



Annual Report 2023

Sattler Christian College

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OVERVIEW

Our School

Located in rural area of Darwin, Sattler Christian College is set in rural acreage surroundings. Sattler Christian College offers programs from Early Learning Centre to Year 11 in 2023 and commencing Year 12 in 2024 with a projected site enrolment of 241 enrolments. Many of our classes are waitlisted, with some spaces in a few year groups. Sattler Christian College's motto is "Changing lives". Our deep hope is to change lives at all times, in all things, for generations to come, to the glory of Jesus Christ. We provide an education that is genuinely, not tokenistically, infused with the values, morals, ethics, practices and beliefs of Christianity. Our classroom curriculum is delivered from a Christian Worldview intentionally aimed at changing lives through the student's head, heart and hands.

Sattler Christian College has grown from under 100 students in 2019 to over 240 students to commence 2024. Ignoring a population decline in the Darwin and rural areas, parents are choosing to send their children to Sattler Christian College in ever increasing numbers, and we find ourselves in a very distinct minority of NT Independent Schools experiencing enrolment growth, and have been blessed by this for 6 consecutive years, which is a remarkable achievement and in stark contrasted to NT Independent Schools in general.

Sattler Christian College's enrolment growth directly resulting from workplace strengths based cultural reforms; implementation of evidence based teaching and learning practices; leadership reform that follows positive behaviouralist strategies; whole school continuum of learning approach to the delivery of literacy and numeracy; whole school systematic approach to remediation in literacy and numeracy for students who join us in later years; and inclusive practices, like Universal Design for Learning, that cater to a diversity of backgrounds and learning needs. The protocol utilised that informs our school improvement process is called "disciplined dialogue". When looking at qualitative or quantitative data we ask: What does the data say? Why do we think the data is the way that it is? What if anything can be done about it? We then implement evidence based teaching and learning practices. We reflect on the impact of the strategies implemented and commence another reflective practice cycle.

In 2023 there were 6 classes in primary school and 5 in secondary school.

Sattler Christian College's vision is to be Christian communities, learning together to live life as God intended, offering hope for the world and is supported by our mission to seek to provide education, training and care in faithful response to the Gospel of Christ.

Our core values are:

Show Integrity

- Doing the right thing when no one is looking.
- Being honest and trustful.

Be Responsible

- Making good choices that show you care about yourself, property, belongings and our community.

Build Community

- Making others feel included and welcome.

Serve Others

- Helping other people.
- Doing something for someone else.
- Being kind.

Faithfulness in Learning

- Putting in a good effort and trying your best.
- Being consistent, diligent and persevering.

- Demonstrating curiosity and enthusiasm to discover new things or understand better.

In 2023 Sattler Christian College attempted to fill this mission through the following priorities as noted in the Annual Action Plan:

- Christian Worldview
- Spiritual Formation
- Relationships and Interactions
- Organization and culture
- Active promotion of care and wellbeing
- Learning culture
- Connected curriculum
- Assessment and reporting
- Student engagement
- Inclusion
- Staff as active learners and collaborators
- Mission and strategy
- Instructional leadership
- People and networks
- Working with Parents and community
- Partnership
- Cultural diversity
- Financial Management
- Environmental stewardship
- Human resource management

Sattler Christian College specialises in fostering a positive leadership culture, community culture and innovator of implementing disciplined dialogue frameworks for continual performance improvement cycles and evidence based teaching and learning practices. This led to 100% permanent staff retention for the year which is exceptionally rare for the Northern Territory and school enrolments at, or near, total capacity.

Sattler Christian College has one dedicated specialist learning facility Food Technology building which provides for purpose learning facilities with opportunities for flexible and broader community usage. It is expected more specialist learning facilities will be constructed in the coming years.

Campus Information	
Campus Name	Sattler Christian College
Street Address	15 Sattler Cres, Bees Creek NT 0822
Principal	Michael Tooler
Leadership Team	Linda Ormond, Bronwyn Fahey, Kirsty Savage and Odette Thurber
Vision	To be Christian communities, learning together to live life as God intended, offering hope for the world.
Mission	To seek to provide education, training and care in faithful response to the Gospel of Christ.
Students enrolled	221 Transition to Year 12
Year level range	Early Learning Centre to Year 12
Number of primary classes	6
Number of middle school classes	3
Number of senior secondary classes	2
ICSEA	991 (Quartile Distribution: Bottom 25% Lower Middle 41%, Upper Middle 26% and Top 8%)
ELC available	Yes
OSHC available	Yes at Bees Creek Primary School
Key external partnerships	<ul style="list-style-type: none"> • Northern Territory Christian Schools • Association of Independent Schools Northern Territory • Christian Education National • Australian Association of Christian Schools

Our Students

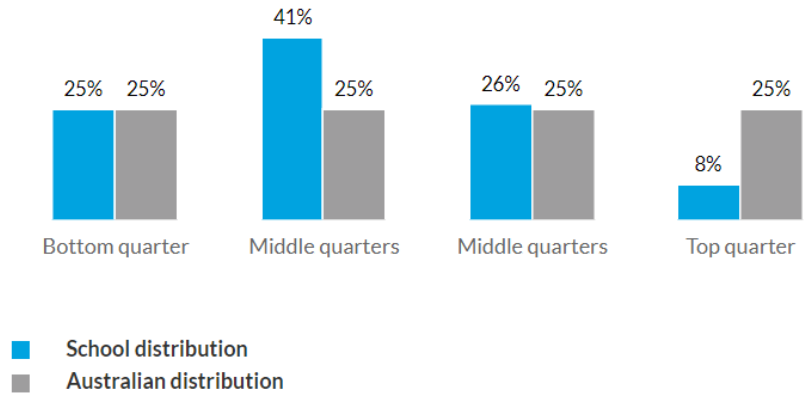
Represented below are our Transition to Year 9 cohorts Index of Community Socio-Educational Advantage and Distribution of Socio-Educational Advantage data.

Student background

Index of Community Socio-Educational Advantage (ICSEA)

School ICSEA value	991
Average ICSEA value	1000
School ICSEA percentile	42

Distribution of Socio-Educational Advantage (SEA)



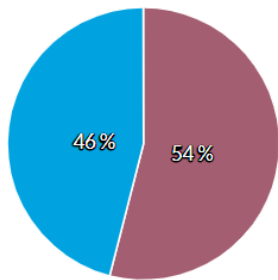
Percentages are rounded and may not add to 100

Below is our full-time student enrolments from our Transition-Year 9 cohorts.

Students

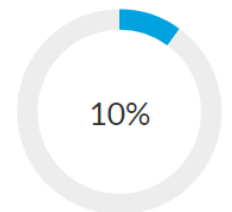
Total enrolments: 207

- Boys 95
- Girls 112



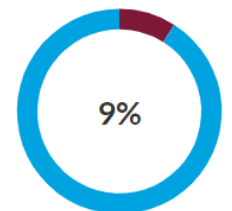
Full-time equivalent enrolments: 207.0

Indigenous students



Language background other than English

- Yes (9%)
- No (91%)
- Not stated (0%)



Sattler Christian College enrolments are largely drawn from all over the Palmerston and rural Darwin areas. The College has an Index of Community Socio-Economic Advantage (ICSEA) value of 991 with a Transition to Year 9 student distribution quartiles of Bottom 25% Lower Middle 41%, Upper Middle 26% and Top 8%.

Sattler Christian College enrolment is predominantly lower income families. The increasingly diverse demographic has 10% indigenous enrolment and 9% from a language background other than English, across multiple cultures.

Sattler Christian College had one family who were engaged with the Australian Defence Forces.

Sattler Christian College does not have a dedicated Education Support facility, however it does have dedicated staff working to support student learning needs. In 2023, 82 students had an Education Assistance Plan (EAP) or additional support to assist in their education.

Student information summary	Primary	Middle	Senior
Students enrolled	133	69	15
Aboriginal & Torres Strait Islander	7	13	2
EALD students	2	2	0
Defence students	0	1	0
NCCD students	54	28	0

Our Staff

All teaching staff met the professional standards for teachers in the Northern Territory, including having obtained appropriate qualifications for teaching and abiding by the Code of Ethics for Northern Territory teachers. Multiple teaching staff also have Master's Degrees and/or Lead Teacher certification.

Position	All Staff	
	Aboriginal / Torres Strait Islander FTE	Other FTE
Principal	0	1.0
Leadership Team	0	4.0
Primary teaching staff	0	6.0
Secondary teaching staff	0	5.4
Teacher aides	0	6.5
Administration staff	0	2.8
Maintenance staff	0	0.75
IT staff	0	0.79

Our Community

Local members are the face of NT Christian Schools in our community. Christian parents live out their daily commitment to the Lord, being a light in the world. Sattler Christian College is a non-exclusive open enrolment school to all people from any backgrounds. Our dual purposes are summarised as providing Christian Education in delivering the Australian Curriculum from a Christian Worldview and the furthering of the Christian faith.

Under the NT Christian Schools Constitution, the Sattler Christian College can establish a School Council which shall in partnership with the Board Directors in being the key community consultation group. The Council has power to:

- (i) act to uphold the firm Christian foundation of Sattler Christian College community in accordance with the Statement of Faith;
- (ii) forge effective partnerships between the parents and community and the staff; and
- (iii) perform other duties as delegated by the Directors.

Sattler Christian College Council shall report to the Directors and work with and through the Principal. Sattler Christian College Council acts to uphold the firm Christian foundation of the community in accordance with the Statement of Faith.

Sattler Christian College Council serves as protectors and promoters of the vision and mission, particularly protecting our Christian identity in line with the Statement of Faith. Council members are advocates for Biblical truth and authentic living in the community, ensuring what the College says and does is in line with Biblical principles.

Sattler Christian College Council is key in forging effective partnerships between the parents and community and the staff. This includes:

- fostering a thriving parent engagement culture,
- praying actively,
- facilitating community events,
- supporting the Principal, and
- supporting the staff.

Sattler Christian College Council is involved in developing and leading a community where everyone is encouraged to be obedient to Christ in education. This means members need to:

- Be faithful in setting a Biblical direction and example.
- Pray and apply scriptural principles.
- Enable teachers and staff to apply Biblical truth to educational and other work practices.
- Ensure quality of learning in the minds, hearts and lives of students.
- Develop a sense of community among parents, staff and students.
- Promote and protect the vision and mission of NT Christian Schools by interviewing and recommending new members.

PRINCIPAL REPORT

2023 saw for the third consecutive year in a row, new enrolment highs being set, with 2024 forecasted to be higher yet again. What a remarkable achievement for the school which was in decline prior to 2019. This unprecedented growth and fiscal improvement is so pronounced, that we are the second largest financial improver of all NT schools over the 2018-2023 period. This growth has been achieved through Sattler's unique strategic approaches undertaken which have us well on the way to tripling the number of past enrolments and it has us placed in stark contrast to declining enrolment trends elsewhere.

It has been a joy to see families find their new school home with us and be warmly embraced by the staff and school community. Parents continue to willingly choose to select a genuine and authentic faith-based schooling here. Our school culture reflects one that extends well beyond our Christian classroom curriculum, it encompasses all of our interactions and expectations we have in our community with each other. We do that so that Jesus is glorified in all aspects of the school, in all that we do, as we serve one another in changing lives for generations to come.

The Christian community culture was clearly on display at the Father's Day community breakfast which was the biggest event of its kind we've ever had, the staff were truly blown away by it! Staff prepared and catered for the whole event designed to be a blessing to the community and it was a credit to them. Other great highlights in Primary were the Tournament of the Minds, Harmony Day, Do it for Dolly Day, Book Character Day and Water Fun Day. Primary also ran many camps, excursions and specialist sporting incursions. Secondary too had a blast with local, interstate and national camping programs, a Robin Hood Production, Book Week activities and team building connection days. Secondary students have never had more electives to choose from which further expands in 2024 and benefitted from specialist sporting incursions.

After sustained advocacy, a significant improvement in the number of digital devices occurred in 2023. Preparations were also undertaken for our historic first of being a single year structured school from Transition to Year 12. With talk of Year 12 being considered on and off at Sattler Christian College for decades, 2024 sees it delivered upon!

Another testament to our culture is that 100% of 2023 current permanent teachers, teacher aides, leaders and office administration staff, have returned for 2024, a remarkable achievement considering high staff turnover that exists in the NT.

Strategic cultural reforms in governance, leadership, operations, behaviour management, fiscal management and learning support have been key pillars in the success story. These reforms are embodied in the continuous reflective cycle we pursue to ensure our practices are data informed with the Disciplined Dialogue process.

The systematic delivery of literacy and numeracy programs again led to our NAPLAN results significantly higher than private and public schools in our area. Our communication culture of Manners Before Matters and our Bullying and Harassment Prevention Plan strategies continue to be key social pillars, and when coupled to classroom management techniques, ensured staff are supported and the learning environment is orderly so that students can learn without distraction. Ultimately parents know that their children are safe in our community.

I'm always excited by our Christian formational learning in our primary department and our transformational learning in our secondary department. Students are given the opportunity every lesson to hear the Gospel of Jesus Christ and see how the timeless and living Word of God can be applied in all topics and how this Christian worldview is God's best plan for each of us, our community, our families and creation.

Sattler seeks to collectively live the Bible here, not just hear of it, as Romans 12:2 teaches do not conform to the pattern of this world, but be transformed by the renewing of your mind. Then you will be able to test and approve what God's will is—his good, pleasing and perfect will.

Blessings,

Michael Tooler

Principal Sattler Christian College



ANNUAL ACTION PLAN

Our main goals in the 2023 Annual Action Plan included:

- Culture shaping of all staff, departments and community.
- Celebration of significant events.
- Parent faith evenings once a semester.
- Partnering with parents.
- To strengthen our care for one another by developing a culture that places high importance on staff being valued, actively engaged and professionally developed.
- The school and classroom environment is conducive to optimal learning and safety.
- To strengthen the clarity and adherence to our pastoral care and wellbeing practices.
- Student, teacher and parent discussions display high expectations they have of each other and of themselves.
- Teachers work in partnership with parents and students; teachers, parents and students meet frequently and communicate regularly to discuss learning.
- Students receive comprehensive, timely and meaningful feedback which provides motivation and scaffolds new learning.
- Ongoing communication, including formal reports, allows students, teachers and parents to effectively monitor student learning.
- Teachers access help and support to evaluate their teaching and address areas where they need to build expertise.
- To strengthen the learning experiences for students with additional needs at Sattler Christian College.
- Active and ongoing professional appraisal (by self and others), reflection and targeted professional learning.
- Students take leadership roles (with support) in student leadership, outreach and service.
- To strengthen the culture of life-long learning for staff and students.
- Leaders continuously monitor the quality of teaching across the entire school and provide mentoring and other forms of support as required.
- Deepening of relationships of trust, respect and mutual support between and among teachers, support staff and students, and outwards to parents and the community.
- Parents are engaged in school council in ways that maintain and strengthen the mission and vision of the school for Christian education.
- Teaching teams actively encourage, facilitate and welcome parent and volunteer involvement in learning.
- The school builds productive relationships with individuals, groups, enterprises and agencies from both the local and the wider communities, to enhance educational opportunities for students.
- Student successes, opinions and cultures are on display.
- School facilities are used by a variety of cultural groups.
- Budget development processes and financial content and accountability procedures that are coherent, comprehensively documented, highly organized and regularly reviewed.
- Audit reports and other data used to inform continual improvement in the effective management of the school's resources.
- Playground environment maintenance has direct action around the school and, where appropriate, within the community.

- Deployment of staff in accordance with job descriptions, school needs and relevant legislation and agreements.

We are very pleased with the progress made in the vast majority of identified areas that were targeted in 2023. Strategies successfully implemented to gain success and continued school growth and community integration included:

- New staff completing in Term 1 professional development of; Paul Tripp's *Your Christian School: A Culture of Grace?* Manners Before Matters: *Communication Culture* and Bill Rodger's *Cracking the Hard Class*.
- Clifton Strengths was embedded throughout school staff culture and interactions.
- Clifton Strengths coaching with staff, team strengths analysed and coached with leaders.
- Leaders appraised themselves and implemented John Maxwell's *5 Levels of Leadership* practices.
- All community received *Manners Before Matters: Communication Culture* documentation.
- School's vision and mission communicated at key events.
- Celebration of significant Christian traditions and community occasions are well planned and communicated and centered on the gospel.
- Issuing, reviewing and actioning NTCS staff and parent surveys.
- Staff provided access to external agencies on a needs basis.
- School refines procedures for welfare and behavioral matters.
- Vape detectors installed accompanied with a zero tolerance approach.
- SCC Informational Handbooks refined and distributed to staff and community.
- Diagnostic feedback for intervention and benchmarking to inform teaching practice utilised.
- Evidence based pedagogical practices implemented by classroom teachers.
- Disciplined dialogue undertaken to review data and inform practices in reflective practice cycles.
- School staff develop incursions and external organisations involvement onsite.
- Review of Transition - Year 12 fees, ELC fees, Before and After School Care fees and inclusions with NTCS finance staff.
- TechOne finance and payroll training for all staff undertaken.

In 2024 some key considerations will be to reestablish a healthy school council which will operate as a sub committee of the Board and which utilises the School Council handbook as its guide for practice. Individual staff professional growth plans will also be implemented with regular feedback and will supplement the current staff Work Life Survey undertaken quarterly. The NT Christian School Teacher Growth Roadmap will be implemented throughout 2024 also. An increase in leadership appointments, ancillary staffing and capital resource provision will be advocated for to ensure sustainable operations and positive experiences for all community stakeholders occurs.

STUDENT ENROLMENT, ATTENDANCE AND LEARNING

Attendance & Enrolment

Year Level	Previous Year				Reporting Year			
	Aboriginal Students		All Students		Aboriginal Students		All Students	
	Enrolment	Attendance %	Enrolment	Attendance %	Enrolment	Attendance %	Enrolment	Attendance %
T	2	100	18	83	1	100	18	83
1	1	100	21	86	1	100	15	87
2	1	100	19	75	1	100	22	86
3	1	100	20	85	1	100	19	79
4	3	67	18	83	1	100	23	87
5	0	0	12	84	2	100	20	80
6	6	83	21	81	0	0	16	88
7	2	100	26	85	6	67	23	78
8	2	100	22	82	4	75	27	85
9	2	100	8	75	3	67	19	79
10	0	0	11	73	1	100	7	86
11					1	100	8	75
12								
All					22		217	

Non-Attendance

Contact is made with families and mandatory reporting of non-attendees is undertaken by administration staff.

Senior Secondary Learning

Senior Secondary Outcomes [include where applicable]	Percentage
Students in Year 12 undertaking vocational or trade training	No Year 12 in 2023
Students in Year 12 attaining a Year 12 certificate or equivalent VET qualification	No Year 12 in 2023

Student Destinations	University	VET	Apprenticeship / Traineeship	Employment	Other
Year 10					
Year 11			1		
Year 12					

NAPLAN

NAPLAN RESULTS 2023

READING					
Year level	Average score School	Average score NT	% of students Needs Additional Support	% of students Developing	% of students Strong & Exceeding
Year 3	394	329.6	11.11	22.22	66.67
Year 5	483	427.2	0	44.44	55.56
Year 7	537	466.6	8.33	12.50	79.20
Year 9	553	501.2	9.52	36.36	54.12
WRITING					
Year level	Average score School	Average score NT	% of students Needs Additional Support	% of students Developing	% of students Strong & Exceeding
Year 3	379	335.3	18.75	18.75	62.50
Year 5	475	402.6	5.56	27.78	66.67
Year 7	537	446.9	4.17	41.67	54.16
Year 9	553	484.0	9.52	36.36	54.12
SPELLING					
Year level	Average score School	Average score NT	% of students Needs Additional Support	% of students Developing	% of students Strong & Exceeding
Year 3	362	315.2	16.67	55.56	72.23
Year 5	480	415.6	5.56	33.33	61.11
Year 7	521	464.5	12.5	29.17	58.33
Year 9	533	508.1	14.29	23.80	61.90
GRAMMAR AND PUNCTUATION					
Year level	Average score School	Average score NT	% of students Needs Additional Support	% of students Developing	% of students Strong & Exceeding
Year 3	353	327.6	33.33	38.89	27.78
Year 5	478	424.2	5.56	33.33	61.11
Year 7	523	463.0	12.5	33.33	54.17
Year 9	524	479.5	14.29	42.86	42.85
NUMERACY					
Year level	Average score School	Average score NT	% of students Needs Additional Support	% of students Developing	% of students Strong & Exceeding
Year 3	372	337.1	5.56	44.44	50.00
Year 5	465	416.1	0.00	44.44	55.56
Year 7	522	461.6	8.33	25.00	66.66
Year 9	542	499.4	9.52	38.10	52.38

SCHOOL SURVEY RESULTS

Parent Responses

	Top 10 areas of strength		Top 10 areas for growth	
	Question	%	Question	%
1	The school buildings and grounds are attractive and well-maintained.	86.67	The learning program assists students who struggle to learn to reach their full potential.	64
2	Students respect the principal.	85.33	Students are well prepared to leave school for further study.	64.67
3	The principal encourages a positive atmosphere in this school	83.33	I understand the role of Christian parents in the governance of the school.	64.67
4	Students have positive relationships with their peers.	82.00	I have a good understanding of the role of the School Council.	65.33
5	Students feel comfortable in openly expressing their faith.	82.00	The range of co-curricular offerings is excellent.	66.00
6	The principal articulates a clear commitment to the school's Christian foundations.	82.00	I feel adequately informed about what the Board of NT Christian Schools is and does.	66.00
7	The spiritual life of the school is appropriately demonstrated in formal events and ceremonies.	82.00	The learning program offered at this school meets the needs of individual students.	66.67
8	Students respect their teachers.	81.33	The learning program assists more gifted and talented students to reach their full potential.	67.33
9	Teachers know and care for their students.	81.33	Students are enthusiastic about their learning.	68.67
10	Students from different backgrounds and cultures are treated equally at this school.	80.00	Students are enthusiastic about their learning.	69.33

Staff Responses

	Top 10 areas of strength		Top 10 areas for growth	
	Item	%	Item	%
1	I support the school's Christian vision and values.	98	We have excellent technology support for teachers in the classroom.	57
2	I feel that my personal faith and values are well aligned with those of the school.	97	We have excellent access to technology to support learning.	59
3	Students are treated fairly at this school.	97	The NT Christian School Board oversees school resources/facilities effectively.	60
4	I support the school's approach to teaching and learning.	93	The learning program assists more gifted and talented students to reach their full potential.	61
5	Students from different backgrounds and cultures are treated equally at this school.	93	I feel adequately informed about what the NT Christian School Office does.	61
6	Teachers in this school are excellent Christian role models.	92	I feel adequately informed about what the NT Christian School Board is and does.	61
7	I teach in my area of expertise at least 80% of the time.	92	Students have high academic aspirations.	63
8	The school encourages the development of faith in its Students.	91	I have confidence in the support of my school from the NT Christian School Office.	63
9	The principal articulates a clear commitment to the school's Biblical foundations and Christian worldview.	91	Parents have high expectations for their child/ren.	64
10	Christian perspectives are strongly embedded in the curriculum.	90	The NT Christian School Board oversees the school finances effectively.	64