	4
Student Body	6
Enrolments	7
Attendance Report	8
NAPLAN - Student Outcomes	8
Academic Outcomes	9
Extra-Curricular	11
Staffing Report	12
Parent Satisfaction	13
Financial Summary	14
Governance Report	15



From the Principal

It doesn't really have to be said that we have had a unique year. However, this year has been outstanding in many and varied ways. During Term 4 I had the privilege to address our 2020 Valedictorians and during this time I shared with them that Unity prides itself on being a place of learning of all.

Our Executive team regularly undertakes a leadership book study. We looked at a book that defined the 4 generations in the workplace and how each generation acts and thinks. As we often deal with 5 generations in the school workplace we hoped as a team to be able to set a path to understand the generations and how each relates to one another, so we all can grow and thrive in our school. When we look at each generation, one of the main defining experiences or world events that has happened within their time that has shaped their thinking about life, about work, essentially about themselves. It is obvious that this year for many of our generations, one of the defining experiences will be COVID 19. COVID and what we have learned from this time will be an opportunity to shape our generations in a positive way.

I have always liked the movie Forrest Gump and the interesting play on words the story holds. There are two such lines from the movie I have shared often this year. the first: "LIFE IS LIKE A BOX OF CHOCOLATES, YOU NEVER KNOW WHAT YOUR'E GOING TO GET."

Like a box of chocolates there is usually a multitude of different and decadent experiences, both in the box and in life, and if you're anything like me, some of those chocolates in the box are amazingly tantalising, whilst others you can take or leave. I tend to look at the outside of the

chocolate as I pick it out of the box to see if it gives any hint of what to expect but often it may not. I remember many a time biting into what I hoped would be a delicious piece only to find..... Marzipan-something I detest.

So too with life and particularly so too with events of this year. Like the box of chocolates, 2020 has given us ways to rethink how we usually 'do things;' and made us consider other ways of delivery, some of which we may continue with into the future, not because we have to, but because it's actually quality 21st Century learning. This year we have seen online learning that now has given us ideas about how we may best support our students at home and at school, by possibly having more instructional learning available online through our Daymap system. Some of our teachers have rethought instruction and filmed aspects, so that students can access this teaching any time. COVID has given us opportunities to be creative in ways we may not have otherwise considered.

The second line in the movie I shared was: LIFE IS A GIFT. None of us know our destinies. YOU HAVE TO DO THE BEST WITH WHAT GOD HAS GIVEN YOU.

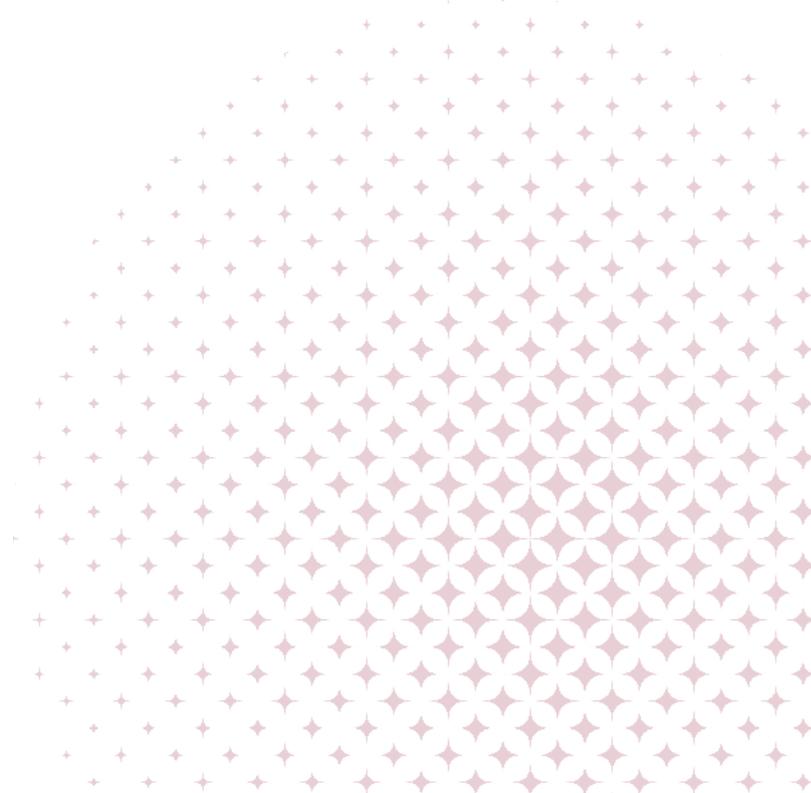
God has given every one of us an amazing gift, that of life, and like the chocolate it comes with highs and lows, times of celebration and time of challenge. In many ways that gift of life can have influence on us depending on how we look at it, be it positively or negatively. It may be the same situation but if we consider our attitude towards it, that different lens may influence the way we think about it and certainly how we remember it. Again, this year has been the chance for us at Unity to consider that positive lens and do our best with what God has given us. I personally see an incredible team of staff who have worked very hard to make sure that each of our students have been successful, despite the challenges they faced. This comes in the form of IT staff making live streaming work, grounds staff adapting to utilising larger spaces for events we have to have, office staff managing the incidental issues that arise, all the while keeping a calm and well considered approach to all. God has also given us teaching and learning support staff who have used every minute and more to inspire our students to greater things so that their learning is not disrupted, and they can reach for the stars. Additionally, He has given us an executive team that have led the way this year with courage, determination and a focus on placing our 'Students First'.

Whilst we have had a challenging year in many ways God certainly has given us all a life to be grateful for.

Yours sincerely

Kaye Mathwin-Cox

Principal



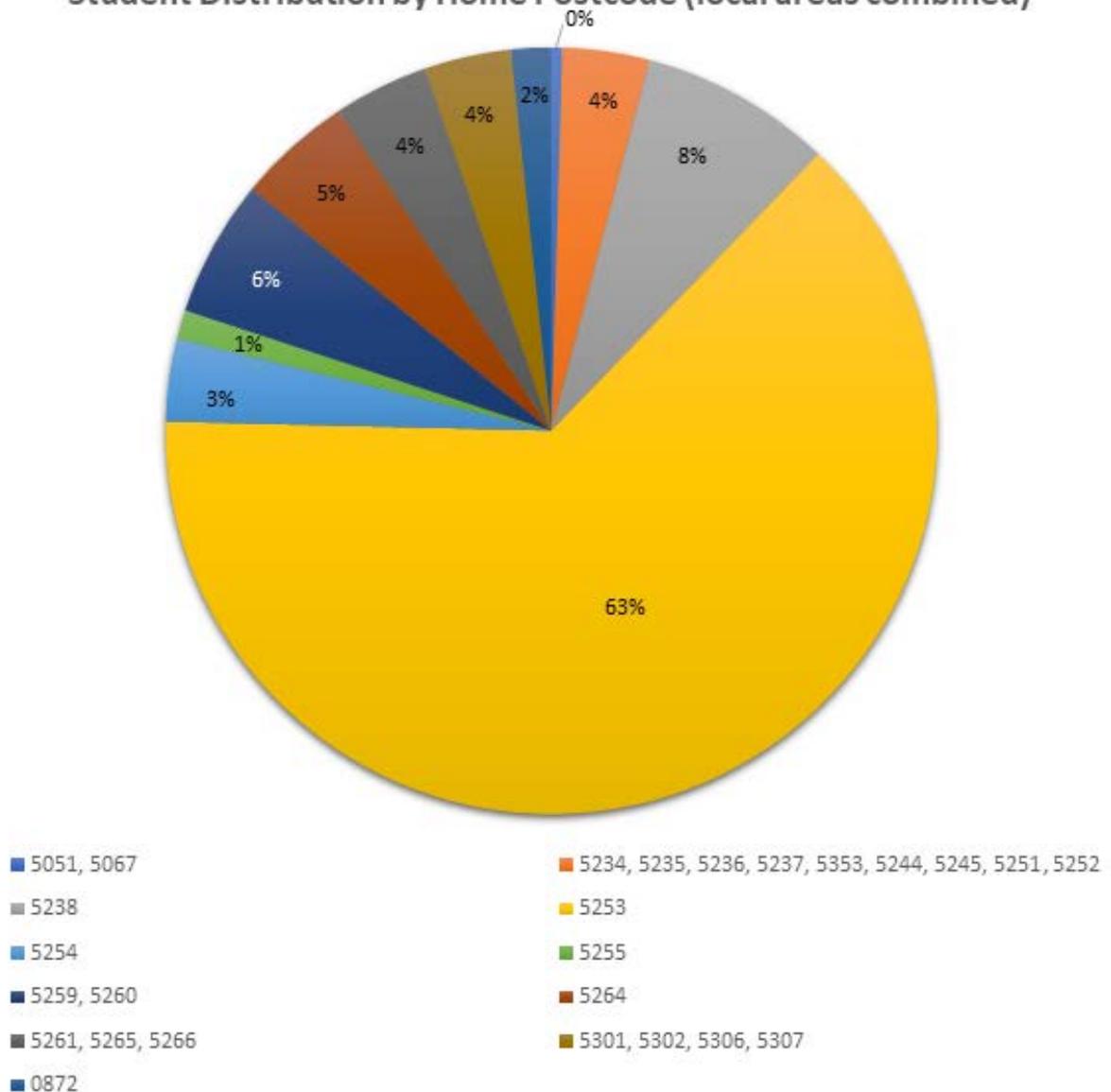
Student Body

While students from the immediate Murray Bridge postcode area (5253) constitute the greater proportion of students at Unity, we continue to grow our student body from further afield than just our historic Murraylands boundaries.

Our relationship with the Areyonga community in the Northern Territory continued as we once more welcomed students to Unity College. Due to COVID 19 our Areyonga students were doing online learning from Areyonga for Terms 2 & 3. They managed to come back to Unity in Term 4 but only for a short while due to border closures.

The Unity bus services from Mount Pleasant and Swan Reach areas continued to grow in 2020.

Student Distribution by Home Postcode (local areas combined)



Enrolments

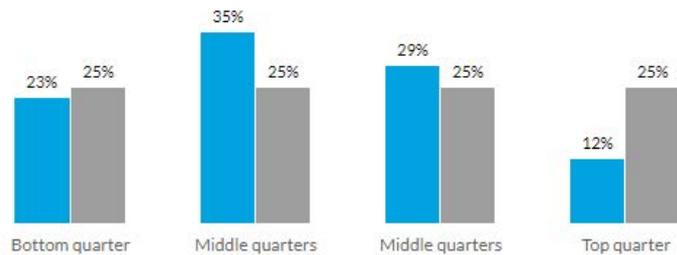
This report is based on our 2020 August Census Data as reported to the Commonwealth Government. It is from this data that we receive funding, with the Commonwealth Government being the primary source of funding.

Student background

Index of Community Socio-Educational Advantage (ICSEA)

School ICSEA value	1003
Average ICSEA value	1000
School ICSEA percentile	48

Distribution of Socio-Educational Advantage (SEA)



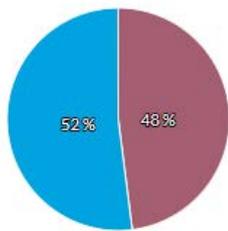
■ School distribution ■ Australian distribution

Percentages are rounded and may not add to 100

Students

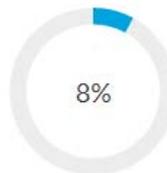
Total enrolments: 656

- Boys 340
- Girls 316



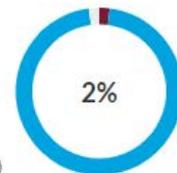
Full-time equivalent enrolments: 645.0

Indigenous students



Language background other than English

- Yes (2%)
- No (96%)
- Not stated (2%)



Please note that these are August Census figures - some enrolments and/or exits may have occurred between August and end of November.

Attendance Report

Due to COVID-19 attendance data was not reported on.

NAPLAN – Student Outcomes

Due to COVID 19 NAPLAN was not undertaken in 2020 therefore we have no data to share.

Academic Outcomes

Of the 46 students completing Year 12 in 2020, it is pleasing to report that 100% of students received their South Australian Certificate of Education, an outstanding result above the State average. There were 35 students who were eligible for an ATAR, eight of these were Indigenous students. The additional students had chosen courses that allowed them to achieve their SACE but were not requiring them to attain an ATAR.

TOP ATAR SCORES (above 90)

The Dux of Unity College for 2020 was Josiah Watson who received an ATAR of 91.90. We congratulate Josiah on his achievement. Josiah received his Dux Award at the 2021 Opening Service on Wednesday 3 February 2021. A total of two students achieved an ATAR above 90. It is worth noting that 67% of all grades achieved by the Class of 2020 were A and B grades. Also 93% of students have achieved an ATAR score to guarantee one of their tertiary study preferences.

The following is a brief summary of the range of results of Unity College students who were eligible for an ATAR:

ATAR % of STUDENTS

90 - 100 6% (6% = 90+)

80 - 89 17% (23% = 80+)

70 - 79 12% (35% = 70+)

A variety of awards are presented to students at Unity College to acknowledge and encourage their learning. 2020 was a year of much challenge with COVID and some online learning but through this came excellent achievement and learning. We are proud of all students and their achievements and acknowledge those who have served their school and have achieved in their academic and community pursuits. The following were major Senior School award winners for 2020

2020 SENIOR AWARDS

- + UCOS Christian Leadership Award: **Morgan Klemm**
- + Friends Supporting Unity (FSU) Service Award: **Mackenzie Rathjen**
- + Tracey Venning Memorial Award: **Finlay Watson**
- + ADF Long Tan Youth Leadership & Teamwork Award: **Aidyn Loveday (Year 12), Rebekah Wagenknecht (Year 10)**
- + ADF Long Tan Future Innovators Award: **Corey Poulish (Year 12), Joshua Stock (Year 10)**
- + Order of Australia Merit Award: **Sallee Shepherd (Year 12), Lachlan Thomas (Year 11)**
- + Olympic Change-Maker Award: **Zali Schwarz**
- + Caltex Best All Rounder: **Charlton Manning**
- + Lutheran Women's Award: **Charlotte Patterson**
- + Environmental Award: **Brayden Millikin**
- + Journey Award: **Asha Werner**

VET in SACE

It is also important to reflect on statistics from another very successful year for the VET in SACE program at Unity College.

1. 65% of Year 12 students completed VET as part of their SACE
2. 52% of Year 12 students completed a Certificate III qualification
3. 1 student completed a School Based Apprenticeship or Traineeship (SBAT)

In the combination of both VET and SACE pathways, these results reflect how Unity places 'Students First' by catering for individual career paths and future aspirations.

Students in Year 10, 11 and 12 undertook Work Placement as part of their Personal Learning Plan or career development in 2020

VET Off-site placements for 2020 were undertaken at various locations and businesses including Bowhill Engineering, Bell Imperial Cabinets, Animal Innovations, Beston Global Food Company, Concordia Kindergarten, Electrical Allsorts, Emmetts (SA), Lewis Plumbing, Moore Engineering, Moore Mechanical, Move Pilates Studio, Mypolonga Primary School. SA Power Networks, SA Water.

Workplace Learning is a wonderful opportunity for our students to explore career choices and gain valuable insight into life at work. We thank the employers for the time and effort they dedicate to making these great learning experiences happens.

POST SECONDARY STUDIES

- + Bachelor of Laboratory Medicine
- + Bachelor of Health Sciences
- + Bachelor of Mechanical Engineering
- + Bachelor of Nursing
- + Bachelor of Social Work
- + Bachelor of Languages (Japanese)
- + Bachelor of Primary Education
- + Bachelor of Psychological Science
- + Bachelor of Computer Science
- + Bachelor of Secondary Education
- + Bachelor of Outdoor & Environmental Leadership
- + Bachelor of Exercise & Sport Science/Bachelor of Psychology
- + Bachelor of Business (Tour & Event Management)
- + Bachelor of Creative Arts

Extra-Curricular

Unity College is delighted to offer a wide range of Extra and Co-curricular activities and programs to enrich the lives of students. In explanation, 'Extra Curricular' activities are usually optional 'add-ons' to education, whereas 'Co-Curricular' are events and activities directly linked to the study of subjects and courses. Co-Curricular activities include school camps and excursions.

Due to COVID 19 restrictions we were unable to take part in some of these Extra Curricular activities.

One of the defining differences of Unity is Service Learning, where students across the school learn the value of serving their community whether locally, the wider Australian community and overseas.

In 2020 unfortunately we were unable to take part in our Service Learning trips to Areyonga, Indonesia and Japan due to the travel restrictions.

Some of the Extra Curricular Activities to which students are invited to be involved include:

- + Year 9 Student Ambassadors
- + SRC - Junior, Middle and Senior Schools
- + Various competitions (eg Maths, Writing)
- + Instrumental lessons
- + Concert and Drama productions
- + Community Service programs
- + SAPSASSA sports
- + Homework Club
- + Pedal Prix
- + Music Ensembles
- + Peer Support
- + Hospitality Catering
- + Easter Devotions
- + Sporting activities
- + AG Show Teams

There are a wide range of additional programs to support student learning across the College. These include:

- + Languages - Japanese and German
- + In class Learning Support
- + Individualised Learning Programs
- + Drug Education
- + Senior School Tutoring
- + Road Awareness Education

Staffing Report

Teaching staff at Unity remained relatively stable throughout 2020 and we welcomed the following staff to our community:

- ✦ Darien Penno- Year 7 teacher, PE, Technology studies
- ✦ Tara Yeates- Year 6 teacher, PE, Maths, Science
- ✦ Rowan Miegel-Year 6/7 Coordinator, PE, Maths, Science
- ✦ Mathew Philps-English, Business Innovation
- ✦ Georgia Burden-Year 1 teacher
- ✦ Zoe Kiley-Year 5 teacher
- ✦ Carrie Gallasch (returning from extended leave)-Reception teacher

Teaching staff for whom 2020 was their last year at Unity College were:

- ✦ Tara Yeates-Year 6 teacher, PE Maths, Science (end of contract)
- ✦ Heidi Zirkel (Year 5 teacher)
- ✦ Jesse Linton-Maths, Science teacher
- ✦ Graeme Scales-Maths, Science teacher
- ✦ Andra Lewis- Reception teacher

We offer Professional Development opportunities for staff with a large portion of the Professional Development program occurring during what is known as 'Retreat Week'. While this provides an additional week of holidays for some students in the middle of the year, it is a week with a high focus on professional and spiritual development for all staff.

Our staff continue to be highly trained professionals, with teaching staff possessing strong qualifications that meet the stringent professional standards required by the Teachers Registration Board (TRB) of South Australia. Below is a snapshot of teaching staff qualifications as at August Census:

Teaching Staff Summary 2020				
Degrees	No			
Certificates	12	<i>Note: Data is inclusive of staff currently on leave/ Parenting leave etc</i>	Teaching Staff with more than 1 degree	47
Graduate Certificates	6			
Diplomas	12			
Associate Diplomas	1		Total Teaching Staff	57
Graduate Diplomas	16			
Bachelor	66			
Masters	14		Teaching Staff on Parenting/Extended Leave	2
Doctorate	3			

Male Teaching Staff	20
Female Teaching Staff	37
Indigenous Teaching Staff	0

Parent Satisfaction

Our parents have continued to show their support around our Pastoral Care and Wellbeing program. Student wellbeing continued to be an area of significant investment throughout the 2020 school year. In 2020 the Pastoral Care leaders began exploring how we could enact the definition of Pastoral Care that we developed at the end of 2019. At Unity College Pastoral Care is defined as, “sharing God’s love to engage all students in understanding their identity, values and purpose in relationship with their community.” We intentionally chose to not use the term ‘wellbeing’ because, from our perspective Pastoral Care, when rightly understood, incorporates the recent research in the field of wellbeing, but is undergirded by the spiritual and theological ethos of our community.

In 2020 we began to intentionally enact this definition of Pastoral Care in a number of ways:

1) Senior School Wellbeing Survey – We developed a diagnostic tool that allowed us to assess the level of wellbeing of our Year 10-12 students that also incorporated comparisons to various sources of national data related to risk taking behaviours. Highlights of this survey included:

- a. Mental health of boys: the survey indicated that senior school boys at Unity engage in self-harming behaviours at a significantly higher rate than the wider population.
- b. Alcohol Consumption: Among students who consumed alcohol there was a significantly higher level of alcohol consumption than the national averages across a range of specific indicators.
- c. Drug Usage: Unity students self-reported a significantly lower level of drug usage than national averages. This was especially encouraging as the Murray Bridge area has a reputation for having a significant level of drug usage.
- d. Further Education: Senior schools students identified three areas of additional education that they feel would be highly beneficial; sex education, stress management and mental health.

2) Online Pastoral Engagement – Throughout the COVID-19 lockdown Unity College was committed to providing continued pastoral care to students despite not being able to gather in various sized groups. We created a digital platform for our Home Groups, Year Level Meetings, Devotions and Assemblies. While at home students were able to log-in to these various activities so that we could help create a sense of normality despite the pandemic related complications.

As a side benefit of this initiative, Unity College established a student-based Media Team which has thrived and continues to ensure that our corporate events are made available to the wider community through our YouTube channel.

3) Christian Studies and Pastoral Care Integration: In 2020 the College made the decision to build intentional cohesion between the Christian Studies and Pastoral Care programs. This involved a change of leadership and structure related to both areas, but the goal is to help increase the student engagement with Christian Studies through a more relevant formational approach to CS.

4) Student Wellbeing Team Restructuring – In 2020 the Student Wellbeing Team, which oversees support of students with additional psychological, social, or familial needs, restructured their record keeping systems so that the care that is provided to our most vulnerable students is prioritised accordingly.

These new initiatives were carried on while we maintained our pre-existing Pastoral Care structures including, Home Groups, Year Levels, Steeple Devotions, Student Leadership, Restorative Practices, and a range of other programs. In 2020, ‘We Care’ continued to be a priority for Unity College and we consider it our distinct privilege to partner with families to support the wholistic development of students as they seek to become all that God intends for them to become.

Financial Summary

With enrolments continuing to grow, the Finance team focus on ensuring accessibility to education at Unity remains a key priority. Rationalisation of fee structures has continued to deliver a comparatively low fee outcome for families, with changes in fees consistently below 'Cost of Living' (CPI) measures.

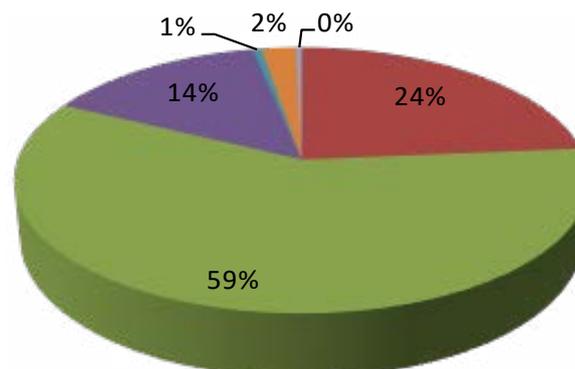
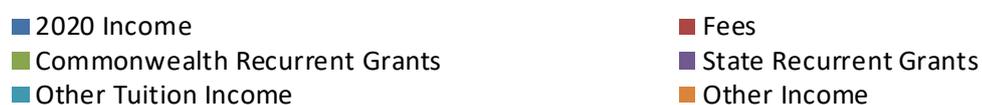
The ongoing development of both educational programs and College facilities remains a priority. To facilitate this development, resources continue to be invested into key areas such as learning support, the refurbishment and upgrading of learning areas and improvements to both our agricultural facilities and our extensive grounds-all key assets of Unity College.

Unity College enjoys many strong partnerships with regional businesses, professional and sporting organisations. All of which serve to provide not only educational opportunities for our students but also facilities that can be utilised by individuals and groups throughout the community.

We also acknowledge the important partnership and the support received from LESNW (Lutheran Education SA, NT & WA). We look forward to their continued support as we consolidate and build our financial position into the future.

Below is a summary of our Recurrent & Capital Income for 2020.

2020 Income	
Fees	\$3,212,800.00
Commonwealth Recurrent Grants	\$7,984,779.00
State Recurrent Grants	\$1,964,260.00
Other Tuition Income	\$73,025.00
Other Income	\$315,061.00
Capital Income	\$46,207.00
Total Income	\$13,596,132.00,



Governance Report

The governing body of Unity College (College Council) is responsible for the oversight of the College and it is to this body that the Principal reports, while Council charges the day-to-day management of the College to the Principal. Council is involved in ensuring that the Strategic Plan, policies and statutory regulations governing a school are met and acquitted with due diligence.

Sitting on this Council in 2020 were six members of Lutheran congregations of the Unity College Association as well as two additional non-Lutheran members. Ex Officio members of Council include the Principal, Business Manager and Principal’s PA (minute secretary). The Association is also represented by a Pastor from within the congregations and this year Pastor Peter Heintze from the Coonalpyn Parish has fulfilled that role. Other Executive Staff attend as required. The Council held eight meetings in 2020, with the first two face to face. With the implications of COVID 19 the remainder of the meetings were conducted via an online method. The member’s attendances recorded as follows:

Lutheran Members	Meetings attended 2020
James Bormann (Chair)	8
Matt Kruschel (Vice Chair)	7
Tracey Woidt	8
Sonia Schutz	8
Greg Herrmann	7
Bronwyn Schirmer	7
Non-Lutheran Member	
Nathan Wegener	8
Shawn Hicks	5

Representatives from 15 Lutheran congregations form the *Unity College Association* - the founding body of the College - and they met twice in 2020 via an online forum as constituted on 23 June and 8 December.

While the performance report specifically relates to teaching staff, we acknowledge the ongoing expertise and dedication of our non-teaching staff.



Owl Drive, Murray Bridge
PO Box 5141, Murray Bridge South
South Australia 5253

t. 08 8532 0100

e. unity@unitycollege.sa.edu.au

www.unitycollege.sa.edu.au

