



COURAGE is...
Facing your fears

HOPE is...

COURAGE is...
• Forgiveness
• Trusting

LOVE
Love is
Helping others
and making

FORGIVENESS is...
Learning from
your mistakes

HOPE is...
Believing in yourself
and others

The Endeavour Way

ENDEAVOUR
COLLEGE



2016 School Performance Report



CONTEXTUAL INFORMATION

ENDEAVOUR COLLEGE opened in 1998, intentionally and strategically located in Mawson Lakes to deliver our students unrivalled access to academic and cultural facilities, in addition to innovative multi-media technology and sporting facilities through partnerships with UniSA and the business community. Endeavour College is also a member of the Connected Schools partnership which provides a pathway from K-12 and includes: Salisbury Kindergarten, Golden Grove Lutheran Primary, Good Shepherd Lutheran Primary, and St Paul Lutheran Primary.

Endeavour College is a school of the Lutheran Church in Australia. 'A Christian environment for each student and staff member to develop their God-given abilities for LIFE and community' (Mission Statement).

A non-government co-educational secondary school, Endeavour educates students from Years 7 to 12.

Endeavour College specializes in providing a quality education for all students, in a caring Christian community.

Student numbers in 2016: 601 students
 Boys 311
 Girls 290

Indigenous Students: 8

Students who speak English as a Second Language: 125

Students with recorded disabilities: 17

Students come from a diverse range of backgrounds and cultural heritages which are equally valued, respected and celebrated. Students with special needs are supported in the classroom, and are also provided individual assistance as required. All students, including gifted students, are provided with opportunities to engage in activities which extend and challenge them in their learning.

STUDENT PERSONAL DEVELOPMENT

CHRISTIAN VALUES

Endeavour strives toward achieving its mission statement, recognising that each student has special gifts and talents that can be developed and enhanced in and through their education pathway. Our devotional and worship life equips students to understand and develop Christian values which help contribute to our school and the broader community.

In 2016, the values that underpin The Endeavour Way of Love, Courage, Forgiveness and Hope continued to be taught and modelled implicitly through our teaching programs and relationships with each other.

Our curriculum supports the College's Christian values through the Christian Living program, which all students undertake from Years 7-12. Students learn about Christianity and have opportunities to put their faith into action through service activities such as visiting people in retirement homes and raising money through various activities, including for our Compassion Australia sponsor children.

In 2016, our Year 12 students were engaged in the MAX program where they met regularly in small groups to discuss issues surrounding spirituality and faith development. This culminated in a Spiritual Retreat, providing an opportunity to further explore their faith and lifestyle questions.

College staff were engaged in community service within the school grounds itself by re-establishing Endeavour Way paintings and decorations around the school and developing a food garden, as well as working at a local Habitat for Humanity housing project. During 2016, staff and students from each of our Villages took turns to visit and assist with the Breakfast Program at Ingle Farm Primary School. Students were also encouraged to participate in an extra curricula activity at Ingle Farm Primary once a week in place of Vista Sport.



PASTORAL CARE & WELLBEING of STUDENTS & STAFF

Our Pastoral Care (Village) program is vertically structured, resembling a family. Students enter the Village in Year 7, as the younger member of the Year 7-12 family, and are mentored by students across all year levels, as well as by their Village teacher. The student remains in the Village from Year 7-12. Each student's growth is enhanced as Village teachers and parents work together to support the education of the student. Peer Support is an influential program where Year 11 students mentor Year 7 students to assist their integration into the Endeavour community. Year 11 students develop leadership skills while supporting their younger peers to assimilate to secondary school life.

The Voyage is a personal development program for Year 9 students. In this program the students are split into single gender classes to begin a voyage of discovery about themselves and who they wish to become. It begins with a 'Calling' as a symbolic beginning to their year and concludes with 'The Arrival' ceremony at the end of the year.

Year 10 students undertake the Personal Learning Plan together with Work Education classes and work experience which prepares them for senior school and the 'pathways' ahead. They are also involved in three Health and Wellbeing days with the theme of Values in place of a camp. These days include guest speakers from organisations such as Sammy D Foundation, Carly Ryan Foundation and SA Police to inform and assist students in making good choices through their values in life, as well as personal reflection time, group work and information giving.

The College camps program is a valuable opportunity to develop relationships and connections. Years 7, 9 and 11 have a themed camp. These are under the banners of Friendship, Identity, and Leadership respectively. Year 12 students have a time of Reflection on their midyear retreat, while Year 8 students have a variety of days based on the theme of Belonging. The purpose of these camps and activity days is to combine enjoyable and challenging activities for the students, together with opportunities for reflection and personal growth.

E-learning, online safety and cyber bullying is tackled in a variety of ways. Presentations from the SA Police, drama companies and student performances at assemblies and Chapel services, as well as continued curriculum based activities, all form part of our strategy for care and education in these matters.

Restorative Practices and The Endeavour Way continue to be deliberately introduced and developed to staff, students and parents. Continual professional development for staff and changes to student engagement processes have taken place as this practice has been embedded in our community. Students, staff and parents are informed of restorative practices and strategies via assemblies, newsletters and information nights. Additionally, specific Year Level activities have been developed for Years 7-11, to support and reinforce the meaning of The Endeavour Way and encourage actions and attitudes which display the values of Love, Hope, Courage and Forgiveness in everyday life.

Parent evenings have been increased in 2016 (e.g. Year 7 & 8 Family BBQ, Transition Information Night, extended Learning Conversations and 'Out of the Box' nights) to build stronger relationships between parents and Endeavour's teachers and staff, particularly with the introduction of Year 7 students at the College at the start of 2016.

Pastoral care and wellbeing of staff is also an important aspect of our College. Through retreat days, access to professional development, staff buddy groups and the devotional life of the College we can provide opportunities to support staff.



EXTRA CURRICULAR ACTIVITIES

A range of sporting opportunities are available to students through the Weekly Vista Competition and the Vista Carnivals. Sports included are: Basketball, Netball, Soccer, Table Tennis, Badminton, Football, Cricket, Tennis and many others.

The Open Girls Division 2 Volleyball team won their carnival as did the Open Boys Basketball team who won their weekly competition. The Year 8 & 9 Girls SACS Soccer team also won their carnival.

Success also came with the Endeavour Open Boys Badminton team who came second in their weekly competition while the Year 10 Boy Super 8s Cricket Team came second in their carnival. A highlight of the year was the tremendous success of the Open Boys Basketball Knockout team. They played throughout first semester and then competed in the finals in Term 3. They narrowly lost to the eventual winners and came 4th overall in the state.

More than 50% of Endeavour College students were involved in these interschool competitions, in addition to our annual Endeavour Swimming Carnival and Athletics Day. Students also competed in the interschool SSSSA Swimming and Athletics Carnivals.

The inclusion of a Year 7 cohort brought with it the need to also develop a co-curricular sports program which dovetailed with both existing South Australian Primary School Sports structures as well as develop our own unique Endeavour Year 7 Sport identity. As such, students had the opportunity to take part in SAPSASA events, knock out competitions and be part of the after-school Community Sport program.

Students have enjoyed and excelled in the sporting opportunities provided with many representing the state in their chosen sports. These areas have included, swimming, soccer, basketball and judo.

We had eight Year 7s chosen in the Adelaide North East District Netball team, seven in the district Football team, four in the Soccer team and others with positions in Hockey, Cross Country, Athletics, Softball, Swimming, Basketball and many others.

Year 7s have the opportunity to trial and take part in the SAPSASA Knockout Competition. Teams were entered in Soccer, Basketball and Football, with our most successful being the Netball team who qualified in the finals and the Boys Knockout Soccer who made the preliminary finals.

30 students were selected to represent Adelaide, North East District in a variety of SAPSASA Sports, including AFL Football, Touch Football, Hockey, Swimming, Cross Country, Soccer, Netball, Cricket and Tennis.

The Community Sport Program has also encouraged a number of students to take part in after-school sports competitions. These sports teams are managed by the school and coached by dedicated and passionate parents. In 2016 we started two basketball teams and one netball team that will continue into 2017.

The Pedal Prix team is a highly active group of students that is supported by a large contingent of parents. Two cars were entered at the annual Murray Bridge 24 Hour Street Circuit event and the 6 Hour event at Victoria Park in July.

In 2016 Weekly Chess Club continued with casual games for existing players and basic skills for those new to Chess. The school also held the Endeavour Chess Challenge, an internal competition for all students (Year 7-12) using a heads-up knockout format. Endeavour was also part of the SA Regional competition. This was a one day competition with Endeavour being North Division Winners in Term 1 and then Runners Up in the Metro Division final in Term 4. A team competed in the State Chess Competition Final event and came 4th overall. On the day, two students received Distinction awards and one student won the Fair Play Award. Finally Endeavour was part of the Division 3 South Australian Junior Chess League, a 20 round competition over 10 fortnights with the school coming fifth overall for 2016.

Beyond the sporting, music and chess program Endeavour offered public speaking and other extra-curricular opportunities for students.



2016 Cabaret Performance

LEADERSHIP

Developing initiative and leadership skills in students is a vital component of their holistic education. All student leadership positions incorporate attendance at a program which encompasses group discussions, brainstorming workshops and strategic planning. Students are encouraged to support each other in their various roles.

From Year 7, students have the opportunity to be involved in the Student Representative Council (SRC). Leadership skills are developed in the Peer Support Program for all Year 11 students.

Various leadership positions are available in Extra Curricular areas in senior school. Endeavour elects Curricular Leaders in Music, Drama, Art, Information Technology and Audio Visual. Students can also become Library, Sport, Cultural, Health and Wellbeing, Design and Technology, Pedal Prix, and/or Spiritual Leaders, as well as the esteemed role of College Captain, and Deputy Captain



Village leaders have influence in smaller settings. Four student leaders (two Senior Years and two Middle Years) support and mentor their Village teammates through activities such as swimming and athletics carnivals, while at times implementing fundraising activities within the Village for a variety of organisations. These students also support Extra Curricular leaders in settings such as whole School Assemblies, Chapel and Worship services as well as Year Level meetings.

CULTURE

The Endeavour community places an emphasis on recognizing, accepting and celebrating different cultures. Our student Cultural Leaders continue to promote benevolent attitudes and behaviors through Village activities and initiatives such as Harmony Day and Reconciliation Week, where an opportunity arises to celebrate the various cultures of both our staff and students. This recognition is encouraged through traditional dress, food and music.

ENHANCING THE ACADEMIC

2016 saw the introduction of Year 7s as a year level at Endeavour College. This change also saw the vision of a senior years and middle years learning focus come to fruition. The academic program of middle years students is focused upon middle years educational thinking. Students have a core teacher for the majority of their classes in Year 7 and study specialist subjects in the Arts and Technologies in two term by term rotations. Students in Year 7 choose either German or Japanese to study through to the end of Year 9 in line with the Australian Curriculum. The Australian Curriculum provides the base curriculum for all year levels 7 – 11 in 2016.

Endeavour College provides a range of opportunities for students to extend their learning and develop their intellectual gifts through participation in activities outside of the regular curriculum and classroom. The Endeavour College Online Learning Interface as well as programs such as One Note provide students access to learning materials anywhere at any time. In line with our staggered roll out of Edumate, teachers in 2016 trialled the use of the Learning Alignment System (LAS) within Edumate.

The Gifted and Talented Program extends students with gifts and talents in particular areas. Teachers are supported to develop programs that will meet the needs of gifted students and students participate in a range of national and international competitions and conferences. Differentiation within the classroom is also a key factor in the students being given opportunity to develop their gifts and talents in various areas. To provide further enhancement and increase the opportunity for such students to work together, students meet together one lesson per week to work on an alternative program under the direction of the Gifted and Talented Coordinator. Students in the middle years have the opportunity to also participate in a new initiative for 2016, the Connected Schools Enrichment program. This program sees the coming together of students from both Endeavour College and our Connected Schools primary schools, with other students with gifts and talents in the focus areas for a day of intensive learning. The focus days for 2016 included Creative writing, Performing Arts and Coding. In 2016 teachers also joined the ChallenGE Project designed to assist schools in the development of best practice gifted and talents programs.

In 2016, the College's Performing Arts Learning Area presented, MEKANIKHA as the second College -wide major production. This highly successful production provided an incredible opportunity for students to work together cooperatively on a long term project. This was a joint project between the Drama, Music and Art Learning Areas. The music Learning Area also presented productions including CentreStage, the Cabaret, Senior Solo night, Year 10 Solo Night and Year 8 and 9 Music Concerts. These occasions allow students authentic opportunities to showcase their skills and gain valuable performance time.

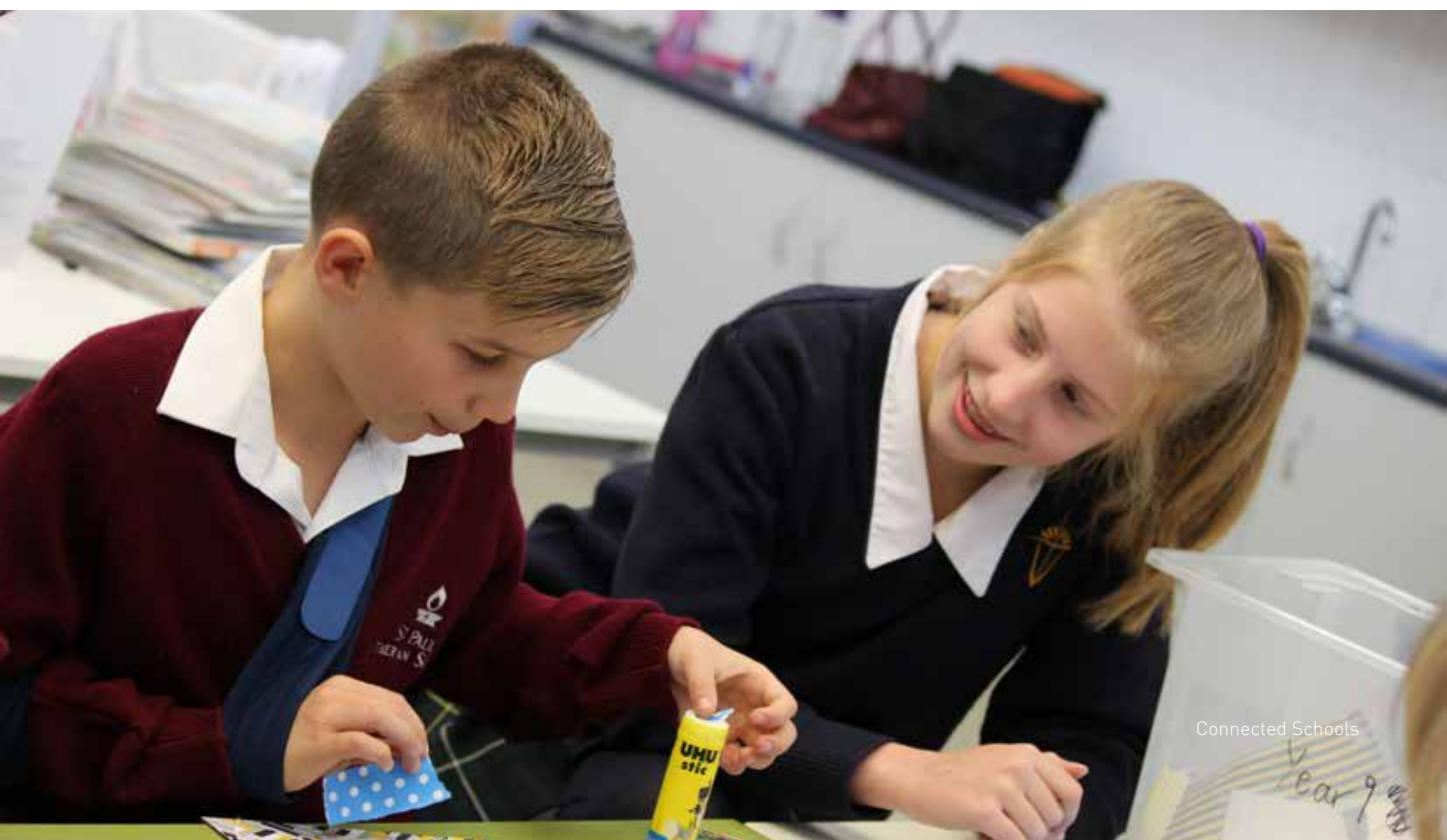
In 2016, our students were also able to participate in a three month exchange program by arrangement with our sister school, Laurentius Gymnasium in Neuendetteslau, Germany. These students then had the opportunity to host students from Laurentius when they were visited Australia. Students also had the opportunity to be involved with subject-specific trips to Germany and Canberra, to further their cultural understandings in several curriculum areas including predominantly German, Civics and History.

In 2016, four students studied languages through the School of Languages. These languages included German, Spanish and French.

Vocational Education and Training offers learning experiences beyond the classroom, allowing students to gain practical hands-on experience while working towards the requirements of the SACE.

A range of competitions and conferences are available to students. In 2016 these included:

- The Premier's Reading Challenge
- The Science and Engineering Challenge (final placing 3rd in heat)
- National Chemistry Quiz: 9 awards in total (2 High Distinctions, 2 Distinctions, 5 Credits)
- The Australian History Competition for Year 10 and Year 7: 24 Awards in total (2 High Distinctions, 5 Distinctions, 8 Merits, 9 Credits)
- The Australian Assessment Language Competence Certificate; 2 High Distinctions and 3 Distinctions.
- Language Perfect World Championships: Overall Endeavour College came 2nd in South Australia, and 54th overall globally. They came 1st in German in South Australia and 3rd in Japanese in South Australia. Five students achieved Elite awards, 9 Gold, 21 Silver, 47 Bronze and 54 students achieved a Credit. The languages students used ranged from those studied at the College to thirteen other languages including Arabic, Chinese, and Portuguese.
- ICAS Science Competition: One student achieved a High Distinction, 2 Distinctions, 44 Credit, 30 Merits.
- Australian Mathematics Competition: 4 High Distinction, 23 Distinction and 85 Credit certificates.





CONNECTIONS

Endeavour has a strong connection with community organizations and institutions. These networks provide valuable links for our students' education, helping to build a strong community and enhance the education our College provides.

Connected Schools is a collaborative school partnership which provides a pathway from K-12 and includes: Salisbury Kindergarten, Golden Grove Lutheran Primary, Good Shepherd Lutheran Primary, and St. Paul Lutheran Primary.

The Connected Schools network collaborated together to transition Year 7 students from the primary to the secondary setting, starting from 2016. Based on meeting the learning and developmental needs of young adolescents, the Connected Schools support the Australian Curriculum design, aligning our education practices with all other mainland Australian states which currently educate Year 7 students in a secondary school setting. Each year the Connected Schools work together to develop strong links across the school sites through various activities that include: a combined Worship Service (Years 5-9) celebrating National Lutheran Schools Week; interschool sports days, creative arts activities and sharing school facilities.

The College is also supported by nine Lutheran Church congregations in the north eastern area of Adelaide, and by Lutheran Education SA, NT and WA (LSA).

The Mawson Lakes community is an important partner with Endeavour College. The College works collaboratively with staff at the Mawson Centre, with UniSA and other local institutions to ensure education remains a strong focus in the area. Endeavour, together with Uni SA and Mawson Lakes community, partner in a shared sporting facility for use by our students during school hours, and providing recreation spaces including a soccer pitch and tennis courts, for the community to utilize outside of school hours and on weekends.

Endeavour connects with UniSA in a variety of ways to both enhance student learning and to support programs offered at the University. A recent development with Uni SA has involved International Masters students teaming with Endeavour College students to experience education in Australia, its curriculum diversity and teaching and learning methodologies.

Our partnership with Uni SA provides Endeavour students with access to: Science Laboratories, multi-media technology (where equipment is shared and mentoring occurs) and workshops with UniSA students who are studying teaching.



Year 8 Core

TEACHING STANDARDS

At the time of employment, all staff including Lutheran School Officers (LSO), instrumental teachers and volunteers are required to have a criminal history check.

All of the staff at Endeavour College strongly support the ethos of the College.

All staff are required to keep current the following qualifications:

- First Aid Qualifications
- Mandatory Notification
- Valuing Safe Communities Training

All teachers are required to be registered with the South Australian Teachers Registration Board.

All teachers undertake professional learning. Professional learning activities are planned annually to align with the College's strategic plans.

In 2016 our key areas for development included:

VISION FOR LEARNING

The previously known IDEAS (Innovative Designs for Enhancing Achievements in Schools) initiative in 2016 developed into the Vision for Learning for the College. As the core program was completed in 2015, 2016 saw the implementation across the College's key stakeholders; staff, students and parents. The Vision for Learning: Exploring together... be part of our adventure (middle years) and Exploring together... creating the future (senior years) is expressed in classrooms and all other learning within the College through the four pedagogical principles of Inclusivity, Purposeful, Shared Responsibility and Risk Taking. The Vision for Learning provides a focus for staff professional practice and development. In 2016 the Vision for Learning ran a series of whole staff professional development activities to enhance staff understanding. The Vision for Learning was also added as a reportable area in our programming through Edumate.

Restorative Practice

Ongoing professional learning for all staff. Restorative Practice is a relational process which shows the value of healthy relationships in the teaching and learning process. At Endeavour we have seen the benefits of adopting restorative approaches to all matters relating to behavior management. The gift in this approach is a new language to define how we think about and manage student behavior and our response as educators. Behavior management may be more appropriately called relationship management.

Compliance becomes an outcome of a sense of understanding and community, not an end in itself. At Endeavour College this is articulated and achieved, in and through The Endeavour Way. Restorative Practice and the Endeavour Way is in place to support the whole community, not just students.

Teacher Professional Learning Plan

Professional learning activities are planned annually to align with the College's strategic plans. In 2016 our key areas for development included: the ICT capability from the Australian Curriculum and classroom practice informed by the whole staff IDEAS professional learning and the AITSL standards, along with an area of professional interest for each teacher.

Staff composition: 53 Teaching Staff & 25 Non-Teaching Staff - Currently there are no indigenous staff employed at Endeavour College.

The qualifications of staff at the College are as follows:

Qualification	Number Held	Qualification	Number Held
Bachelor of Applied Science	2	Graduate Certificate in Adolescent Health and Wellbeing	1
Bachelor of Arts	10	Graduate Certificate in Education	1
Bachelor of Business	1	Graduate Certificate in Educational Computing	1
Bachelor of Commerce	1	Graduate Certificate in Language Education	1
Bachelor of Education	30	Graduate Diploma in Counselling	1
Bachelor of Health Science	1	Graduate Diploma in Education	10
Bachelor of Information Technology	1	Graduate Diploma in Education (Computing)	1
Bachelor of Information Studies	1	Graduate Diploma in Project Management	1
Bachelor of Mathematical Sciences	1	Graduate Diploma in Jazz (Education)	1
Bachelor of Music	2	Graduate Diploma in Social Education	1
Bachelor of Science	6	Graduate Diploma in Social Sciences	1
Bachelor of Teaching	3	Graduate Diploma in Teaching	2
Certificate in Educational Leadership	1	Graduate Diploma in Theology Education	3
Diploma in Education	5	Honors Qualification	4
Diploma in Teaching	1	Masters Qualification	10





Year 9 Camp - The Voyage

STUDENT ATTENDANCE

Attendance Rates: The mean Attendance Rate across all years was 95.7% in 2016.

Year 7	96.6%
Year 8	95.7%
Year 9	94.2%
Year 10	96.1%
Year 11	96.0%
Year 12	95.6%

MANAGEMENT OF NON-ATTENDANCE

Short Term Absences

Parents/Care Givers are advised to inform the College of a student's non-attendance by phone and/or signed note. If a student is absent (as determined by Care Group roll) and no explanation provided, phone calls are made to Parents/Care Givers by Student Reception staff to determine the location of students.

An absentee list is created and sent to all staff. Continual non-attendance is followed up by Care Group teachers, Year Level Leaders and Middle / Senior Year Directors by phone, interviews and letters.

When absence is due to illness/medical reasons – school work will be provided by teachers to junior students should they be absent for five days or more, senior students are provided with school-work and instructions if their absence exceeds two days. In these cases, a doctor's certificate is required.

Non-Medical and Long Term Absences

Parents/Care Givers are requested and advised to inform the College of planned absences. In the case of known absence due to non-medical reasons, parents are to submit an Application for Exemption from School.

SENIOR SECONDARY OUTCOMES

Year 12 Results

103 students were eligible to complete their SACE in 2016.
98% of those who were eligible to complete their SACE achieved this certificate.
70% of all grades received were A or B Standard.
21% of all grades awarded were in the A range.
8% of our students achieved an ATAR (Australian Tertiary Admissions Ranking) of 95 or greater.
14% of our students achieved an ATAR of 90 or above.
41% of our students achieved an ATAR of 80 or greater.
90% of our students achieved an ATAR of 50 or greater.
1 student achieved the highest ATAR possible. This student studied the equivalent of 7 Stage 2 20 credit subjects and received 4 Merit awards.

Vocational Training/Trade Pathways

16 students from Years 10 -12 undertook and successfully completed a VET course in 2016. Courses included:
Certificate 3 in Fitness,
Certificate 2 in Retail Make-up and Skin Care,
Certificate 3 Ministry amongst several others.

Post School Destinations

95% of students who lodged an application with SATAC received an offer of a place in a course for which they had applied.
66% of these students were accepted into their first preference courses.

NATIONAL ASSESSMENT PROGRAM LITERACY AND NUMERACY 2016

Percentage of Year 7 Students who achieved the National Minimum Standard

Reading	98%
Writing	97%
Spelling	98%
Grammar and Punctuation	97%
Numeracy	99%

Percentage of Year 9 Students who achieved the National Minimum Standard

Reading	94%
Writing	89%
Spelling	96%
Grammar and Punctuation	97%
Numeracy	99%

Student participation rates for the testing phase

Year 7 Reading, Writing, Spelling, Grammar and Punctuation 100%; Numeracy 99%

Year 9 Reading, Writing 100% Spelling, Grammar and Punctuation, Numeracy 99%



PARENT AND STUDENT SATISFACTION

Endeavour College regularly seeks feedback from all stakeholders including parents, students and staff. Some opportunities for providing feedback occur on a regular basis each year, while other feedback is gathered in a particular year for a specific purpose.

Parents are invited to engage in College activities through assisting in extra-curricular programs and fundraising. As in previous years, parent involvement in the support of the Pedal Prix event is high. Parents take responsibility for car maintenance and catering, supported by teaching staff.

In 2016, Endeavour, in response to and supported by parent coaches and managers, offered Year 7 students opportunity to compete in local community sporting competitions. SAPSASA Sport was also introduced and parents contributed to the success of this program through their willingness to volunteer their time to support in various capacities.

In 2016, Endeavour held its second major production, Mekanikha, and many parents assisted the production through set construction, prop and costume design and support for students in various ways. Many parents provided student transport to sporting events.

We also encourage parents to provide feedback on the school at events such as our weekly coffee club. Each year, Endeavour holds an information session about our Laptop Program, which also allows for questions and feedback from parents. Our session includes a presentation from the South Australia Police (SAPOL) on Internet Safety and Cyber Bullying, which is reinforced by a discussion time with our School Counsellor, on relationships and safe laptop use. This is an on-going practice and runs in tandem with our IT Email address which is specifically for Laptop and IT enquiries and feedback.

In 2016, Endeavour College engaged in a Quality Schools Survey, conducted by Research Australia Development and Innovation Institute (RADII) in conjunction with Lutheran Education Australia. All parents, students and staff were invited to respond to the survey that addressed the following issues: Teaching Quality, Curriculum, Wellbeing, School Connectedness, Improvement Focus, Financial Management, Professional Learning, Religious Identity, Culture, and Ethos, Christian Practices, Supporting Learning, Developing Strategic Partnerships, Recognising Student Diversity, Identity, Governance, Leadership and Overall Satisfaction.

The results were overwhelmingly positive in all areas and from all parties. The results will be reviewed over the coming year, areas for improvement and development identified, and goals for the future set. With the introduction of Year 7 into the College in 2016, it was important to gather feedback from students and parents about the transitions process, the program, their play spaces and the learning environments. Both new Year 7 and Year 8 students and their parents were given opportunity to provide feedback through an on-line survey. Again the results were very positive and have been discussed for future improvement.

A staff Consultative Committee also meets as the need arises, and the Work Health and Safety Committee are responsive to issues in this area that are raised by staff. In 2016 the local workload agreement was reviewed and updates agreed upon.

Students have input into such groups as Worship Band and Chapel services. Student leaders also meet regularly with Endeavour's senior management staff and the Principal, to share ideas and discuss matters which their peers want addressed. Students volunteer to work on the College Annual Year Book and are involved in decision making and presentation. In these groups and forums, student voice is valued, and staff listen and are responsive to student feedback. We have also found that students feel a sense of belonging and self-worth when they join these and other social teams.

Students are encouraged to join the structured, self-led Student Representative Council, (SRC) alongside School Captains and Leaders, to provide feedback to the College. The SRC also appoints Committees throughout the school year, giving members the opportunity to engage directly with issues and events which they feel passionately about.

Each year, feedback is sought from staff on a range of issues around the College.

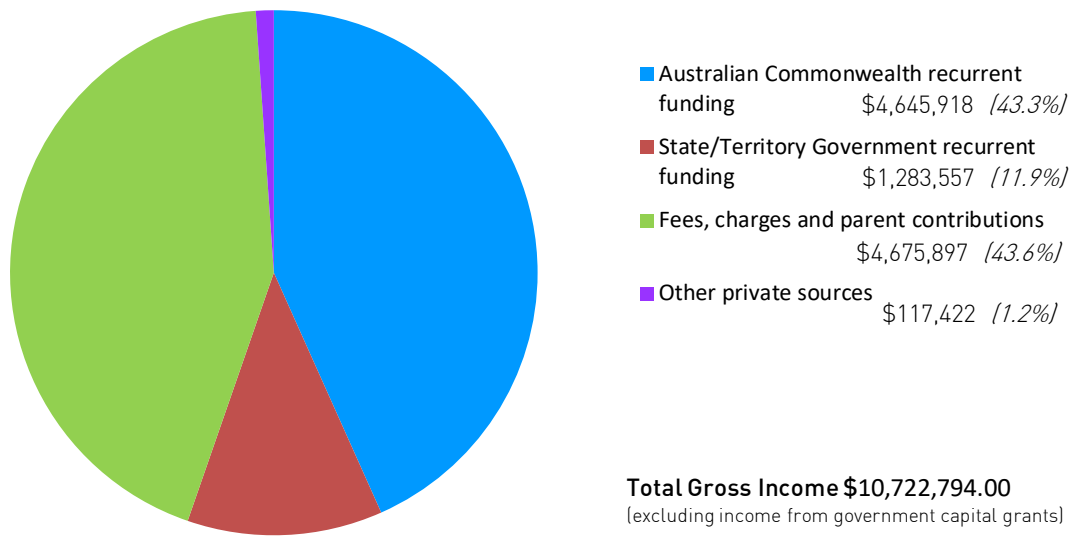
In 2016, specific areas the staff were consulted on included:

- Effectiveness of the changes to the new Management Team structure.
- Effectiveness of the changes to Assemblies, Worship and Chapel.
- Integration of Year 7 students.
- Effectiveness of the changes to driveway and drop off zone.
- Technology - One Note, Edumate
- Use of the Middle Years building
- Changes to camps and
- Embedding Vision for Learning
- Staff Wellbeing

SCHOOL INCOME

Australian Commonwealth recurrent funding	\$4,645,918	(43.3%)
State Government recurrent funding	\$1,283,557	(11.9%)
Fees, charges and parent contributions	\$4,675,897	(43.6%)
Other private sources	\$117,422	(1.2%)

Net Recurrent Income 2016





2016 Materials Technology Jewelry

CONCLUSION

Endeavour College is blessed to have talented and committed staff who share their gifts in many areas of the College.

We are also thankful to the volunteers who support our College, the College Council and member congregations who provide stability, as the College continually grows and changes to meet the needs of students in our care.

Thank you for taking the time to read our School Performance Report for 2016. While this gives an overview of some of the activities and achievements of the College, it is by no means comprehensive.

Please feel free to visit the College, or request a personal tour, and meet our staff and students to observe first-hand, the quality Christian education which we provide at Endeavour College.

Sincerely,

Heather Vogt
Principal of Endeavour College



ENDEAVOUR COLLEGE

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A Christ-Centred Community of K-12 Lutheran Schools