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## COMMENTS

In 2021 the College experienced minimal disruptions compared to the world and other Australian states, for which we are thankful. This gave staff, students and families an excellent opportunity to experience a relatively normal education environment.

It has been a privilege to see students, staff, and College families unite, go the extra mile, and produce some amazing results academically and pastorally. The Board are grateful for the privilege of serving the whole College.

During the year, Mr Wendell Pether resigned after over 20 years of service to Winthrop and Kennedy Baptist College. In addition, several other long-serving staff either retired or gained promotional positions in other schools. We thank all these staff for their service in helping to develop the culture and fulfil the mission of the College over many years.

The Board are committed to supporting Mr Mark Ashby and our staff to fulfil the College mission, "To provide an excellent education in a Christian context, addressing the needs of individuals for lifelong learning", by providing good governance and resources.

This year the College continued to maintain and update the facilities. Part of the process included developing a new master plan to transform the Auditorium into a theatre. This may cause some disruption for students and staff, but as with most challenges, we keep our eyes on what will be. Once completed, the facility will allow students and staff in the Arts Learning Area to enjoy a wonderful facility that will enhance performances.

While buildings are necessary, the holistic well-being of our students and staff are our priority. We thank God for our team of dedicated staff who are committed to our students.

We are thankful to God for 2021 and the way He has empowered the College community to navigate through changing and uncertain circumstances while continuing to support students, their families, and staff.

#### Rev. Philip Bryant

**Board Chair** 

#### 2021 BOARD MEMBERS:

LEFT TO RIGHT:
Mr Luke Mason, Mr Richard Di Perna, Mrs
Juliettie Somerville, Mrs Nina Tassell, Mr Dean
Oates and Rev. Philip Bryant
NOT IN PHOTO:

Mrs Darrilyn Dawson





MR JUDSON LORKIN who joined us in March 2021 as a Member of the Finance, Audit & Risk Committee





Kennedy Baptist College is a vibrant, innovative and multi-faceted Christian learning community with a rich and distinctive culture where students' lives are transformed through education.

2021 has seen students at Kennedy engaged, enriched and empowered through learning despite the constantly changing environment created by the impact of COVID-19 restrictions. The College values have certainly been embraced by students in their learning, both in and beyond the classroom, in their relationships, and in the way they have helped others less fortunate than themselves in our outreach programs. In the same way, our highly professional staff have ensured the College continues its journey of self-improvement and best educational practice.

Throughout the year our positive 'culture of learning' has pervaded in the College.

The College strategic plan has provided an excellent framework for the implementation of the WA and Australian curriculum in a manner that provides greater depth and breadth. This means our students have been given the opportunity to learn richly and deeply and perform at a high level. The understanding and insight demonstrated by students' questions, their ability to think creatively and critically, and the quality of their work, has been most impressive. This is certainly reflected in our very pleasing Year 12 WACE results. Through an emphasis on academic rigor and engagement, each student was encouraged to achieve their personal best. This resulted in 31.5% of our students who completed the WACE examinations attaining an ATAR of 90 or more and a large number of students who completed a General course attaining a Certificate II qualification or higher.

As a part of our student Pastoral Care Program, protective behaviour education has continued to be embedded across the College. Kennedy has a positive culture, enriched by taking into account extensive research in this field. A particular whole College focus for this year has been the implementation of "Positive Education" within our daily curriculum to provide



extra support for our students. These include Year 7 transition programs (Thrive and SMARTS), Year 9 gender-based programs (Shine and Strength), Year 11 study skills programs (Strive and Conquer) and the Staff/Student Mentoring program in Year 12. They have been designed to encourage students to take risks, move outside their 'comfort zones' and aspire to higher levels of knowledge, understanding and competence.

I want to thank the Kennedy Baptist College Board members for their hard work, support and wisdom. The Board members have generously contributed their time to ensure Kennedy is governed well. They also provide support, knowledge and prayer, which is appreciated very much. I would like to take this opportunity to pay special tribute to our Board Chair, Rev. Phillip Bryant who has been determined in his support of the College. His hard work, dedication, wise counsel, prayer and leadership have been greatly appreciated.

The brief history of Kennedy Baptist College is a complex tapestry of change and continuity. The continuity is Kennedy's unique and distinctive culture:

Grounded in the Christian faith, Kennedy has been, and always will be, a school where every student is well known and inherently valued; it is a school that has an extremely positive culture, and it is a school where every student is encouraged to embrace all opportunities, to shine and to do their personal best in all. Within this continuity, there has also been a willingness to embrace change and to ensure that learning at Kennedy is 'at the cutting edge'. It continues to be a great privilege to be entrusted to lead the students on their learning journey, a journey that is lifelong and something to be valued.

Mr Mark Ashby

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Principal

# College



#### **OUR STORY**

Kennedy Baptist College was formed in 2013, after the amalgamation of two neighbouring Colleges, Winthrop Baptist College and Somerville Baptist College (established 1994 and 1999) to provide quality Christian secondary co-education that nurtures students' confidence and character.

The College's namesake, WA pioneer Baptist Minister William Kennedy, overcame seemingly insurmountable challenges to establish churches in Western Australia's regional areas in the early 1900s. Kennedy was known as a man of integrity and audacity by the communities he served, and his passion and determination was infectious.

At Kennedy Baptist College, students are expected to strive for personal excellence in all that they do. This translates to a positive learning environment where students are required to display high standards of behaviour which is reinforced by an exceptional Pastoral Care Program.

It is the spirit of Kennedy's story that underpins the College's values and inspires students to 'strive today, conquer tomorrow'. Armed with strength of character and Christian values, Kennedy graduates will be equipped to seize life's opportunities.

#### **OUR PURPOSE**

Strength of character is integral to greatness. The spirit of William Kennedy – whose character was built of determination and service – underpins our College purpose and inspires our students to 'strive today, conquer tomorrow'. Kennedy Baptist College exists to know and nurture the strength of character in every student.

#### **OUR VISION**

To be recognised as the State's leading Christian College providing students with holistic educational excellence through continuous best practice.

#### **OUR MISSION STATEMENT**

"To provide educational opportunities of excellence in a Christian context, addressing the needs of individuals for lifelong learning."

#### **COLLEGE VALUES**

Kennedy Baptist College upholds core values which form the framework of our pastoral care, discipline and learning programs. The values are:

**FAITH** 

The Christian faith lies at the heart of all College activities.

**INTEGRITY** 

To always be honest, show respect and deliver on promises.

**BOLDNESS** 

In seizing every opportunity with the ambition and perseverance to succeed.

**GROWTH** 

Nurturing unique gifts and talents and seeing challenges as obstacles to overcome.

**SERVICE** 

To serve and care for others within the College, local, national and international communities.

The Board, staff, students and parents are expected to reflect these values in every aspect of their involvement with the College.

#### **SCHOOL IMPROVEMENT PLAN 2021**

College Overarching Strategic Priorities:

- To enhance the quality of the teaching and learning agenda through the mechanism of innovation using evidenced-based best practice.
- 2. To invest in the wellbeing of students and staff through proactive intervention.
- To create a connected community, forging and building upon meaningful relationships within the College and throughout the wider community to further our Christian mission.
- 4. To ensure sustainability across all aspects of the College such that Kennedy is well positioned for the future.

#### **ENROLMENT**

Kennedy Baptist College has a 'non-discriminatory, open enrolment' policy, welcoming applications for enrolment regardless of race, gender, religion or ability. Affiliation with a church is not a prerequisite for enrolment, however, students and parents must recognise that the College teaches the required curriculum while maintaining a Christian ethos and accept that teachers interpret knowledge from a Christian perspective.

Kennedy Baptist College is registered to enrol a maximum of 50 international students and is listed with the Commonwealth Government (CRICOS Provider Code 01688K) to deliver courses to international students who are enrolled on a full-fee-paying basis in our registered courses.

#### **COLLEGE FACILITIES**

Kennedy Baptist College has developed facilities based around learning area cluster class buildings. These clusters consist of:

- Arts Centre including a 1200 seat auditorium.
- English and Languages
- Mathematics
- Humanities
- Technologies
- Science
- Sports Centre
- Research and Study Centre

## FUTURE BUILDING AND REFURBISHMENT PROJECTS

The College Board has ratified the Master Plan -2022 and the future. This will include:

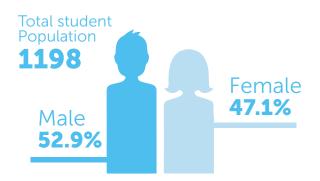
- Redevelopment of the Auditorium, and its entrance and foyer.
- Building additional classes and offices above Block 3 and the Health Centre to facilitate the removal of our modular buildings currently used for Senior School examinations. This space will be used for the development of increased parking space.
- The development of a 250-seat lecture theatre that will be used for whole of year group meetings and public lectures.

# COMMUNITY

## Students from over 60 primary schools contribute to student intake to the College.

This includes students from the local government authorities of Melville, Cockburn and Fremantle. As part of their induction to the College, our incoming Year 7 students and families participated in a number of activities designed to offer a smooth transition to secondary education, and for the new students to gain a sense of pride in, and ownership, of their College.

In 2021 the College catered for students from Year 7 to Year 12 with a total population of 1198 students.



In the year prior to commencing at Kennedy, a student's engagement included:

- Community Open Day
- Year 7 Orientation Day
- Years 8-12 New Student Orientation
- Year 7 Pre-Start Day
- Year 7 Team Building Day



Upon their commencement, students were involved in:

- First Day Induction: Commencement Ceremony
- Activities with pastoral care staff
- College Mentoring Program where Year 11 volunteers train to be 'big brothers' or 'big sisters' to new students
- Lunch time activities
- A 'Life Skills' course which encompasses key skills necessary for senior school studies and social development.
- Protective Behaviour Education
- Positive Education



## PARENT AND COMMUNITY INVOLVEMENT

Parents were involved in:

- Year 7 Family Information Evening outlining the transition program and introducing key policies and procedures needed for a smooth start to the beginning of a new year
- Year 7 Families Afternoon Tea, where parents met their child's friends, their families, and key staff
- Parents & Friends meetings and social events\*
- Parent-Teacher Interviews during Term 2\*
- Parent web portal SEQTA which provides families with direct access to student results and feedback
- Mother's Day Breakfast
- Father's Day Breakfast
- Fathering Project
- Kennedy Insights Parent Information Evenings: Various topics
- New Maths 4 Old Brains
- Pedal Prix Racing Team.

In addition, parent engagement is further enhanced through:

- Fortnightly newsletters
- Prospective families newsletter
- Parents & Friends Connect newsletter
- Community Open Day
- Parent-student activities
- Award Assemblies

- Easter services
- The College website
- The College Yearbook
- Signup.com
- Parent Lounge
- SEQTA Mobile App
- Kennedy App
- Partnership with Transform Cambodia.



#### **PARENTS & FRIENDS ASSOCIATION**

The College Parents & Friends Association is run by a small but efficient and enthusiastic group of parents, who represent the parent body and undertake fund raising. Feedback is actively sought by the College Administration through the P&F on College matters.

#### **KENNEDY ALUMNI**

When a student graduates from Kennedy Baptist College, they are invited to be part of our lifelong alumni community to stay in touch and attend our Alumni Afternoon Tea.

\* Due to the Covid-19 pandemic, event was cancelled.

# Opportunities

Our students have had the opportunity to participate in a wide range of programs that add value to their educational experiences including:

## ACADEMIC SPECIALIST PROGRAMS AND ACTIVITIES

- LOTE (Chinese/French)
- Science enrichment
- National academic competitions
- Sports clubs
- Curriculum excursions
- Curriculum incursions
- Tutoring program
- Learning support program
- Specialist Basketball and Cricket programs
- National and International study tours
- National and International mission opportunities\*.



#### **ACADEMIC EXTENSION**

The streaming of classes for Mathematics, Science and Humanities provided the opportunity for extension activities to address the needs of individuals in each of these learning areas.

The Kennedy Extension and Enrichment Program (KEEP) has provided an environment where academically able students can be challenged and extended to attain the highest levels of excellence alongside peers who share similar aspirations, abilities and interests. The students in KEEP have been taught by teachers with expert skills and knowledge for this particular program. Students covered the core curriculum, whilst also engaged in extension and enrichment activities.

#### **THE ARTS**

- College Choir
- College Ensemble
- College Orchestra
- College productions
- Arts events.

#### **PASTORAL CARE**

Our Pastoral Care Team is passionate and dedicated to working in partnership with families to support holistic student well-being. Our team includes:

- Deputy Principal Pastoral Care
- Director of Students
- Heads of Year
- Form Teachers
- House Coordinators
- College Psychologist
- College Counsellors
- College Chaplain.

#### **PASTORAL CARE PROGRAMS**

Our Pastoral Care Programs are an important part of pastoral care at Kennedy and include:

- Weekly Pastoral Care periods
- College Assemblies
- Positive Behaviour
- Cyber Safety
- Year 7 Transition Program
- 11/7 Mentor Program
- Student Leadership
- Community Service
- Social and emotional learning programs
- Year camps
- Kennedy Day
- Protective Behaviour Education
- Positive Education:
  - Year 7 Transition programs (Thrive and SMARTS)
  - Year 9 Gender based program (Shine and Strength)
  - Year 11 Study skills programs (Strive and Conquer)
  - Year 12 Staff/Student mentoring program.

#### **SPORTING OPPORTUNITIES**

Sport and Physical Education is an integral part of life at Kennedy. From the oval to the court, Kennedy Baptist College provides students with a variety of opportunities to improve their health and develop their athletic and teamwork abilities. These includes:

- Specialist Sport Programs (Basketball/Cricket)
- School Sports Western Australia (Basketball)
- Associated & Catholic Colleges of WA sports (ACC) where we participated in Interschool Athletics, Cross Country, Swimming Carnivals and Southern Association Sports competition (SAS and SAS Junior).

#### **2021 SAS OVERALL PLACING**

All Saints College
Kennedy Baptist College
Ursula Frayne Catholic College
Carey Baptist College
John Wollaston Anglican Community School

#### **2021 SAS JUNIOR OVERALL PLACING**

1st	Kennedy Baptist College
2nd	Emmanuel Catholic College
3rd	Corpus Christi College
4th	Seton Catholic College



### VOCATIONAL EDUCATION AND TRAINING

The VET in Schools Program allows a student to gain a nationally recognised qualification along with workplace experience and skills, while at school. Qualifications are available to Year 11 and 12 students from a range of industries.

Using external Registered Training Organisations, Kennedy Baptist College offers the following on-site VET qualifications:

- Certificate II in Financial Services
- Certificate II in Business
- Certificate II in Outdoor Recreation

#### **WORK EXPERIENCE PROGRAM\***

Our Year 10 students are involved in short-term placements during Term 1 that broaden their experience and understanding of the world of work and career opportunities in general.

#### **WORKPLACE LEARNING\***

Workplace Learning allows students to acquire skills and knowledge in an industry setting as part of an accredited vocational training program.

#### **UNIREADY ENABLING PROGRAM**

The UniReady Enabling Program is available to students directly though Curtin University. The program focuses on developing the transferable study and communication skills that students need for university study.

In 2021, 10 of our students who successfully completed the UniReady Enabling Program were awarded a scholarship and received a one-off cash payment of \$3,000.

#### **EXTRACURRICULAR ACTIVITIES**

Kennedy offers a wide range of extracurricular activities, after-school activities and interest groups that include:

- Book Club
- Maker Space
- Chess Club
- Biology Club
- Board Games Sessions
- Study Skills Sessions
- Photography Club
- Drama Club
- Fitness Group
- Christian Connect
- Tech Team
- Robotics Club
- Film Club
- Arts Workshops
- Pedal Prix





\* Due to the Covid-19 pandemic, event was cancelled.



At the heart of our school is our Christian faith, guiding students to view challenges as opportunities preparing them for a bold future.

#### **CHRISTIAN PASTORAL TEAM**

Because of our overarching vision, we see all staff at Kennedy involved in presenting the Christian Gospel to our students. Our ministry focus is primarily driven by these members of our College staff:

- Form Teacher Morning Devotion
- Christian Education Coordinator
- Christian Education Teachers
- Chaplain

Our Chaplain is involved in Christian counselling, mentoring senior students and providing personal ministry to our College community.

#### **CHRISTIAN EDUCATION**

Our Christian Education Program is non-denominational and centred around the teachings and character of Jesus Christ. This gives students the opportunity to explore and develop spiritually, while nurturing personal integrity, ethical awareness and life skills. Students are exposed to the values, morals, ethics and beliefs of the Christian faith, guiding them to respect others regardless of background, social status, race or culture.

The Christian Education Co-ordinator leads and implements Year 7 to 12 Christan Education curriculum.

Christian Education forms part of our curriculum and it takes place one period per week.

#### **EASTER SERVICES**

While much of our Christian education is delivered in class, other opportunities for students and families to explore Christianity include our Annual Easter Services, where parents are encouraged to support their children by attending these services.



#### **CHRISTIAN CONNECT**

CONNECT is the name of our faith focused student community within the College. At Kennedy we encourage students to enjoy and develop their own personal faith journey, to ask questions and to think. CONNECT is a space within the weekly rhythm of the College that allows students to come together and experience community.

## KPOW- KENNEDY PRAYS ON WEDNESDAY

At Kennedy, we want to be known for our heart as a community, to carry the cares and needs of others to God. Every Wednesday our staff, students and parents are invited to gather at various times throughout the day to pray for needs and be refreshed in the presence of God.

#### **NEWSLETTER DEVOTION**

The Kennedy E-newsletter is one of the avenues to communicate to every household a ministry thought or a Kingdom of God perspective.

#### **LINKS WITH LOCAL CHURCHES**

We have established close links with local churches around the College, collaborating with them in our Easter Services, community and teaching opportunities. The College works closely with several Church Youth Groups in the City of Melville in order to promote faith in Christ and link students to other Christian organisations and peers. Lakeside, Mount Pleasant and Nations Church Youth Leaders interact with College students on a regular basis.

#### National Reporting Requirements

## 1. PROFESSIONAL ENGAGEMENT



#### **TEACHING EXPERIENCE**

The College's teaching staff come from diverse teaching backgrounds and bring a wealth of experience to enhance our students' learning programs. A wide range of expertise enables the provision of challenging programs across eight learning areas. The majority of teachers have been involved in education for ten years or more.

The staff at Kennedy are committed to educational excellence. They have a strong commitment to their ongoing professional development.

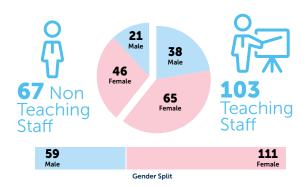
#### SCHOOL SUPPORT STAFF

The College has a wide range of support staff. Their roles include finance, enrolments, student support services, administration, maintenance and learning support. The College staff work as a team and all are valued contributors to the effective operation of the College.

#### STAFF ATTENDANCE

Teaching Staff	94.91%
Non Teaching Staff	97.69%
All School Staff	96.05%

#### WORKFORCE COMPOSITION



#### STAFF RETENTION

Staff Retention Rate: 85.88%

#### **STAFF QUALIFICATIONS**

Staff with Masters Degree: 11

#### TEACHER PROFESSIONAL LEARNING

All teaching staff have engaged in a minimum of five days of professional learning in 2021. Learning opportunities included:

- The Kennedy School Improvement Plan
- Complaints record management and **Privacy Policy**
- Secondary School Teacher Leader Briefing
- Leadership for Learning
- Workplace Health and Safety
- Registration requirements
- Critical online reasoning
- **CSA State Conference**
- One Drive and SharePoint
- Head of Learning Area Planning Day
- PLTs and Data
- Child Protection and mandatory reporting
- International students
- Head of Year Planning Day

Teacher expenditure for staff professional learning amounted to:

Average per staff member \$318\* (Not including individual PD)

Total expenditure (All staff and programs) \$57,059

\* Due to the Covid-19 pandemic, this amount had been reduced.

#### National Reporting Requirements

### 2. KEY STUDENT OUTCOMES



#### **STUDENT ATTENDANCE RATES**

Kennedy Baptist College	91.85%
State	- Not available

#### **CERTIFICATES OF ACHIEVEMENT**

Awards for school-based achievement.

Year 7	≥ 8 "A" grades	26
Year 8	≥ 8 "A" grades	14
Year 9	≥ 8 "A" grades	17
Year 10	≥ 8 "A" grades	11
Year 11	≥ 4 "A" grades	12
Year 12	≥ 4 "A" grades	20

#### **YEAR 12 ATAR RESULTS**

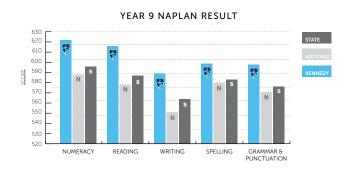
The following snapshot outlines the accomplishments of our Class of 2021:

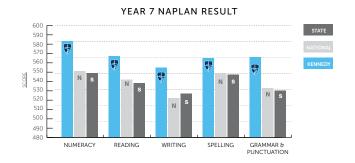


## MONITORING STANDARDS IN EDUCATION

Average scores for the National Assessment Program

- Literacy and Numeracy (NAPLAN):



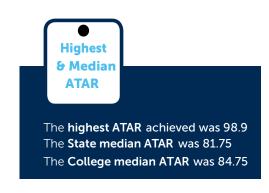


## TOP PERFORMING SUBJECT ACHIEVEMENT:

- Business Management
- Health Studies
- Psychology

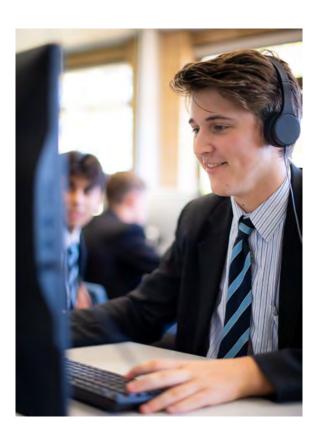
## STUDENTS OFFERED UNIVERSITY POSITIONS:

- 1st preference: 66%- Total preference: 84%



The following data illustrates the percentage of students with each Australian Tertiary Admission Rank.

ATAR Achieved	Frequency%
95.00+	16.3
94.9 - 90.0	15.2
89.9 - 85.0	17.3
84.9 - 80.0	13.0
79.9 - 75.0	9.8
74.9 - 70.0	9.8
69.9 - 65.0	7.6
64.9 - 60.0	4.3
59.9 - 55.0	1.1
< 55.0	5.4



The following students were recipients of the Curriculum Council's Secondary Education Exhibitions and Awards, which highlight outstanding academic achievement.

#### SUBJECT CERTIFICATE OF EXCELLENCE

- Biology Alexandria Boccardo
- Business Management and Enterprise -Emma Manning
- English Nikhita Nageswaran
- Human Biology Joshua Thomas Ninan
- Psychology Joshua Thomas Ninan

#### **SUBJECT EXHIBITION**

• Business Management and Enterprise

#### **CERTIFICATE OF DISTINCTION**

• 10 Students: Alexandria Boccardo, Carie Breytenbach, Kelli Chung, Megan Hennessy, Emma Manning, Benjamin Stephens, Joshua Thomas Ninan, Anna Tredoux, Jerome Williams and one student not for publication.

#### **CERTIFICATE OF MERIT**

• 21 Students: Samantha Ado, Anne-Marie Anson, Flynn Blades, Georgia Bray, Kelly Downing, Ethan Elliott, Riley English, Makenzie Gilbert-Green, Elysia Greenshields, Brianna Ho, Douw Hoogenboezem, Isabella Kirby, Ian Lee, Jordan Marciano, Sophia Matassa, Nikhita Nageswaran, Lily Oversby, Zac Reed, James Warwick, Victoria-Grace Whiting and Jayden Yum.

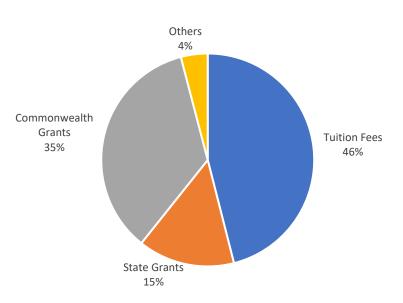
In addition, 40 Year 12 students completed Vocational Certificates II or higher.

### National Reporting Requirements

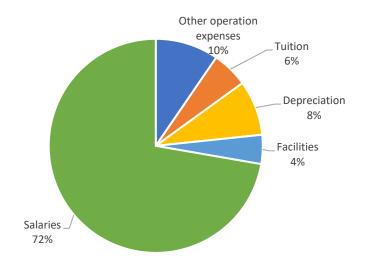
## 3. INCOME AND EXPENDITURE



Income	\$
Tuition Fees	11,099,550
Commonwealth Grants	8,492,479
State Grants	3,539,754
Others	980,118
Total	24,111,901



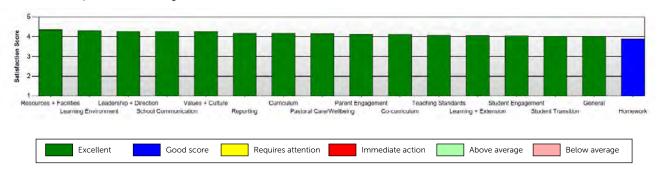
Expenditure	\$
Salaries	15,588,474
Other operating expenses	2,141,991
Facilities	983,722
Depreciation	1,865,181
Tuition	1,224,510
Total	22,411,197



## PARENT, STUDENT AND TEACHER SATISFACTION

#### **SUMMARY RESPONSES FROM PARENTS**

This report section provides a summary of the total responses grouped by key area. Results are ranked from highest to lowest and compared to the average overall scores.

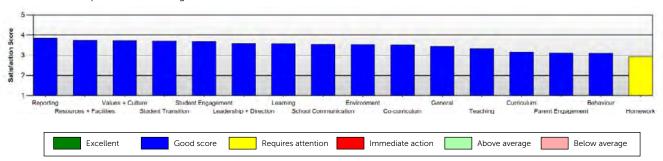


#### What do you like about Kennedy Baptist College?

- Caring and competent teachers.; Good communication; Good leadership; Great High School Musical Production showcased the best Kennedy had to offer, in terms of teaching calibre and students, in the performing arts and Christian values.
- The care shown by staff for the students' wellbeing; excellent facilities and wide range of learning areas; excellent level of communication with parents; the support offered to new students, and how easily my daughter has settled into her first two years
- My son feels supported at Kennedy and enjoys school, he is achieving better scores than we thought possible because of the high calibre staff motivating him to work to his potential and ensuring he has the necessary tools to be the best he can be. I really like the way children are treated, the teaching and the school rules.

#### SUMMARY RESPONSES FROM STUDENTS

This report section provides a summary of the total responses grouped by key area. Results are ranked from highest to lowest and compared to the average overall scores.

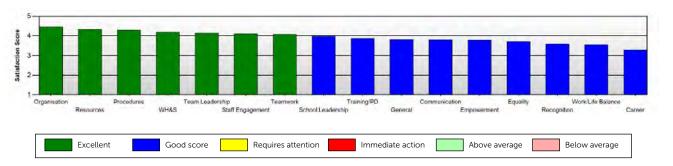


#### What do you like about Kennedy Baptist College?

- Kennedy Baptist College opens up so many opportunities for students (music, digital tech, sewing, even taking care of little children). Kennedy's Pastoral Care is also another feature I like as it encourages students to feel safe and comfortable around the school.
- The number of electives we can do is great, so we get more options.
- The specific teachers care about their students and provide clear resources for learning.

#### **SUMMARY RESPONSES FROM STAFF**

This report section provides a summary of the total responses grouped by key area. Results are ranked from highest to lowest and compared to the average overall scores.



#### What do you like about Kennedy Baptist College?

- The Christian ethos; good values; opportunities to live out my faith; College community; well organised; exciting environment; good facilities; great IT; positive atmosphere
- There is a lot to like but what I most like about working at Kennedy Baptist College is the students and the fantastic opportunities provided to them in all aspects of learning and life. It is a great school and is only improving.
- The sense of community, high standards, strong leadership and direction, Christian workplace, great resources, and positive relationships with students.



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