



# 2023 ANNUAL REPORT

## 2023 Annual Report Principal's Report

### **General Introduction**

Richmond Christian College is a K-12, independent school. It is a member of Christian Education National, and is operated by the Ballina Christian Education Association Ltd.

It exists primarily to provide Christ-centered education to families from around the Ballina region who are associated with local Churches. In doing so it assists parents in the upbringing of their children in a way that is both honoring to God, and effective in witness and ministry.

### **Mission Statement**

*To assist parents in the nurture of their children, by providing a Christ-centred, biblically grounded, academically rigorous and culturally relevant education that instils a sense of identity, purpose and hope in students that equips them to live for God's glory.*

## 1. Principal's Perspective

*If God is for us, who can be against us ... In all these things we are more than conquerors through him who loved us ... [nothing] in all creation, will be able to separate us from the love of God that is in Christ Jesus our Lord.*

*The Apostle Paul  
Romans 8*

I don't think I will ever forget at this year's 30<sup>th</sup> Birthday Celebration Assembly when I asked my little friend, Nirranjan, in front of everyone what he wanted to become when he grew up. He replied, "A principal." It brought the house down. I had nowhere to go, so I returned to my speech ... I still promise people it was not a set-up!

It has been a very special year for the RCC community to be able to celebrate the faithfulness of our God to this community. We are grateful beyond words for the people of our community and very excited about what is to come. We are blessed by the growth of our students as they strive to develop the wisdom, maturity and excellence required to positively contribute to their world. We are thankful every day to be able to partner with our parents and carers who give ceaselessly and love selflessly so that their children can have the best. The positive feedback students and parents continue to provide regarding RCC's excellent welfare through connection serves to provide a strong foundation for education. We are grateful for the staff and Board of RCC who passionately, faithfully and tirelessly give so much for the betterment of the RCC community so that 30 years can become 60 years and beyond. Specifically, we are thankful for the services of Dr Vanessa Miller, Mrs Ash van Rensburg, Mrs Joelle Walker, Ms Emma Noakes, Mrs Cal McDonald and Mr Joe McDonald who finished their tenure with the College.



As we continued to grow, finishing the year at over 270 students, our focus remains ensuring excellent teaching and learning for all our students by sustaining our Christ-centred, biblically based education through continued refining of Transformation by Design in all RCC learning opportunities (not just programming); refining a three tier approach to schooling with the successful introduction of our Senior, Middle and Junior Schools; and a focus on whole school literacy approaches. It was also exciting to release RCC Welfare and Pedagogical paradigms that facilitate, serve and direct RCC teaching and learning. RCC's extra-curricular opportunities also continue to increase but remain a focus area for improvement based on student and parent feedback, specifically focusing on developing a whole school music program.

We had also hoped to enter our next phase of building with the construction of an all-weather sporting facility, a modern library/e-learning facility and more classrooms for our students to learn and grow in. However, this did not eventuate, and we eagerly anticipate this for 2024.

As we continue to grow, with numbers anticipated above 320 for 2024 and our first ever dual streamed classes in Year 7 and Year 9, it is imperative RCC's ongoing focus is to grow well and maintain the safe and supportive learning culture that we are becoming synonymous with that serves our community so well. We will never grow at the cost of culture and with specific focus on inclusive practices and enhancing Stage 6 success in 2024 we hope to continue to provide for all areas of our College.

Finally, rather than recap the year fully as I normally would in this report, I wanted to record the words from my speech. These words echo my deep hope for what will become of this community that God faithfully loves, blesses and protects and in which His people faithfully love, serve and grow. I hope you see what I see in the words below and join me in praying that the 'What if' of this wonderful community that is RCC continues to leave a legacy of identity, purpose and hope for many generations to come.

*RCC 30<sup>th</sup> Anniversary Thanksgiving Celebration, 15 September 2023.*  
*Principal's Address*

What if.

You know Psalm 20 says God gives us the desires of our heart. Many people argue this doesn't mean we will get what we want from God, but what we want to do or achieve comes from God.

A similar scripture in Ephesians says that he plans good works for us to do. The idea again presents that God has these great things for us to achieve, a deep purpose.

What a grand idea, that our dreams, our desires, our passions, our hopes for who we want to be or what we want to achieve have been given to us by a God that created us, a God that knows us. We have God given purpose, a mission. It's like we have our own story to create.

One of my favourite authors, Mr J.R.R.Tolkien, when questioned on fairy tales stated that it's a "small wonder that spell means both a story told, and a formula of power over living men." I think this is so true, stories, be they true or made up, have this power over us to inspire us, to teach us, to correct us, to mould us.... And this is true, for any story, whether it is one we read or watch or ones we are living in right now. Why? Because Stories encapsulate the life we live. Our passions and hopes, our struggles and tears, our overcoming and success. Stories are spellbinding. Why else do you post things to your story on Twitter or Snap or Facebook or Myspace or whatever your platform! Because in our story, and your story, there is power.



RCC has a story too. RCC's story is 30 years old and growing. Look around you and you get to see not only the characters in its story, but the evidence of its impact. RCC's is a story of many. A story of passion and courage, of faithfulness and prevailing, of much joy and many tears. RCC's story is one that reveals people's passions for the power of education for everyone. Not just any education though, a Christian education that seeks to create a narrative for our students that instills unshakeable foundations of identity, embeds a powerful sense of purpose and births a hope that commissions its students to fearlessly contribute to and make a difference in their world.

What a privilege to be part of that story and stand on the shoulders of the characters who have gone before us.

Jesus harnessed this understanding and power of story too. Jesus made his lessons on life truly accessible through parables that broke boundaries and barriers of culture, religion, gender and more. However, God's real impact through story lies in the way God gets each and every one of us, through those good works he purposed us to do and those desires he placed in our hearts, to be a part of His story. His massive, never ending, story. Jesus makes every character significant, every character a protagonist, each and every one of us is critical and valuable to Jesus, to his story. Jesus has made that possible.

Think about it, we have been given a starring role in one of the greatest epics of all time, I won't call it a love story because I might lose half the audience, but it is true, we are playing part in an epic story of creation and love, fall and separation, redemption and renewal. An epic involving all the cool parts: sacrifice, loss, battle and hope, even love!

So what can we learn from this story? What can we learn when we put all our stories together? We must take time to look back, to learn, to be thankful. We must make time to look forward to imagine, to be inspired!

What if ...



The purpose of today is to not only celebrate the RCC story of dreams come true or the hard work and sacrifice it takes to make these dreams come true, but to keep this story, this dream, these hopes alive. It is to make time to dream a little bit bigger, to see a little bit further, to look into the future as much as we can and get excited.

What if RCC has over 20,000 graduates one day? And, what if these graduates make positive contributions to their world?

What if RCC graduates become politicians that enhance the wellbeing, peace and freedom of our world? What if RCC graduates become writers, musicians, actors, filmmakers, even Youtubers, because apparently that's a thing, who share stories of hope and peace, of love and truth, of resilience and overcoming that inspire their community, global communities even, to hang in there, to have faith, to believe that we are all loved and created for a purpose?



What if RCC Graduates become athletes who not just win NRL premierships for the Cronulla Sharks (I had to didn't I, I did so well to get this far)... What if our graduates become athletes who contribute by showing people that there is more to life than just winning, what if they become athletes who are good role models who show us that there is purpose in competing that refines our character to have a positive impact on our world?

What if RCC graduates become academics and researchers, doctors, nurses, lawyers, even educators, yes, even educators, responsible for discovering possibilities and practices that allow people to bring healing and hope to their worlds?



What if... I know the list could go on and so do you. Students, what is your dream, what are your hopes? How do we help you get there? That is our question. How do we help you grow in stature, wisdom and favour with man, just as Jesus did, just like Jesus, so you can achieve your what if.

What if... RCC Graduates, you learn to faithfully understand that your identity, purpose and hope is bigger than you? What if you dream dreams and live in such a way that you love God, serve others and value your life so much that you play a critical part in His Story building communities of connection and contribution that lead to enduring hope, eternal hope.

What if.

It is a privilege for everyone here to play part in your journey, your story. We will help you and teach you to embrace all your learning moments on your journey. We want you to live in this abundance God has planned for you, to play the part he has prepared for you, to know your identity lies in him and therefore, have a purpose that goes beyond the now and a hope that sustains you so no one can take away your part in this story.

So, thank you. Thank you to those whose dreams, sacrifice and contribution we stand on. To those who saw a story beyond themselves and did hard things to get it. Thank you. It is my prayer, we make the most of it and today, celebrate the part we have played so far...

To those who are yet to come. To those who will sacrifice, to those who will dream bigger and not give up, to those who will...

What if. What if.

*Jonathon Simmons*  
*Principal*



## 2. Heads of School Report

*“So I give to you now a new commandment: Love each other just as much as I have loved you. For when you demonstrate the same love I have for you by loving one another, everyone will know you are my true followers.” Jesus -John 13:34-35 TPT*

**Connection** is a vital skill, a command and a need that God has created within us. This year as a College we focused on connection; connection with God, connection with others and connection with our world. Teachers collaboratively planned daily devotions that all of our students PK - Yr 12 participated in. Fortnightly Chapels were a blast as students explored what it means to connect!

### Connecting on Camp



What a blessing it has been to see our students learning, growing and connecting with others in 2023! Camps have been a highlight this year. Stage 5 participated in an Adventure Camp at Bornhoffen where they stepped outside their comfort zone. Students hiked, canoed, camped out and cooked their own dinner. We were so proud of the way our students



worked together as a team and embraced these challenges. Middle School camps have been epic adventures this year! Stage 4 started the year at Coffs Coast Adventure Centre: high ropes, mud mile, minute to win it, giant drop and flying fox to name a few of the challenges! We also enjoyed



connecting with each other and were complimented by the Centre management afterwards for students' impeccable manners, kindness and the respect that they showed themselves and the camp staff. Stage 3 thoroughly enjoyed their epic adventure to Canberra where they visited the War Memorial, Parliament House, Australian Institute of Sport, Questacon and a few more incredible places. This trip was a great time to connect with each other and our country's history! It packed in so many different excursions and adventures that we all slept on the way home!

Stage 2 enjoyed some action packed, fun filled days at their camp in Lennox Head. Students tried new activities and developed deeper friendships. An absolute blast was had by all! Whilst PK - 2 students were too little for camps, they didn't miss out. They enjoyed excursions to Sea World, Crawford House Museum and SeaBird Rescue.



### Connecting with our Community

Connecting with our community has also been a highlight this year. It was great to see students in Stage 6 participate in the Lions Youth of Year in Term 1 and our leaders represent the College at ANZAC and Remembrance Day Services. Year 9 participated in the Storytelling Project with residents from Crowley Village where they were able to learn from an elderly member of our community. They captured the stories they were told and presented these back to the residents as a keepsake. NAIDOC Celebrations this year focused on the theme 'For Our Elder'. Junior School students enjoyed participating in a range of cultural based activities. Cooking over the fire pit was a highlight!



### Connecting through Extra Curricular

Students of all ages have competed against other student and other schools. Not to mention the hotly contested staff versus student games each term (we will win next year)! A huge thanks to Mrs Thompson for her leadership and passion for all things sport at RCC. In the Creative and Performing Arts our students have continued to shine. Who can forget the performances at the Stage 6 HSC Drama Evening and for our 30th Birthday Celebration.



The beauty of Richmond is that our students are always willing to have a go and perform: choir performances, our new dance performances and extra curricular have been wonderful to see. In CAPA students have enjoyed creating RCC's Film Festival for Change, slam poetry and learning drama skills that will help them throughout their lives.



### Connection with each other

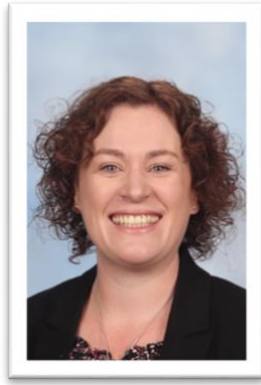
Our teachers and staff have enjoyed a wonderful year of connecting with each and every student and their family. As Heads of School we have been blessed to work with such a caring group of colleagues - praying together, marking together, working together for our students. And we cannot thank our families enough - it is a joy to be able to connect with parents and carers so that our young people feel supported and can grow in every aspect of their school life.



It is our deep hope that our young people finish 2023 and move into 2024 knowing this sense of connection - that they belong and feel connected to God and each other. And that these connections will give them the ability to connect with their world, to be positive contributors, lifelong learners, joyful individuals and faith filled disciples.



*Lisa Weingarth*  
*Deputy Principal*



*Rebecca Campbell*  
*Head of Middle School*



*Vanessa Miller*  
*Head of Junior School*

“ It really boils down to this: *that all life is interrelated*. We are all caught in an inescapable network of mutuality, tied into a single garment of destiny. Whatever affects one destiny, affects all indirectly.

DR. MARTIN  
LUTHER KING JR



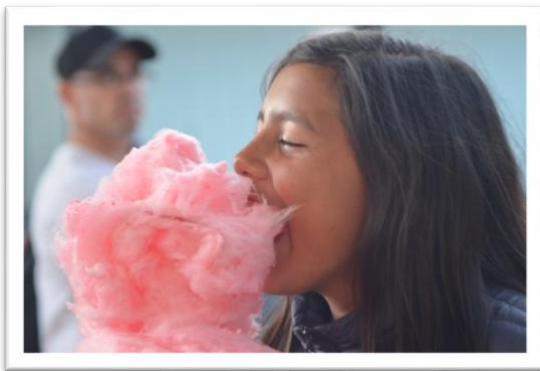
### 3. Board Chair Report

*Be strong and courageous. Do not be afraid; Do not be discouraged, for the Lord your God will be with you wherever you go.*

*Joshua 1:9*

Looking back over 2023, it is clear to see that God has been leading our school. Since the very beginning, back in 1993 and with only 12 children, this school has been a part of God's plan for Ballina. Over the next 30 years, the school has grown in student numbers, buildings, teachers and staff and has become a light within this community.

It was such a blessing to be part of the 30th birthday celebrations that were held in September: the Thanksgiving Service, where Rev Bruce Mellor spoke of RCC's humble beginnings and the faith of many which gave the school just enough money and resources to continue year to year; to hearing



Olivia's testimony of how RCC changed her life and gave her a school family that cared for her; and Belinda Bos sharing her longstanding commitment to RCC and the history of the school changing through the years. It was wonderful to see her love and passion for Christian Education here in Ballina. The festivities then continued into the evening, where the school and wider community enjoyed rides, games, food and fireworks as we celebrated God's faithfulness to Richmond Christian College.

This year, the Board of Directors has welcomed Mr Jonathan Marquet. We are blessed to have his knowledge and wisdom and we are grateful for his generous commitment to our school. We have also said a sad good-bye to John Hannaford, who willingly contributed many hours both as Chair of the Board and a Director. The board continues to strive to be strong and courageous leaders as we meet, pray and make decisions for our school. As Jesus says in Matthew "For when two or three gather together as my followers, I am there among them". Our Board endeavours to uphold Jesus Christ as the centre of all school life.

The Board continues to support the strong and courageous leadership of our Principal Mr Jonathon Simmons, the RCC executive and the team of dedicated staff. Together they work tirelessly to provide Christian Education built on the foundations of identity, purpose and hope in Jesus Christ.

The Board strives for strong community engagement. During 2023, we continued to hold fortnightly 'Relate' afternoon tea in the garden and parents were welcomed to attend regular chapel and assembly services. The book parade during Book Week is always a favourite for students and parents and this year did not disappoint.



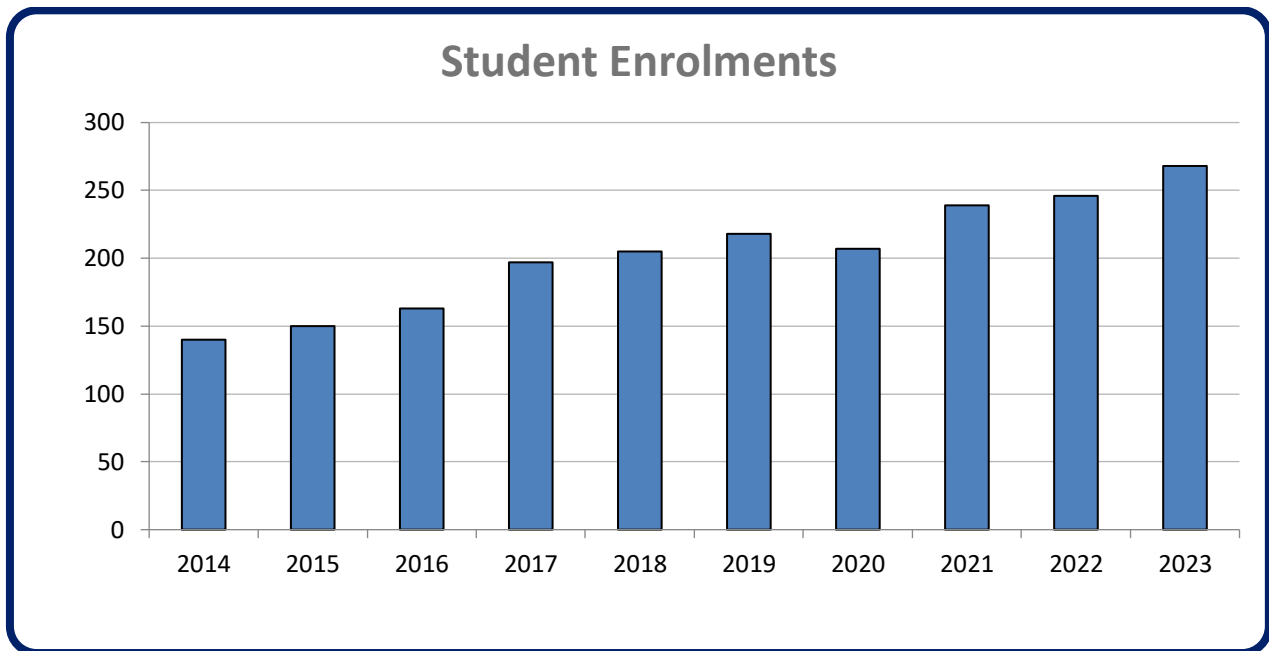
2023 has been a year of growth and fulfilment, where our hopes and prayers have been answered and our school has continued to grow. The transition of RCC to include a junior, middle and senior school has been implemented. This has allowed students to be provided for and nurtured at all stages of development and the outcomes educationally, personally and spiritually have been truly positive.

As our school grows in numbers, our facilities and buildings must also grow. 2023 has seen the opening of the new Pre-Kindy room and administration offices. The next phase of building is set to begin in 2024 with the construction of an all-weather sporting facility, a new library and new, additional classrooms. Please pray as we progress through this development that we will not compromise on our mission - to provide a Christ centred, biblically grounded, culturally engaging and academically rigorous education.

And finally, let's look back on the year of 2023 as the year of being strong and courageous. Strong in our connections with families, staff and students, but also strong in our sense of identity, purpose and the hope we have in Jesus. Courageous in the way we believe God is great, faithful and keeps his promises. We pray for continuing strength and courage as a school as we move into the new season of 2024.

*Anika Strahan  
Board Chair*

## 4. Student Enrolments



Whilst Richmond Christian College's principal ministry is providing Christian based education to families typically associated with mainstream protestant churches, a number of families continue to take the opportunity to enrol their children in the school in response to the general ethos and school culture which focuses on a Bible centred curriculum. Enrolments have grown steadily, increasing from 140 in 2014 to 268 in 2023.



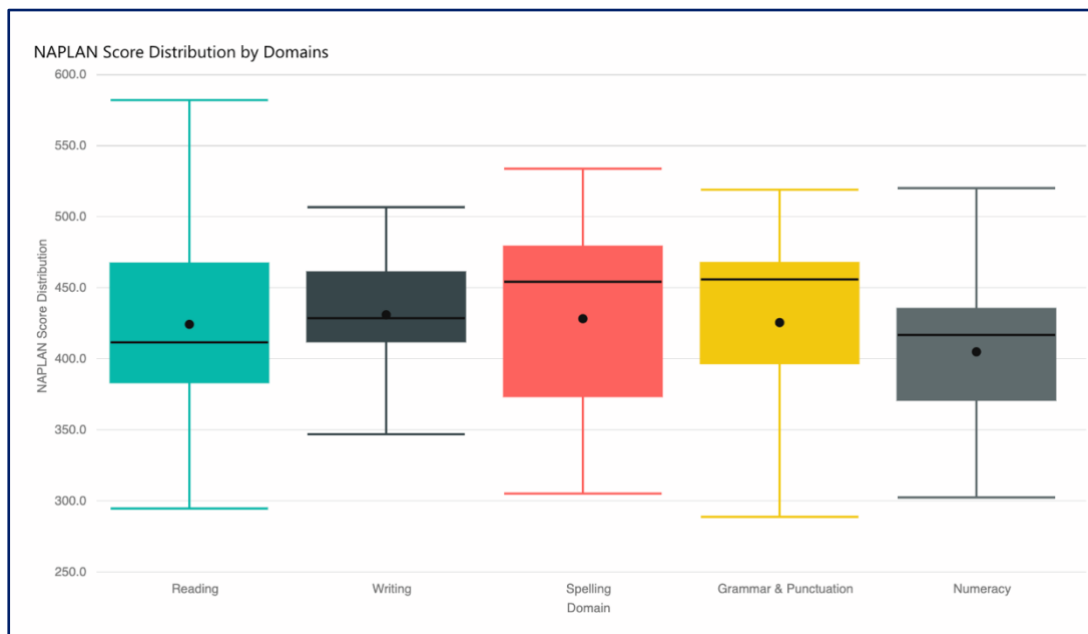
## 5. Achievements and National Benchmarks

### Year 3, 5, 7 and 9 National Assessment Programme for Literacy and Numeracy (NAPLAN)

The National Assessment Program - Literacy and Numeracy (NAPLAN) captures a student's literacy and numeracy progress in their academic journey. The diagnostic information received from NAPLAN is used in conjunction with various school based assessments to highlight areas of strength as well as identify areas for improvement for our students.

The College is committed to maximum participation in NAPLAN. Students in Years 3, 5, 7 and 9 participate in writing, reading, conventions of language (spelling, grammar and punctuation) and numeracy tests.

#### Year 3



#### Year 5





## Year 7



## Year 9

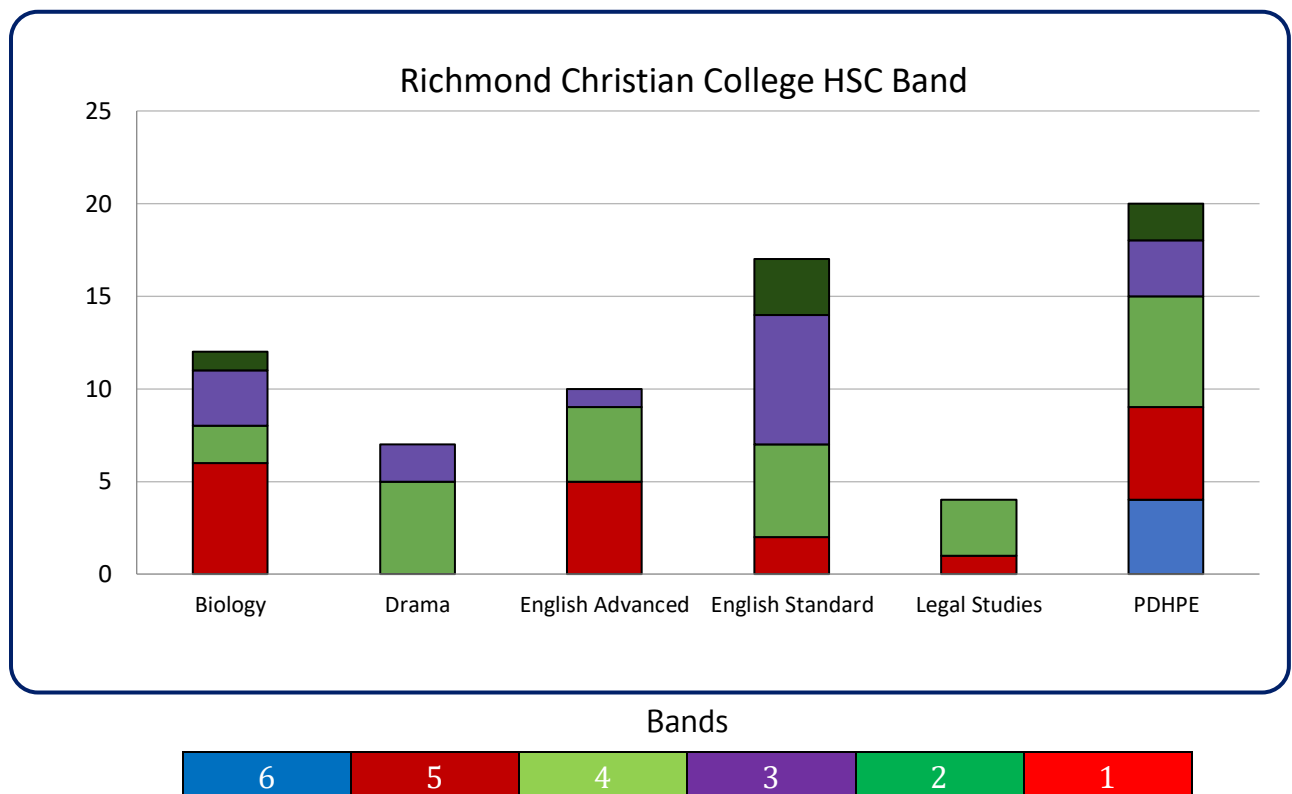


## Higher School Certificate Results

Richmond Christian College students complete the HSC over two years, studying all subjects using the compressed model, completing the Preliminary and HSC components of the subject in one year. Band percentage results have been placed below in comparison with State band percentages.

|                  | Students | Richmond Christian College Band % |    |    |    |    |   | State Band % |    |    |    |   |   |
|------------------|----------|-----------------------------------|----|----|----|----|---|--------------|----|----|----|---|---|
|                  |          | 6                                 | 5  | 4  | 3  | 2  | 1 | 6            | 5  | 4  | 3  | 2 | 1 |
| English Advanced | 10       |                                   | 50 | 40 | 10 |    |   | 14           | 53 | 28 | 4  | 1 | 0 |
| English Standard | 17       |                                   | 25 | 75 |    |    |   | 0            | 13 | 47 | 30 | 9 | 1 |
| Biology          | 12       |                                   | 50 | 17 | 25 | 8  |   | 8            | 24 | 32 | 25 | 9 | 2 |
| Legal Studies    | 4        |                                   | 25 | 75 |    |    |   | 14           | 28 | 27 | 21 | 7 | 3 |
| Drama            | 7        |                                   | 71 | 29 |    |    |   | 22           | 39 | 28 | 10 | 1 | 0 |
| PDHPE            | 20       | 20                                | 25 | 30 | 15 | 10 |   | 6            | 25 | 33 | 26 | 9 | 1 |

Band 6 = 90-100, Band 5 = 80-89, Band 4 = 70-79 Band 3 = 60-69, Band 2 = 50-59, Band 1 = 0-49



100% of our HSC students who were eligible for the HSC Award were granted one in 2023.

## 6. Staff Details

### General Statements

- All staff at Richmond Christian College are Christians who are members of local churches. All teaching staff are equipped to design curricula, programs and lessons that substantially reflect the aims, philosophy and policies of the school.
- Staff church affiliation is multi-denominational.

### Teacher Accreditation and Staff Composition

All teachers are accredited with the NSW Education Standards Authority (NESA) and undertake professional development and appraisal in line with the Australian Professional Standards for Teachers. One teacher was accredited as Lead Teacher, two teachers were accredited as Provisional, one as Conditional with all other teaching staff accredited as Proficient.

In 2023 the College employed two staff members identifying as Aboriginal and Torres Strait Islander.

| Teaching Staff                                  | Non-Teaching Staff                             | Totals   |
|---|--|--|
| 4.0 FTE Executive/Teaching<br>15.6 FTE Teaching | 9.2 FTE Admin inc Aides<br>0.8 FTE Maintenance | Teaching 19.6 FTE<br>Non-Teaching Staff 10 FTE |

| Gender | Teaching | Non-Teaching | Totals |
|--------|----------|--------------|--------|
| Male   | 6        | 4            | 10     |
| Female | 18       | 7            | 25     |
| Totals | 24       | 11           | 35     |



## 7. Student Attendance

The average student attendance rate for the whole school in 2023 was 88.4%. The average student attendance rates for each Year level were as follows:

| Level | student attendance rate |
|-------|-------------------------|
|       | 85.4%                   |
|       | 89.5%                   |
|       | 90.2%                   |
|       | 85.9%                   |
|       | 91.7%                   |
|       | 91.0%                   |
|       | 90.0%                   |
|       | 87.8%                   |
|       | 86.3%                   |
|       | 87.3%                   |
|       | 87.3%                   |
|       | 88.6%                   |
|       | 90.7%                   |

### Student Non-attendance

Student attendance is monitored via electronic class rolls on SEQTA marked by individual teachers throughout the day. A text message is sent after Period 1 to the parents/caregivers of the student whose absence is unexplained. Continued unexplained absences are followed up by a phone call and/or by letter. In the event a student displays a pattern of non-attendance (usually defined as more than 10 days per term away from school, or a pattern of un-explained absences) then parents are contacted, and an Attendance Improvement Plan is put in place. This involves the identification of issues motivating non-attendance and putting strategies in place to restore the student's attendance to a satisfactory level. If strategies are not successful in restoring the attendance of the student, then advice and assistance will be obtained from the AIS Student Services team and further action may be pursued.

## 8. Year 12 Post-Graduate Student Destinations

Two of our graduating Year 12 students have commenced tertiary education, one has entered the police force, one is working full time and one is unknown.





## 9. College Policies

Richmond Christian College publicly available policies are found on our [website](#). They include the following policies:

1. [Child Safe Framework](#)
2. [Anti-Bullying](#)
3. [Behaviour Management](#)
4. [Complaints Management](#)
5. [Enrolment](#)

## 10. Student Population

Families involved in the College come from a wide variety of cultural and socio-economic backgrounds. Amongst the student population are families from: England, India, Nepal, Austria, Thailand, New Zealand, South Africa, Germany, Ireland, and Brazil. Many students are from families where there is a commitment to the Christian faith or where they have personally made a commitment to Christ.

The College operates an open enrolment with many Christian students and students from families with regular church affiliation, but also families with no direct Christian commitment or church practice. In addition, students come from geographic locations spread from Myocum in the North to Broadwater in the South, and as far West as Lismore. A significant portion of students are from within the immediate Ballina environ.

## 12. Evaluation of Stakeholder Satisfaction

### **Student Feedback:**

- 156 Student from Years 4 – 12 completed the survey.
- The student's feedback showed improvement in all areas.
- All score averages were between 3.5 and 4.2.

### Areas of Improvement (scores of more than .5 positive difference)

- I am confident that the College sets the best educational goals for me and that it knows how to help me achieve those goals.
- The teaching and learning at the College provides for my needs.
- The program at the College prepares me for the future.

### Areas of Decline (scores of more than .5 negative difference)

- No scores in this survey showed a decline in score.

### Areas of Development (scores of 4 or less):

- The College challenges and supports me to perform my best.
- Students at the College support me so that I can grow in my school efforts.
- My teachers know me well, and they understand how best to guide me so I can be successful and grow.

- I have good relationships with teachers and staff. The teaching and learning at the College provides for my needs.
- The program at the College meets interests.
- The program at the College prepares me for the future.
- I can easily find someone at the school to talk to for support with personal issues or concerns.
- I believe that the College helps me build a strong sense of who I am and helps me find my place in this world.
- People are positive when they find out that I go to Richmond Christian College.
- I would be proud to represent the College in the wider community.
- The extra-curricular offerings at the College give students opportunities to pursue their interests, develop talents and try out new things.
- I feel confident to ask questions and try new things in the classroom, even if it doesn't work out.
- I am learning about God and feel secure to ask questions about faith.
- I feel hopeful about my future after I finish school.

Areas of Strength (scores of 4 or more):

- I feel like I am a valued part of the College community.
- I have good relationships with other students.
- I am encouraged, challenged and supported by teachers to achieve my best in my learning.
- Teachers' feedback on my learning helps me improve.
- I feel confident that the teachers, College and staff want the best for my future and are trying to help me achieve my best.
- I feel like I am valued as an individual at RCC.
- I feel hopeful about my parents'/carer's future.
- On a scale of 1-5, how likely would you be to recommend RCC to someone who is looking for a school for their daughter or son?

**Parent Feedback:**

- 22 Parents completed the survey.
- All score averages were between 3.7-4.6.

Areas of Improvement (scores of more than .5 positive difference)

- The College challenges and supports my child/children to perform their best.

Areas of Decline (scores of more than .4 negative difference)

- The only score to criteria to show any decline (of 0.1): My child/children is/are learning about God and feels secure to ask questions about faith.

Areas of Development (scores of 4 or less):

- The extra-curricular offerings at the school give opportunities for students to pursue their interests, develop their talents and try out new things.

Areas of Strength (scores of 4.5 or more):

- The College challenges and supports my child/children to perform their best.
- My child/children has/have good relationships with other students.
- As a parent, I have good relationships with teachers and staff.
- Teachers and staff at the school are approachable and helpful.
- My child/children is/are encouraged, challenged and supported by teachers to achieve their best in their learning.
- I feel confident that the teachers, school and staff want the best for my child's/children's future and are trying to help them achieve their best.
- I know that my child/children values the College.
- I know that my child/children is/are developing a strong sense of who they are.
- I feel like my child/children is/are learning that they are valued and made with a purpose.
- How likely would you be to recommend RCC to someone who is looking for a school for their child?

**Staff Feedback Summary:**

- 25 Staff completed the feedback.
- All score averages were between 3.48-4.62.

Areas of Improvement (scores of more than .5 positive difference)

- The College meets my professional needs and helps prepare me for the future.

Areas of Decline (scores of more than .4 negative difference)

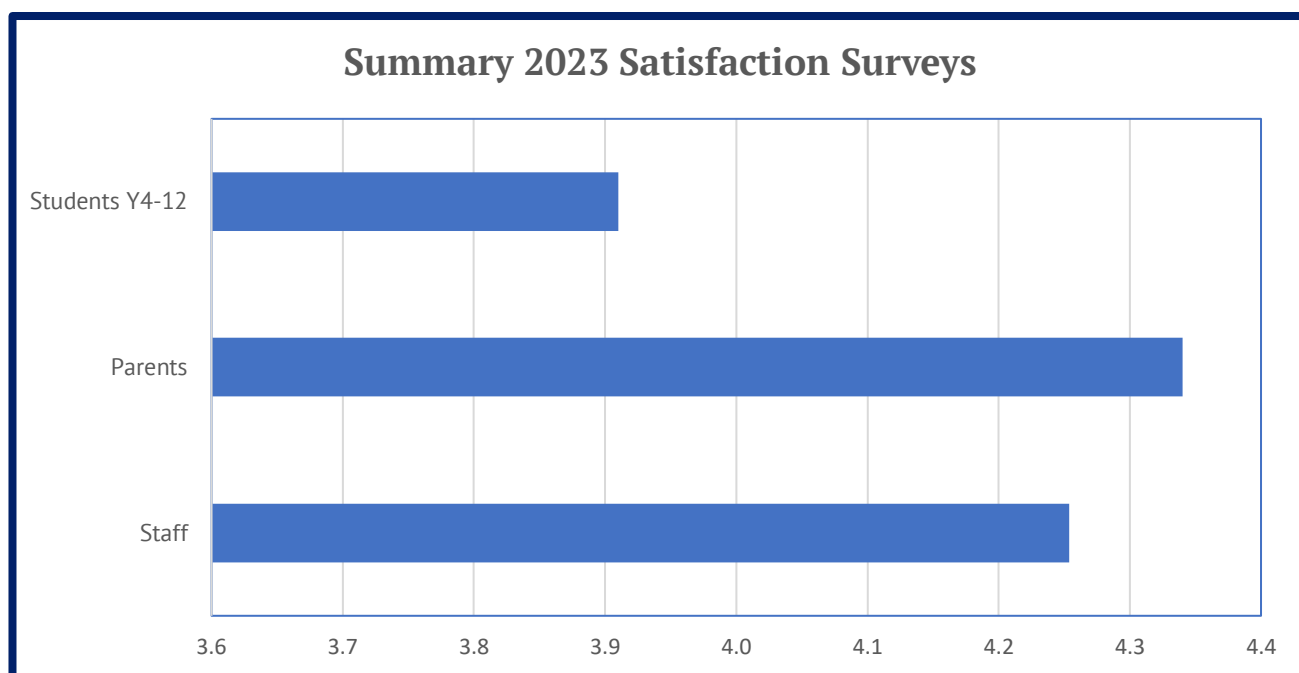
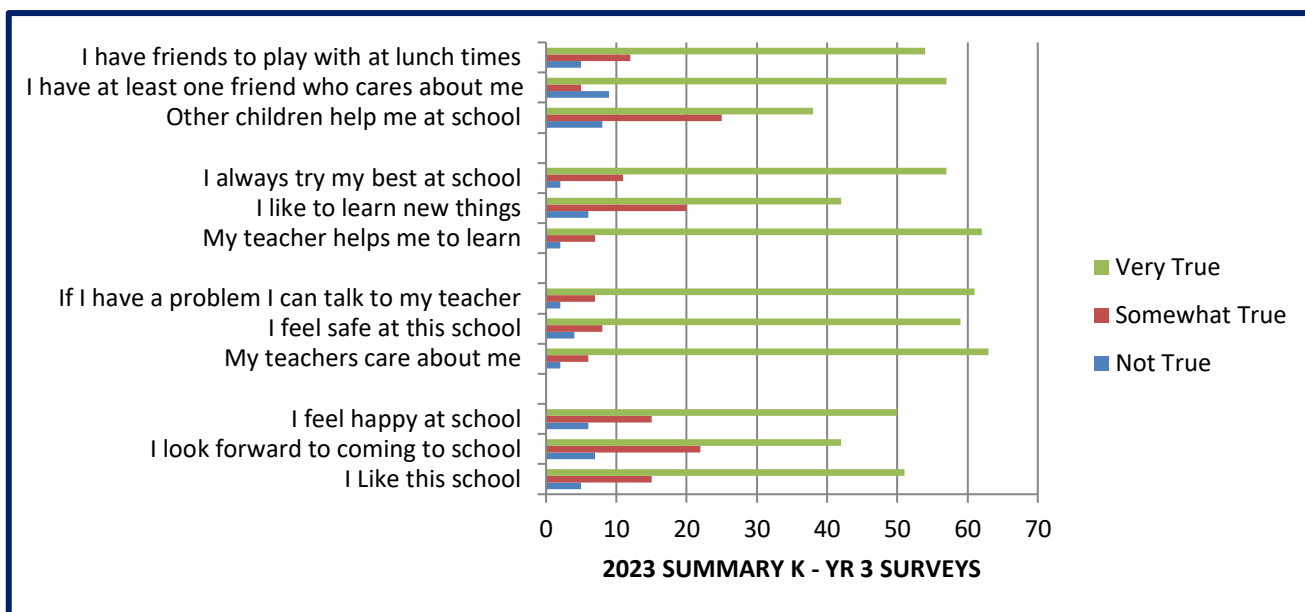
- Feedback on my professional learning and development is timely and helps me improve.

Areas of Development (scores of 4 or less):

- Leaders communicate well with staff about what is happening in the College.
- The extra-curricular offerings at the College give opportunities for students to pursue their interests, develop their talents and try out new things.
- I am confident that the College sets the best educational goals for students and knows how to help them achieve their goals.

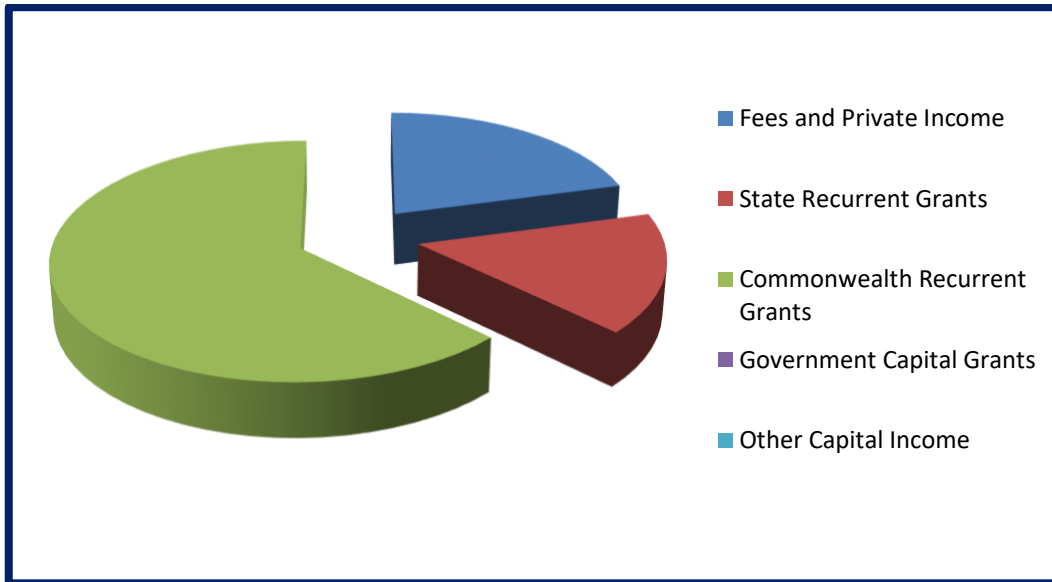
Areas of Strength (scores of 4.5 or more):

- I have good relationships with the students in the College.
- I have good relationships with teachers and staff.
- Leaders, teachers and staff at the College are approachable and helpful if I need to find out about something.
- I know my students well and understand how best to guide them so they can be successful and grow.
- I would be proud to represent the College in the wider community.
- On a scale of 1-5, how likely would you be to recommend RCC to someone who is looking for a school for their daughter or son?



## 13. Summary Financial Report

### Recurrent/Capital Income



### Recurrent/Capital Expenditure

