GOOD NEWS
Lutheran College



2024 Annual Report



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Principal's Report

2024 has been a year of remarkable growth and faithful perseverance at Good News Lutheran College. Underpinned by our mission to provide Christ-centred education, we continue to build not just structures but a strong learning culture rooted in purpose, values and community.

One of the most significant milestones this year was the near completion of **Mambourin Campus**, ready to open in 2025 with over 300 students enrolled. This development represents not just expansion, but an investment in the future of Christian education in the Wyndham region.

At Tarneit Campus, the opening of the **Farmhouse Early Learning Centre**, in partnership with LEVNT, has enabled us to offer a quality 3- and 4-year-old Kindergarten program for up to 125 children, supporting families from the very beginning of their educational journey.

We marked significant community events including **Harmony Week, Valedictory Service,** and partnerships with **Western United, Wyndham Basketball** and **Wyndham City Council**. Staff formation and professional development remained a priority, reflecting our belief that equipped staff are essential for effective education.

We finished the year with our 2024 graduates achieving our best results for a cohort to date. The first **perfect scores of 50** were achieved in 3 subjects and GNLC is now ranked in the **top 100** schools by Better Education Victoria. We achieved our target of a 30+ **median study score with 31**, up 2 more than the previous year. This year also saw us with a growth in Secondary Year students on our wait lists affirming our credibility as a school of choice across both primary and secondary.

Through all these achievements, we give thanks to God. As **Psalm 115:1** reminds us, *"Not to us, Lord, not to us but to your name be the glory, because of your love and faithfulness."* Every success in 2024 has been the result of God's grace and provision, supported by the unwavering commitment of our staff, families, Board and wider community.

We step into 2025 with confidence, knowing that we are part of God's unfolding story and trusting that He will continue to guide our path forward.

Fiona McAuliffe
Principal



The College

Founded in 1997, Good News Lutheran College (GNLC) is an independent, co-educational college of the Lutheran Church of Australia. GNLC offers the International Baccalaureate (IB) curriculum framework in Years Prep-Year 9 and the VCE in Years 10-12. This combination offers students a highly regarded academic program, empowering inquiring minds and preparing global citizens. We encourage our students to aim high, step outside their comfort zones, and to become the best versions of themselves.

Mission

- Living Christ's Mission
- Empowering Inquiring Minds
- Preparing Global Citizens

Values

Good News Lutheran College aims to provide an educational pathway for each student by focusing on strong Christian values. These values enable students to develop an understanding of the richness of life through the saving grace of Jesus Christ. Strong values empower them to be both successful learners and valuable members of the wider community.

Core Values

- Grace
- Respect
- Integrity
- Courage

Vision

Staff members of Good News Lutheran College share a vision of working with parents to support their children as they grow and develop. While offering support, teachers encourage students to take responsibility for their own decisions and to form their own attitudes and opinions about life.

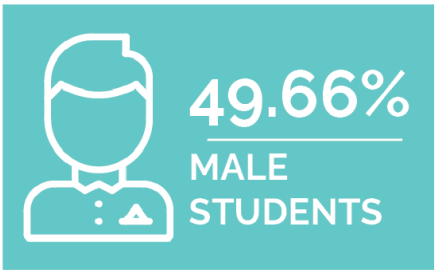


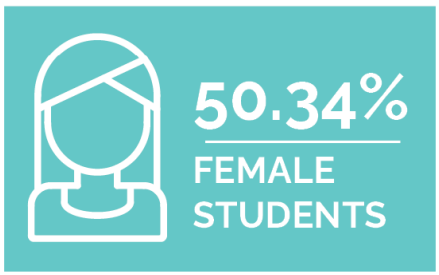
Characteristics of the Student Body

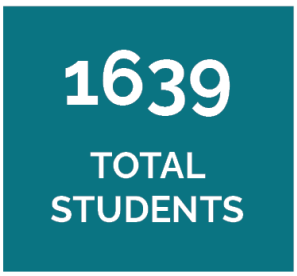
Based on the 2024 August Census, Good News Lutheran College had a student population of 1639 students in 2024. As the College continues through its largest expected growth phase, upward trends in enrolments are expected. The projected enrolment for 2025 is 1870 students across the Tarneit and Mambourin Campuses.

2024 Student population as of August 2024 Census

Good News Lutheran College had nil students identifying as Indigenous.







	Prep	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12	TOTAL
Male	96	77	61	50	58	51	56	74	62	63	67	62	37	814
Female	96	80	68	54	50	57	52	59	72	71	68	53	45	825

Student Attendance

Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Overall
92.46%	93.30%	88.41%	93.89%	92.88%	91.50%	92.03%	90.99%	90.67%	90.33%	**91.66%**



Suburbs Serviced in 2024

Fraser Rise
Hoppers Crossing
Laverton
Little River
Mambourin
Manor Lakes
Melton
Moriac
Mount Cottrell
Point Cook
Strathtulloh
Sunshine North
Tarneit
Thornhill Park
Truganina
Werribee
Williams Landing
Wyndham Vale
Yarraville

Student Retention

The College had 93% of students in Secondary Years return in 2024 from 2023.





Student Learning Experience

At Good News Lutheran College, we continue to offer a wide range of enriching learning experiences and extracurricular activities that support the development of lifelong learning skills. In 2024, students engaged in various **sporting activities**, including **Swimming, Athletics, Cricket, Tennis**, and **Basketball,** fostering teamwork and physical health. Our **Performing Arts** programs, including **Musical Production, Bollywood** and **Music Ensembles,** provided creative outlets for students to express themselves and develop performance skills.

In academics, the school has consolidated programs to enhance the rigor of our curriculum and resources, particularly focusing **on literacy and numeracy** strategies for both primary and secondary students. All IB programmes were designed to nurture a broad set of skills: **communication, research, self-management, social** and **thinking** skills, supporting students through to **Year 10** and the **VCE Vocational Major.**

Our diverse **academic clubs and activities,** such **as RedX, Debating, Robotics, Maths Homework Club,** and **Learning Enrichment Academic Program (LEAP),** provided additional avenues for students to explore their interests and develop valuable skills.

We also celebrated student achievements through participation in numerous **competitions,** including the **Maths Olympiad, ICAS English and Maths** and the **Prime Minister's Spelling Bee**. These activities and programs are a testament to our commitment to fostering a well-rounded education and supporting the growth of our students in both academic and extracurricular pursuits.



NAPLAN

Proficiency Levels

From 2023, we report student achievement in NAPLAN against 4 levels of proficiency. This replaces the previous numerical NAPLAN bands and national minimum standards. Student achievement in NAPLAN is reported using proficiency standards for each assessment area at each year level. The standards are set at a challenging but reasonable expectation of what students know and can do at the time of testing.

There are 4 proficiency levels:

- **Exceeding**: the student's result exceeds expectations at the time of testing.
- **Strong**: the student's result meets challenging but reasonable expectations at the time of testing.
- **Developing**: the student's result indicates that they are working towards expectations at the time of testing.
- **Needs additional support**: the student's result indicates that they are not achieving the learning outcomes that are expected at the time of testing. They are likely to need additional support to progress satisfactorily.

According to ACARA, from 2023 the NAPLAN measurement scale and time series have been reset. This means ***schools can no longer compare NAPLAN achievement prior to 2022 to that from 2023 onwards***. From 2024 schools can see NAPLAN achievement over time and compare to the previous year.

Reading

Reading Year 3	Needs Additional Support		Developing		Strong		Exceeding		Participating Students	
Years	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
School	1.0%(1)	2.0%(2)	16.3%(17)	1.0%(1)	59.6%(62)	76.2%(77)	23.1%(24)	20.8%(21)	104	101
State	6.30%	3.5%	20%	13.8%	50%	71.8%	21.20%	8.3%	78,353	78,554
National	9.10%	5.6%	22.20%	15.6%	48.50%	68.5%	18.30%	8.3%	307,079	307,021

- **Significant improvement** in the "Strong" band (+16.6%), showing a **positive uplift in core reading proficiency,** likely due to the Science of Reading program.
- Sharp **drop in students in "Developing"** (from 16.3% → 1.0%), suggesting **successful movement of borderline students** into higher achievement bands.
- Slight increase in **Needs Support**, but still well below national (5.6%) and state (3.5%) averages.
- **"Exceeding" performance remains strong** at 20.8%, despite a small drop, still outperforming state and national levels significantly.

Reading Year 5	Needs Additional Support		Developing		Strong		Exceeding		Participating Students	
Years	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
School	2.9%(3)	0.9%(1)	5.9%(6)	10.2%(11)	64.7%(66)	63.0%(68)	26.5%(27)	25.9%(28)	102	108
State	4.30%	5.60%	14.60%	15.60%	54.50%	51.30%	24.40%	25.20%	79,620	79,628
National	7%	8.70%	17.20%	18.20%	52.90%	49.80%	21.30%	21.50%	314,987	314,867

- In 2024, **88.9%** of students were in the **Strong or Exceeding** categories, likely due to the Science of Reading program.
- **Significant improvement in reducing students needing additional support** (from 2.9% to just 0.9%), which could be a cohort effect or variability in growth.
- Small rise in **Developing band** (+4.3%), which could be a cohort effect or variability in growth.
- **Slight dip in Strong and Exceeding** bands, but levels remain **well above state and national averages**.
- School maintains a **high-performing profile** in Reading compared to both benchmarks.

Reading Year 7	Needs Additional Support		Developing		Strong		Exceeding		Participating Students	
Years	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
School	2.3%(3)	1.5%(2)	19.8%(26)	10.7%(14)	50.4%(66)	54.2%(71)	27.5%(36)	32.8%(43)	131	131
State	6.30%	7.10%	19.60%	19.10%	51.10%	49.70%	21.20%	22.30%	76,422	77,821
National	9%	10.20%	21%	21%	49.30%	47.40%	19.20%	19.90%	304,722	308,344

- **Improvement** in overall reading outcomes between 2023 and 2024.
- Significant **reduction in lower bands**: "Developing" dropped from 19.8% → 10.7%, and "Needs Support" remains extremely low.
- **Growth in high performance**: "Exceeding" increased by 5.3%, and over **87% of students** are now in the "Strong" or "Exceeding" categories.
- School continues to **outperform both state and national averages** across all performance bands.

Reading Year 9	Needs Additional Support		Developing		Strong		Exceeding		Participating Students	
Years	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
School	1.9%(2)	3.7%(5)	18.1%(19)	14.2%(19)	56.2%(59)	59.7%(80)	23.8%(25)	22.4%(30)	105	134
State	7.80%	8.50%	23.80%	22.80%	47.90%	46.50%	18.30%	19.90%	72,743	74,409
National	10.60%	11.10%	24.70%	24.10%	45.90%	45%	16.90%	18%	287,709	293,342

- **Reading performance remains strong and well above national/state benchmarks**, especially in the **Strong** and **Exceeding** bands.
- Small **increase in "Needs Support"** group, though still much **lower than state and national averages**.
- **Slight decline in "Exceeding"** (–1.4%) but offset by a **rise in the "Strong" band**, indicating consistent solid performance.
- **Overall**, over **82%** of students are in the **Strong or Exceeding** categories.

Writing

Writing Year 3	Needs Additional Support		Developing		Strong		Exceeding		Participating Students	
Years	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
School	0.0%(0)	2.0%(2)	8.7%(9)	1.0%(1)	78.8%(82)	76.2%(77)	12.5%(13)	20.8%(21)	104	101
State	3.90%	3.50%	13.70%	13.80%	70.60%	71.80%	9.50%	8.30%	77,563	78,554
National	6.10%	5.60%	16%	15.60%	66.90%	68.50%	9.10%	8.30%	304,296	307,021

- The percentage of students in **"Exceeding" nearly doubled**, showing exceptional high-end writing growth.
- A dramatic **drop in "Developing"** students (from 8.7% → 1.0%) suggests effective early intervention and strong core instruction.
- Although **"Needs Support" increased slightly**, the level remains **well below** both state and national averages.
- The **majority of students (97%)** are now in the **Strong or Exceeding** categories.

Writing Year 5	Needs Additional Support		Developing		Strong		Exceeding		Participating Students	
Years	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
School	2.9%(3)	0.9%(1)	8.8%(9)	6.5%(7)	64.7%(66)	63.9%(69)	23.5%(24)	28.7%(31)	102	108
State	5.10%	5.10%	18.30%	19.10%	60.40%	60.80%	14%	12.60%	79,417	79,423
National	9.60%	8.70%	22.60%	22.20%	54.70%	55.90%	11.50%	11.40%	313,925	313,947

- **High-end growth**: The Exceeding band rose to 28.7%, nearly **triple the national average**.
- Continued **decline in lower-performing bands** (Needs Support and Developing), reinforcing effective targeted teaching and intervention; which could be a cohort effect or variability in growth.
- Over **92%** of students are now in the **Strong or Exceeding** categories.
- Performance remains **well above both state and national benchmarks** across every band.

Writing Year 7	Needs Additional Support		Developing		Strong		Exceeding		Participating	
Years	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
School	2.3%(3)	1.5%(2)	18.3%(24)	9.9%(13)	58.8%(77)	67.9%(89)	20.6%(27)	19.8%(26)	131	131
State	6.50%	6.40%	23.10%	20.50%	51.40%	51.70%	17.20%	19.60%	76,457	78,014
National	10.90%	10.40%	25.10%	22.70%	47.70%	47.60%	14.80%	17.70%	305,591	309,188

- Over **87% of students** are now in the **Strong or Exceeding** bands.
- The school saw a **significant drop in Developing** (–8.4%) and **a strong gain in the Strong band** (+9.1%), indicating meaningful progress.
- **Needs Support** continues to be very low (1.5%), demonstrating effective intervention and early writing development.
- While Exceeding dipped slightly, it remains well above state and national averages.

Writing Year 9	Needs Additional Support		Developing		Strong		Exceeding		Participating students	
Years	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
School	4.8%(5)	3.0%(4)	21.0%(22)	15.7%(21)	48.6%(51)	52.2%(70)	25.7%(27)	28.4%(38)	105	134
State	8.10%	7.90%	25.90%	23.90%	44.50%	43.60%	19.30%	22.50%	72,862	74,618
National	12.10%	11.60%	28.10%	25.70%	40.50%	39.90%	17.60%	21.10%	289,001	294,533

- In 2024: Over **80%** of students are in the **Strong or Exceeding** bands.
- **Marked improvement** across the board:
- Drop in **Needs Support** and **Developing** suggests effective intervention and engagement strategies.
- Growth in **Strong** and **Exceeding** confirms improved high-end writing capabilities.
- School is performing **well above both state and national benchmarks** in all four categories.

Numeracy

Numeracy Year 3	Needs Additional Support		Developing		Strong		Exceeding		Participating Students	
Years	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
School	5.8%(6)	2.0%(2)	13.5%(14)	15.8%(16)	62.5%(65)	60.4%(61)	18.3%(19)	21.8%(22)	104	101
State	7.10%	7.10%	21.20%	22.90%	54.60%	55.10%	14.70%	12.50%	77,965	78,976
National	10%	9.70%	23.50%	25%	52.40%	53.30%	12.30%	10.20%	304,914	307,577

- Consistently **outperforms** both State and National averages across all achievement bands.
- There is a **positive shift** away from the "Needs Support" category, with increasing numbers in the "Exceeding" category.
- The slight increase in "Developing" from 2023 to 2024 should be monitored, but does not yet signal concern.

Numeracy Year 5	Needs Additional Support		Developing		Strong		Exceeding		Participating Students	
Years	**2023**	**2024**	**2023**	**2024**	**2023**	**2024**	**2023**	**2024**	**2023**	**2024**
School	3.0%(3)	0.0%(0)	14.9%(15)	12.0%(13)	62.4%(63)	63.0%(68)	19.8%(20)	25.0%(27)	101	108
State	7.10%	6.30%	20.40%	20.30%	57.10%	56.80%	13.20%	14.30%	79,202	79,227
National	9.30%	8.60%	21.40%	21.90%	55.80%	55.30%	12%	12.50%	312,703	312,356

Numeracy Year 7	Needs Additional Support		Developing		Strong		Exceeding		Participating Students	
Years	**2023**	**2024**	**2023**	**2024**	**2023**	**2024**	**2023**	**2024**	**2023**	**2024**
School	4.6%(6)	2.3%(3)	17.6%(23)	9.2%(12)	60.3%(79)	58.8%(77)	17.6%(23)	29.0%(38)	131	131
State	7.30%	7.30%	21.50%	21.30%	55.80%	55.20%	13.60%	14.50%	75,724	77,255
National	9.30%	9.40%	22%	21.90%	54.50%	53.70%	12.60%	13.50%	301,616	305,021

Numeracy Year 9	Needs Additional Support		Developing		Strong		Exceeding		Participating Students	
Years	**2023**	**2024**	**2023**	**2024**	**2023**	**2024**	**2023**	**2024**	**2023**	**2024**
School	2.9%(3)	2.3%(3)	19.0%(20)	19.5%(26)	62.9%(66)	57.1%(76)	15.2%(16)	21.1%(28)	105	133
State	7.90%	8.50%	23.30%	23.90%	56%	55.40%	10.60%	10%	71,997	73,520
National	10.20%	10.40%	24.10%	24.40%	54%	54.50%	9.90%	8.90%	283,767	289,159



VCE information and Destinations

GOOD NEWS Lutheran College

Class of 2024 Results

99.55
2024 DUX
ATAR Score

98.85
2024 Proxime Accessit
ATAR Score

Median ATAR
75.9
Highest in College History

Median Study Score
31
7.4% achieved over 40



14.8% achieved an ATAR above 90



39.2% achieved an ATAR above 80



63.5% achieved an ATAR above 70

30
Scores above 40
(Top 8% in Australia)

3
Perfect scores of 50
(Top 0.3% in Australia)

6
Year 11 students achieved a score above 40



Parents

Parent Surveys

In 2024, GNLC commenced a series of school-wide surveys, with further surveys to be conducted in 2025. The purpose of the surveys was to gauge how we are aligning with the College Intentions outlined in the Strategic Plan.

Initial feedback in 2024 indicate that most parents are satisfied with areas for improvement including strengthening the College's Christian identity, more Christian teachers, opportunities for service, outreach, and community engagement, and maintaining a strong Christian focus without compromise.

Parents prioritise academics, wellbeing, extracurriculars, Christian values and camps. They want budget-friendly trips, more parent sessions, more homework and clear communication on progress and assessments.

Current Parent Survey Feedback

"I appreciate the school's commitment to Living Christ's Mission by fostering a culture of kindness, service, and faith-based learning. Encouraging students to embody Christ's teachings through compassion, respect, and community engagement is invaluable. I would love to see more opportunities for students to participate in service projects, faith-based discussions, and real-world applications of Christian values. Overall, I commend the school's efforts and look forward to continued growth in this mission"

"Both of my daughters love coming to the school and enjoy each and every day and the teachers. So blessed to have them here"



Prospective parents see Christian values, academics, extracurriculars, wellbeing, community engagement and teacher engagement as their priority for seeking admission to GNLC. It was worth noting that 85% of future parent responders rate extracurricular opportunities as "very important". Positive comments were received regarding their experience of the 'admissions process'.

Prospective Parent Survey Feedback

"As a first-time parent dealing with the enrolment process, I have found that the college has been fantastic in providing information early. At not one stage have I felt the need to ask questions as the information has been provided."

"During the interview and Admission process, felt Staff members were warm and cared for Children truly. Compared to one other School where they were very commercial and formal with a 4-year-old kid."

Parent Participation

Parents have many opportunities to be involved in their child's educational journey at GNLC. In 2024, some of these included:

- Subject and Pathways Expo
- Student-Led and Academic Conferences
- Understanding the IB Parent Information Sessions
- Harmony Fair
- Harmony Day Parade
- Prep Parent Information Nights
- Mother's Day Breakfast
- Father's Day Breakfast
- VCE Information Night
- The Rite Journey Information Night



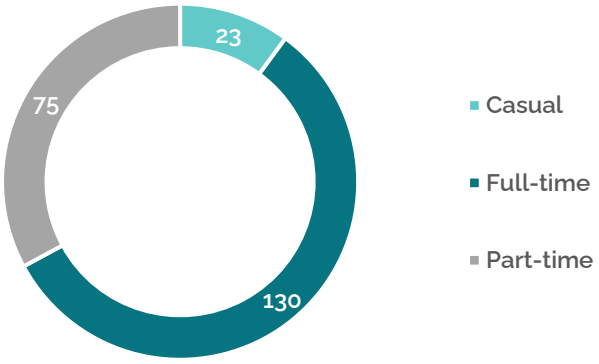
Staff

In 2024, we implemented **Employment Hero**, a comprehensive HR and payroll platform, to streamline our human resources processes. This integration has allowed us to automate administrative tasks, manage employee records more effectively, and ensure compliance with evolving regulations.

Recognising the value of our existing team in identifying top talent, we also introduced an **internal employee referral program**. This initiative encourages employees to refer qualified candidates for open positions, fostering a collaborative recruitment process. By leveraging the networks of our current staff, we aim to attract individuals who align with our company culture and values, thereby enhancing team cohesion and performance.

- GNLC has only one staff member who identifies as Indigenous.
- Total teaching staff: **140 (total), 129 (excl casuals)**
- Total non-teaching/operations staff: **89 (total), 76 (excl casuals)**
- Investment in professional learning: **$136,008.82**

Employment Type:





Governance & Leadership

Board Members

- **Neil Leek**
  Chair
- **Russell Wedding**
  Vice Chair
- **Anthony Vassallo**
  Secretary
- **Graeme Simpkin**
  Board Member
- **Marion Nott**
  Board Member
- **Esther Shilpa Roy**
  Board Member
- **Jesse Spike**
  Board Member
- **Chandra Seramsetty**
  Board Member
- **Connor Marshall**
  Board Member

Leadership Team

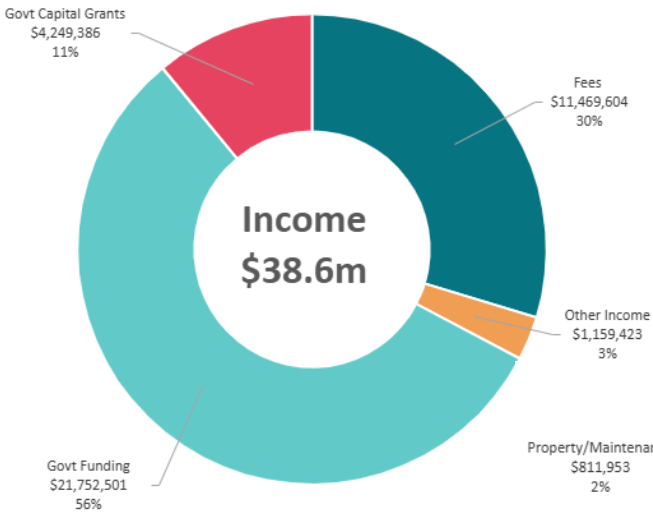
- **Fiona McAuliffe**
  College Principal
- **Lisa Robinson**
  Head of Campus - Tarneit
  (to 14 May 2024)
- **Anthony Vassallo**
  Business Manager
- **Melissa Furtado**
  Head of People & Culture
- **Joshua Hauser**
  Head of Ministry
- **Wayne Gehling**
  Marketing & Community Partnerships Coordinator
- **Maria Denholm**
  Head of Junior Years / Deputy Principal - Primary
- **Steven Tkaczuk**
  Interim Head of Campus – Mambourin (Term 1-3 2024)
- **Joanne Wegener**
  Head of Senior Years / Deputy Principal - Secondary
- **Tracy Williams**
  Head of Learning (to 13 Dec 2024)
- **Mikaella Nelson**
  Interim Head of Campus – Mambourin (from Term 4 2024)

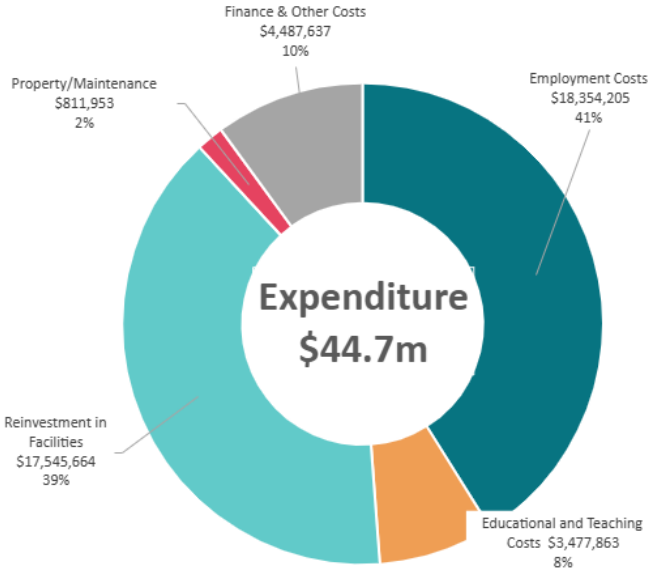


Finances

The College continues to operate in a sound financial position and in accordance with the Strategic Plan and long term financial forecast adopted by the College's Board of Directors.

The long term financial forecast to 2032 is based around the College growing to approximately 2,700 students over our two campuses in Tarneit and Mambourin.





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Lutheran College