



Unity College

PERFORMANCE REPORT

2021



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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 cultural diversity result in inspired life-long learning and development as active global citizens.

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.



From the Principal

The Marathon of 2021



Hebrews 12: 1b says “Let us keep running the race that God has planned for us. Let us keep looking to Jesus. Our faith comes from Him and He is the one who makes it perfect.”

For Unity College students 2021 marked the end of another part of an incredible journey, and another one of those years we will remember as living through COVID times.

The Class of 2021 (Year 12) completed their 13-year marathon of school. This one marathon may have finished, but the next one is waiting. It is now their time to go forth, learn more, and grow more. In my Principals address at the end of the academic year, I said “Love yourselves, love others, love God. Stand up for yourself and stand up for those who may need you to do it for them. God has given you a life. He wants you to do the best with what He has given you. Be His servant. Be kind.”

Some of the year's highlights included:

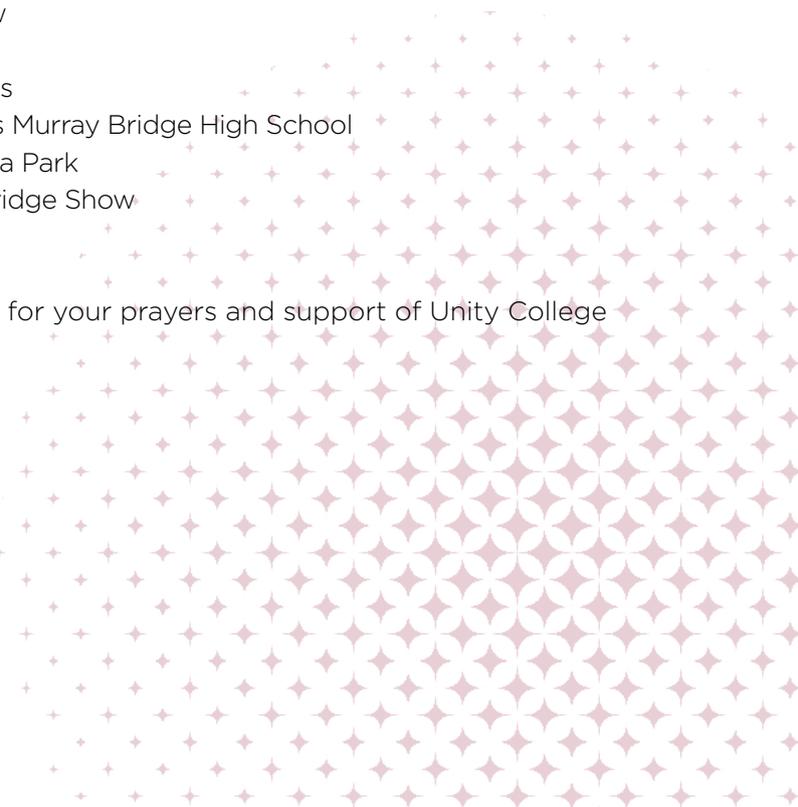
- ✦ SACE students achieved a 100% completion in 2021, which is an outstanding result and above average of other Year 12 students in South Australia.
- ✦ Approximately 69% of students completed Vocational Education Training (VET) as part of their SACE.
- ✦ 51% of students completed a Certificate III qualification
- ✦ Grades across the year level indicate that almost 78% of all grades were A's and B's.
- ✦ Jaidyn Willis, who with an ATAR of 98.2, was DUX of Unity College
- ✦ Of the 49 students enrolled at Unity, 20 from 26 students who applied for a university course were successful in gaining their first preference.
- ✦ Successful student learning online during COVID closures and lockdowns.
- ✦ A number of staff were recognised for their years of service in Lutheran Education;
 - + 30 Years: Mr Craig Kupke and Mrs Corrin Townsend
 - + 20 Years: Mr Rob Donaldson, Mrs Kylie Bormann, Mr Phil Schilling, Ms Wendy Kuchel, Ms Belinda Mattner, Mrs Kaye Mathwin-Cox, Mr John deHass, Mrs Carolyn McLaughlin, Mrs Rosie Roocke, Ms Ali Schulz, Mr Dan Stephenson, Mr Wayne Gehling, Mrs Denise Frahn
- ✦ Although COVID restrictions hampered some activities and events, Unity was still able to stage the following activities
 - + Annual Sports Carnival
 - + Knock Out sporting program across the state
 - + Junior School concert 'Around the World'
 - + Various camps, retreats and excursions
 - + 'Matilda The Musical' was performed to three sold out performances in The Steeple
 - + Staging of the Unity Livestock Agricultural Show
 - + Year 12 Easter Passion Meditation
 - + Involvement at Karoonda Farm Fair competitions
 - + Winning the Mellen Cup sporting competition vs Murray Bridge High School
 - + Pedal Prix competitions at The Bend and Victoria Park
 - + Representation in competitions at the Murray Bridge Show
 - + Plus much more!

Our sincere thanks to our supporting congregations for your prayers and support of Unity College in 2021.

Yours sincerely

Kaye Mathwin-Cox

Principal

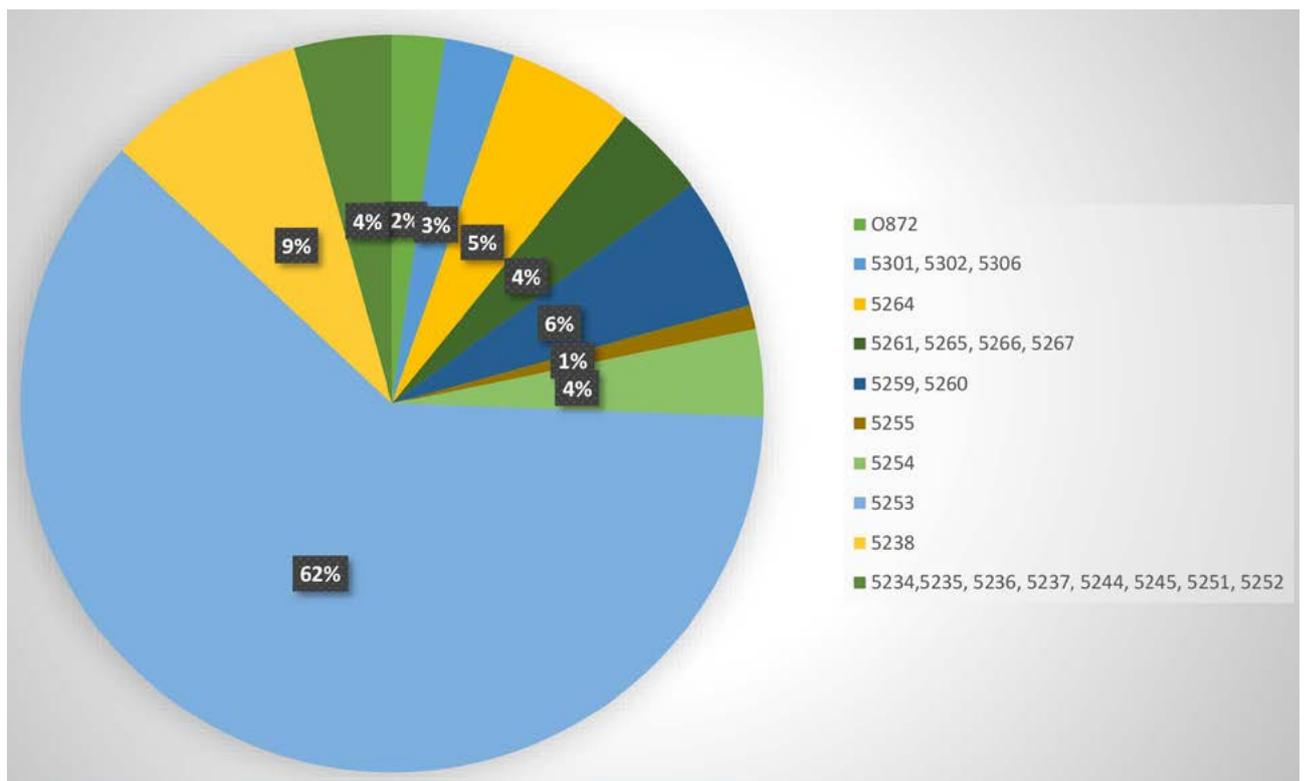


Our Student Body

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 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 our Areyonga students were undertaking online learning from Areyonga for Terms 2 & 3. They managed to return to us in Term 4 but only for a short while due to border closures.

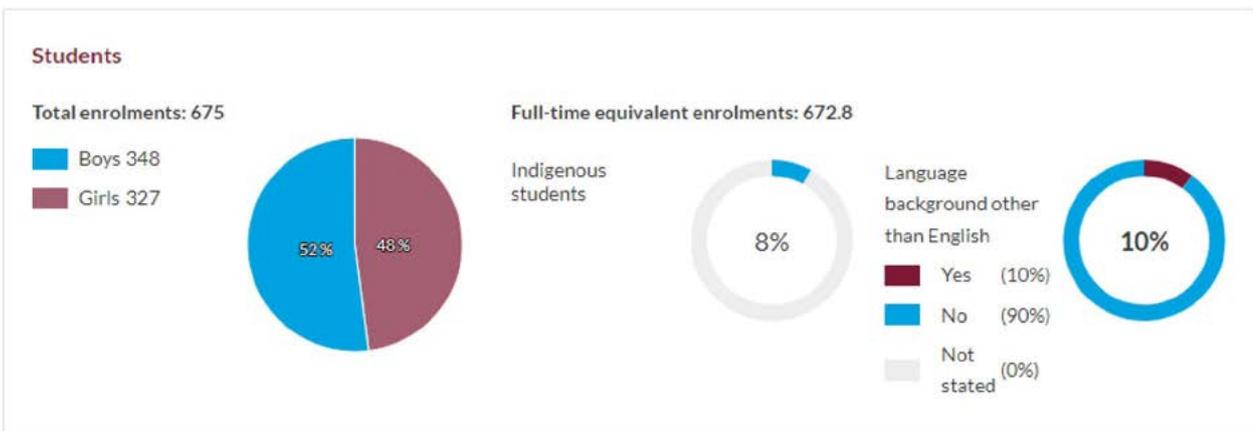
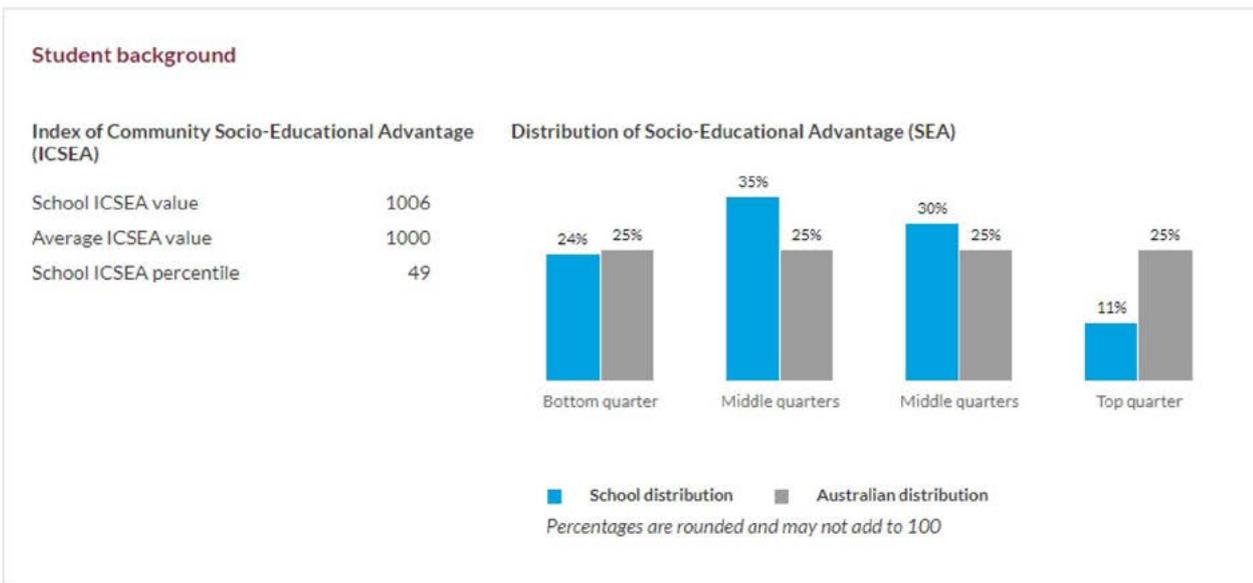
The Unity bus services from Mount Pleasant and Swan Reach areas continued to grow in 2021 and we are looking to introduce a new run to Karoonda in 2022.



Enrolments

This report is based on our 2021 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.

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



Attendance Report

Since 2015 the Commonwealth Government has required schools to provide snapshots of attendance recorded at regular periods. These were taken at regular intervals throughout Semester 1 (roughly the first 2 terms) and again in Term 3. Results were reported online to DEEWR (Department of Education, Employment and Workplace Relations) and are available through the My School website.

Term 3 data has not been published due to extensive COVID-related disruptions during this period for a number of jurisdictions.

We are also required to advise and report on Indigenous attendance separate to our overall attendance figure and that data is included in the tables. Please note that these reports are only required to be based on students in Years 1-10.

Indigenous attendance data is not a particularly accurate analysis of attendance as the students in our CASLAU program attend for fewer weeks each term. This is in recognition of their distance from home and we ensure they have extended breaks when they return to their community in Areyonga. While living in Murray Bridge, the NT students have virtually 100% attendance with very few days missed.

Student attendances at Unity are recorded electronically during Home Group and for each lesson, providing a clearer picture of student attendance, taking into account part days where students may attend medical appointments etc.

Student attendance percentage rate	Semester 1
All students	92%
Indigenous students	88%
Non-Indigenous students	92%
Student attendance level (Proportion of students attending 90% or more of the time)	Percent
All students	74%
Indigenous students	57%
Non-Indigenous students	75%

When a student has an unexplained absence a text message is automatically sent to the caregiver. Once they reply this data is entered into our attendance system.

NAPLAN

STUDENT OUTCOMES

Unity's NAPLAN results for 2021 are now available on the My School website. We strongly advocate to families that NAPLAN is just one indicator of a student's progress and should not be used in isolation. Families are encouraged to continue to follow their child's progress via the continual reporting models that are accessible on the college parent portal in Daymap.

For the purpose of the continuity of this report I have used the Reading charts as an indicator of growth, comparable to other like schools. Unity College is the blue line. Other areas (Numeracy etc) can be viewed on the My School website.

NAPLAN RESULTS Reading
Year 3 (2019) to Year 5 (2021)



Select categories:

- Selected school
- Students with the same starting score and similar background (i)
- All Australian students

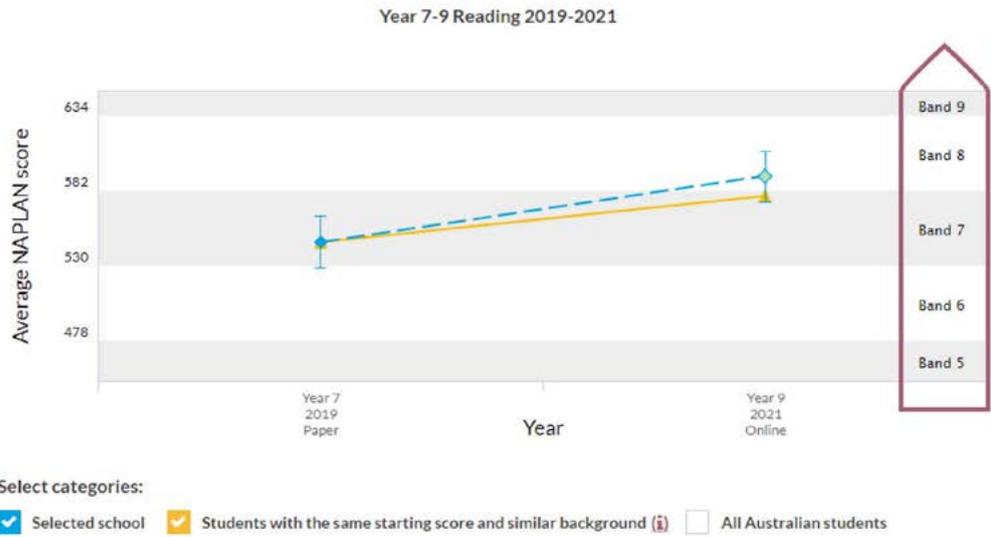
Year 5 (2019) to Year 7 (2021)



Select categories:

- Selected school
- Students with the same starting score and similar background (i)
- All Australian students

Year 7 (2019) to
Year 9 (2021)



STUDENT RESULTS OVER TIME

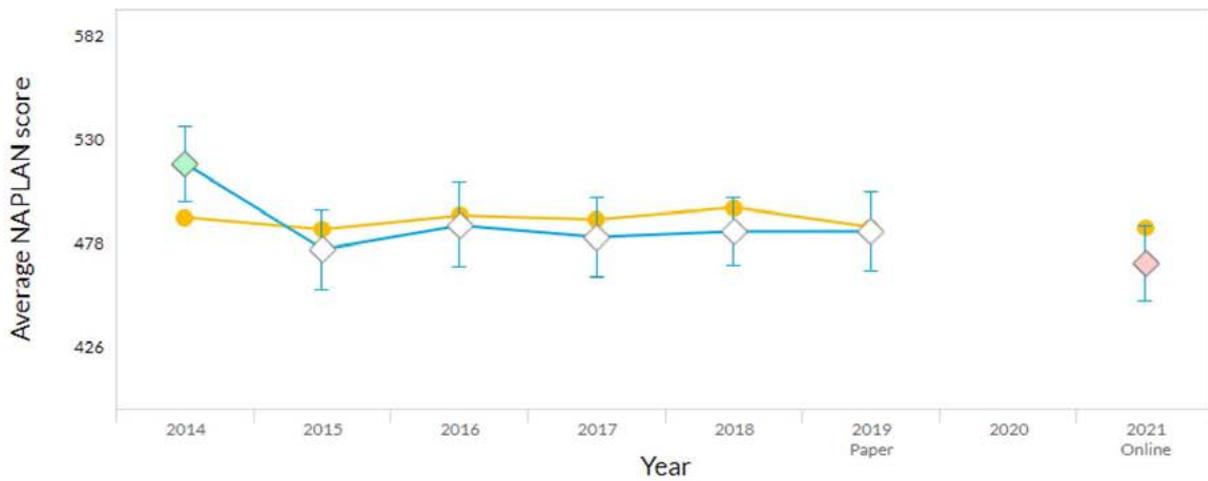
The graph below shows the average NAPLAN score for all students at the school in each domain over time, compared to the average score of students with a similar background



Year 5 ▼ Reading ▼ Submit



Year 5 Reading



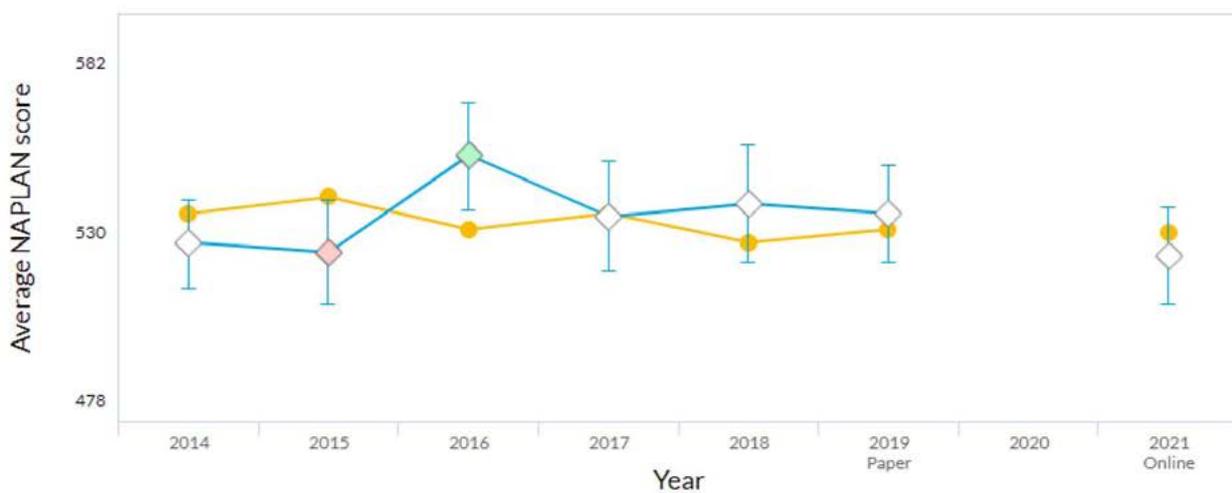
Select categories:

- Selected school
 Students with similar background
 All Australian students

Year 7 ▼ Reading ▼ Submit



Year 7 Reading



Select categories:

- Selected school
 Students with similar background
 All Australian students

NAPLAN cont...

The Australian Government My School Website uses a number of varying criteria particularly with NAPLAN – one of which is comparing the school results for ‘like’ schools. This takes into consideration a number of factors and includes socio-economic background, school size, ethnic diversity, rural vs urban location etc. While virtually impossible to compare one school to another it does provide some indicators that may be of use when assessing our curriculum effectiveness.

Below is a table from the My School website that provides a snapshot across the areas that are tested in the NAPLAN – Reading, Writing, Spelling, Grammar and Numeracy. It is always the aim of teaching staff to improve the outcomes for our students, and tools such as this NAPLAN data is just one that can be utilized to analyse and improve our pedagogy.

Compared to schools with similar students:

	2016	2017	2018	2019	2020	2021
			<< >>			
Compare to	<input checked="" type="radio"/> Students with similar background		<input type="radio"/> All Australian students			
	Reading	Writing	Spelling	Grammar	Numeracy	
Year 3	397	392	400	385	380	
Year 5	473	452	466	448	470	
Year 7	526	515	526	517	531	
Year 9	585	568	563	570	595	

NAPLAN participation for this school is 96%

NAPLAN participation for all Australian students is 95%

Interpreting the table

Selected school's average when compared to students with a similar background

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

Academic Outcomes

Of the 49 students completing Year 12 in 2021, 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 34 students who were eligible for an ATAR. 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 2021 is **Jaidyn Willis** who received an ATAR of 98.2. We congratulate Jaidyn on his achievement. Jaidyn received his Dux Award at the 2022 Term 2 Opening Service on Monday 2 May 2022. A total of 6 students achieved an ATAR above 90. It is worth noting that 66% of all grades achieved by the Class of 2020 were A and B grades.

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 12% (12% = 90+)
- + 80 - 89 16% (29% = 80+)
- + 70 - 79 16% (45% = 70+)

A variety of awards are presented to students at Unity College to acknowledge and encourage their learning. 2021 has been 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 we 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 2021:

2021 SENIOR AWARDS

UCOS Christian Leadership Award: **Zoey Roberts**

Friends Supporting Unity (FSU) Service Award: **Jacob Bailey**

Tracey Venning Memorial Award: **Alisha Barton**

ADF Long Tan Youth Leadership Award: **Molly Bretag** (Year 12), **Baxter Gierus-Heintze** (Year 10)

ADF Long Tan Future Innovators Award: **Jaidyn Willis** (Year 12), **Riley Franke** (Year 10)

Order of Australia Merit Award: **Lachlan Thomas** (Year 12)

Olympic Change-Maker Award: **Lachlan Thomas**

Ampol Best All Rounder: **Kara Reed**

Lutheran Women's Award: **Jasmine Haggie**

Environmental Award: **Sarah Frahn**

Journey Award: **James Griffiths**

VET in SACE

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

- + 69% of Year 12 students completed VET as part of their SACE
- + 51% of Year 12 students completed a Certificate III qualification
- + 3 students 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.

VET Off-site placements for 2021 were undertaken at various locations and businesses including Bowhill Engineering, Bridgeland Motorcycles, MB Veterinary Clinic, Derringers Music, AMW Fabrications, Rivercity Trailers, Inner Soul Physical Rehabilitation, Keito Events, Masons Real Estate, Medical Imaging Murray Bridge, Kennewell CNC Machining, Neverfold Fitness

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

While some students have successfully gained employment, traineeships or apprenticeships, there are a variety of tertiary courses in 2021 that graduates will be undertaking including:

- + Bachelor of Speech Pathology
- + Bachelor of Human Movement/Nutrition
- + Bachelor of Mechanical Engineering
- + Bachelor of Nutrition & Dietetics
- + Bachelor of Marketing & Communication
- + Bachelor of Info Technology
- + Bachelor of Business (Tour & Event Management)
- + Bachelor of Secondary Education
- + Bachelor of Commerce (Accounting)
- + Bachelor of Nursing
- + Bachelor of Science (Biomedical)
- + Bachelor of Physiotherapy
- + Bachelor of Arts
- + Bachelor of Exercise & Sport Science/Bachelor of Psychology
- + Bachelor of Health & Medical Science
- + Bachelor of Agricultural Science
- + Bachelor of Human Movement/Teaching

Extra-Curricular

Unity College is delighted to offer a range of Extra and Co-curricular activities and programs to enrich the lives of our 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 at Unity is the Service Learning aspect where students across the school learn the value of serving their community whether locally, the wider Australian community and overseas.

In 2021 unfortunately we were unable to take part in our Service Learning trips to Areyonga, Indonesia and Japan due to travel restrictions.

Some of the 2021 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
- + SAPSASSA sports
- + Knock out sports
- + Homework Club
- + Music Ensembles
- + Peer Support
- + Hospitality Catering
- + Easter Devotions
- + Sporting activities
- + AG Show Teams

As part of our commitment to providing an education to all our students, 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
- + Road Awareness Education
- + Drug Education
- + Senior School Tutoring

Staffing Report

Teaching staff at Unity remained relatively stable throughout 2021 and we welcomed the following staff to our community:

- ✦ Jeff Harrison - Year 4 teacher
- ✦ Matthew Butler - Year 5 teacher
- ✦ Christi-Ann Moody - Japanese teacher
- ✦ Tessa Grant - Maths/Science/PE
- ✦ Jessica Herrmann - English/HASS/WWP
- ✦ Amy Martin - English/HASS
- ✦ Scott Spargo - Maths/Science
- ✦ Adam Croxford - Maths/Science
- ✦ Michael Wegener - Maths/Science/PE

Teaching staff for whom 2021 was their last year at Unity College were:

- ✦ Elizabeth Marsh (end of contract)
- ✦ Christi-Ann Moody - Japanese teacher
- ✦ Matthew Butler - Year 5 teacher
- ✦ Rob Donaldson - PE/Science/HASS teacher
- ✦ John deHass - Junior School teacher
- ✦ Sue Austin - Junior School teacher
- ✦ Corrin Townsend - Head of Middle School

Staff on extended leave in 2021:

- ✦ Bethany Hein
- ✦ Caroline Dennis-Harvey
- ✦ Gemma Simounds
- ✦ Olivia Bolt
- ✦ Jessica Cornish
- ✦ Kathleen Wishart

We offer Professional Development opportunities for staff with a good portion of the Professional Development program occurring during what is known as 'Retreat Week'. While this provides an additional week of holidays for 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 our teaching staff possessing strong qualifications that meet the stringent professional standards as required by the Teachers Registration Board (TRB) of South Australia. Below is a snapshot of our teaching staff qualifications as at August Census:

TEACHING STAFF SUMMARY 2021

Degrees	No		
Certificates	13	<i>Note: Data is inclusive of staff currently on Leave/Parenting Leave etc</i>	Teaching Staff with more than 1 degree
Graduate Certificates	6		
Diplomas	11		
Associate Diplomas	1		Total Teaching Staff
Graduate Diplomas	17		Indigenous Teaching Staff
Bachelor	69		
Masters	19		Teaching Staff on Parenting/Extended Leave
Doctorate	4		
			50
			62
			1
			3

Parent Satisfaction

We Involve – Unity involves parents and the wider community in student learning as it ‘takes a village to raise a child.’

Unity College continues to work in partnership with families to prepare the young people in our care for the future. Each year a number of opportunities are provided for feedback including parent surveys which assist in forming plans and reviewing progress each year. Of the parents who completed the Year 12 Parent Exit Survey, 100% were either ‘completely satisfied’ or ‘mostly satisfied’ with the overall education experience their child had received at Unity College.

Comments and feedback included in the Year 12 Parent Exit survey included:

- ✦ Good school - boys loved the learning and extra-curricular activities/environment. They have made some great lifelong friends. From what I have seen the School deals with poor student behaviour. School is inclusive. Teachers are caring and want to see each student reach their potential. Thought yr12 formal, graduation and last day were well organised
- ✦ Amazing. Staff/Teachers/ Subjects / Facilities - ticked all the boxes
- ✦ A very approachable school with good morals and every denomination is excepted. The support that my child has received is fantastic it was the best decision to switch from a public school that did not care for supporting the child to do the best they can
- ✦ Book in for a tour! We found it was a good fit for our student. The teachers cared and the pastoral care support was great during tough times
- ✦ I would say that we have absolutely loved the whole school experience here at Unity. We have had 2 children go through R-12 and they have loved every minute. They have felt a sense of belonging to a school community with similar values to what we have had at home. Cannot really fault it
- ✦ Very supportive
- ✦ A caring and nurturing school. Excellent facilities. Good choice of subjects. Some exceptional teachers. Good leadership
- ✦ It is a school with excellent facilities and caring staff and teachers who care about the students. Whilst all schools have their share of behaviour problems, Unity is generally a school with minimal serious behaviour issues. To have a quality school within our community without having to send our children to Adelaide and away from our home/family life has been totally fantastic for us and this is a huge selling point in my opinion
- ✦ Caring, supportive of students know matter what their ability or future goal is. Very impressed how Unity supports each student’s individual pathway while still trying to get the best out of each student
- ✦ Would recommend as a school that cares
- ✦ Teachers have always communicated via email/phone calls whenever necessary
- ✦ Thankyou to all those that have been somewhat involved in both our children’s schooling. We have been very blessed to be part of such a beautiful and caring learning environment where our children have blossomed into caring young adults
- ✦ Appreciate the care given towards each student & each one treated as an individual
- ✦ Unity is a great school. Anyone involved should be very proud

Financial Summary

With continued strong enrolment growth, the development of both educational programs and learning facilities remains a key focus for the College.

Resources continue to be invested into key areas such as student learning support, the refurbishment and upgrading of campus learning areas along with on-going improvements to our agricultural facilities and our extensive grounds - all key assets of Unity College.

The Finance team remain focused on ensuring that accessibility to education at Unity remains a key priority. Further rationalisation of fee structures has continued to deliver comparatively low fee outcomes for families, with changes in fees consistently below 'Cost of Living' (CPI) measures.

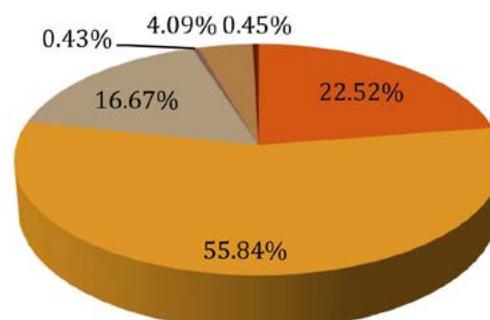
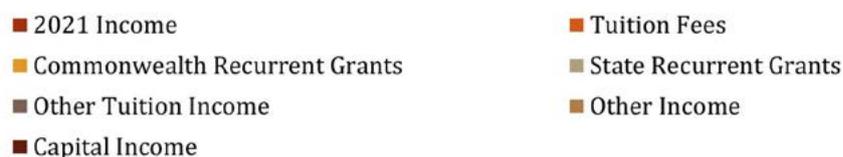
Unity College continues to enjoy many strong partnerships with regional businesses, professional, community and sporting organisations. These relationships serve to provide not only educational opportunities for our students but also facilities that can be utilised by individuals and groups throughout 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 continue to consolidate and build our financial position into the future.

Below is a summary of our Recurrent & Capital Income for 2021.

2021 Income	
Tuition Fees	\$3,376,572.00
Commonwealth Recurrent Grants	\$8,371,198.00
State Recurrent Grants	\$2,499,660.00
Other Tuition Income	\$63,842.00
Other Income	\$613,100.00
Capital Income	\$68,061.00
Total Income	\$14,992,433.00

Recurrent & Capital Income



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 running and management of the College to the Principal. Council is involved in ensuring that the Strategic Plans, policies and statutory regulations governing a school are met and acquitted with due diligence.

Sitting on this Council in 2021 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 2021, all online. The member’s attendances are recorded as follows:

Lutheran Members	Mtgs attended 2021
James Bormann (Chair)	8
Matt Kruschel (Vice Chair)	8
Tracey Woidt	7
Sonia Schutz	6
Greg Herrmann	6
Bronwyn Schirmer	3
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 2021 in June and a Special General meeting in October to discuss Unity College’s Board only new constitution to commence in 2022.

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



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