



ST JOHN'S
LUTHERAN
PRIMARY SCHOOL
PRAISE LOVE SERVE

Annual Report **2025**



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Introduction

Purpose of this report

All schools and system authorities must make publicly available, within six months of the end of each program year, a report that includes information about the school. The legislative instrument by which recurrent funding from the Commonwealth Government is provided to independent schools is the Australian Education Act 2013 and the Australian Education Regulation 2013. One of the conditions for funding is the publication of information by schools. The purpose of the school Annual Report is to inform parents and the wider school community of the school's successes, activities, and achievements throughout the year, and to meet Commonwealth and State legislative requirements.

How the report is distributed

This report is a culmination report of the activities conducted by St John's Lutheran Primary School Ltd in the year 2025. It is published on the school website www.stjohnsportland.com.au and on the Victorian Regulation and Qualification Authority (VRQA) state register. There are hard copies available at the school and the Portland-Heywood Lutheran congregation. This report is also a summary of reporting that is provided to the School Board, Portland-Heywood Lutheran Congregation, Independent Schools Victoria (ISV), VRQA, Lutheran Education VIC, NSW, TAS & ACT Ltd (LEVNT), Lutheran Education Australia (LEA) and the wider St John's school community. Broader data and reports are available in other forms such as newsletters, school magazines and additional written, electronic, and digital content made available to the wider community.



Contextual Information

School Contact Information 2025

NAME	St John's Lutheran Primary School Ltd
SCHOOL SECTOR	Independent
TOTAL ENROLMENTS	112 (August DESE census including 3 Special Consideration)
YEAR LEVELS OFFERED	Foundation to Year 6
CO-EDUCATIONAL OR SINGLE SEX	Co-Educational
ADDRESS	43-55 Trangmar Street, Portland, Victoria, 3305
PRINCIPAL	Tara Pritchard
SCHOOL COUNCIL CHAIR	Stephen Rudolph
BUSINESS MANAGER	Hayley Bristow
TELEPHONE	03 5523 3833
EMAIL	admin@stjohnsportland.vic.edu.au
WEBSITE	www.stjohnsportland.com.au

School Profile

Pastor Ben Schwarz helped inspire Portland Heywood Lutheran Church to establish the "Feed my Lambs Fund" in 1975. Through the extreme generosity of members Mr Bert Porte and Mr Vic Mibus, a 10-acre block of land on Trangmar St was earmarked as the future site of a primary school. In 1978, a selected congregational committee agreed that the Lutheran school would commence in 1980. This decision ignited a lot of activity, and many hours were devoted to fundraising, clearing the land of pine plantations, landscaping the oval, and drawing up building plans. St John's Lutheran Primary School did indeed open in 1980 with 36 students. God has grown and blessed this school ever since, enabling it to 'feed God's lambs' and provide a wonderful Christian education to the children of the Portland district.

The school places significant focus on developing the whole child - intellectually, spiritually, socially, physically, emotionally, and creatively. This is supported by spacious classrooms, outdoor learning areas and specialist areas for Japanese, Music, Visual Arts and Physical Education.

All staff, along with a Chaplain, work together as a team to support the well-being of our students and their families. St John's staff work hard to build positive relationships with our school community and most importantly, developing confident, resilient, and positive students in a caring, Christian environment.

Strategic Intent

The Strategic direction of St John's Lutheran Primary School Ltd is endorsed by the Board after recommendations from the Principal, Business Manager, LEVNT, wider consultation with staff and representatives from the parent body and Portland-Heywood Lutheran congregation. When establishing this direction, the school mission statement and motto of Praise, Love, Serve remain as a focus. Lutheran schools are an integral part of the mission of the LCA and are supported by three Lutheran Education Regions and Lutheran Education Australia as described in the LEVNT Governance Charter (as amended from time to time). Through its schools the LCA deliberately and intentionally bears Christian witness to students, parents, teachers, friends and all who comprise the world of the school.

School Board

St John's Lutheran Primary School Ltd has a governing board of elected representatives. The School Board consists of 7 Directors and 3 representatives who act as consultants. The key role of the School Board is governance, ensuring the ongoing viability of the school and maintaining the strategic direction of the school.

School Improvement

Throughout the 2025 year, several notable developments took place including:

- New Logo signs installed at front of school entrance.
- Updated Logo signs at front main doors of school.
- Main Office and Administration area painted.
- Back of junior school buildings painted.
- Cyprus trees on east boundary removed due to bushfire hazard.
- Renovation of junior classroom.
- Engaging with architect to discuss new senior learning centre, extra classrooms and roof design of library.
- Planting of tree seedlings in school grounds.
- Tutoring Learning Initiative.
- Strengthening of our school Playgroup.
- Our 'Getting Ready for School' Transition program for students enrolled in Foundation 2026 was facilitated in Term 4.
- Service-learning fundraiser to the hospital in Vanuatu.
- Service-learning fundraiser for the ALWS Gifts of Grace.
- A very successful Christmas Tree Exhibition organised by the P&F and enjoyed by the wider community.

In all that we do we aim to

Praise. Love. Serve.

Curriculum

Our School is committed to creating a student-centred environment that values and supports the diverse experiences and background knowledge of each learner. We believe this approach best addresses the unique needs of all students. Our dedicated staff continuously work to provide meaningful learning opportunities, ensuring that each lesson is relevant, engaging, and purposeful.

We foster a culture where students are encouraged to learn from their mistakes and make positive changes along their educational journey. At the core of every learning experience is the strong relationship between teacher and student. This vital connection plays a fundamental role in the quality of teaching and learning that takes place within our school community.

Early Learning

The Early Learning Program at our school offers a nurturing environment that ensures a smooth, safe, and enjoyable transition from home to school. Our thoughtfully designed curriculum provides a strong foundation that supports young children as they begin their learning journey.

Our Playgroup continues to thrive, with strong attendance from families in the Portland community. Led by Playgroup Coordinator Mrs. Jess Cook, the program offers a rich, engaging learning environment, including a music component. Held every Wednesday and Thursday morning, the Playgroup attracts an average of 50 children each week.



In Term 4, we again provided the 'Getting Ready For School' transition program for Kindergarten students enrolled in Foundation for 2026. This program provided our youngest learners with the opportunity to engage in inquiry-based learning, while developing essential skills in literacy and numeracy. It also allowed students to become familiar with the school environment and learning spaces. The program was facilitated by Victorian Institute of Teaching registered educators, who are also Early Childhood trained, ensuring high-quality learning experiences for all participants.

Primary Years

We provide a Christian education for students from Foundation to Year 6, nurturing each child's intellectual, spiritual, physical, emotional, creative, and social growth. Our goal is to cultivate a life of faith and service, ensuring that every student is equipped to thrive in all aspects of their development. Through meaningful and relevant learning experiences, we foster collaboration, celebrate individual efforts, and encourage each child to strive for excellence. Our commitment to preparing students for success in the 21st century is central to our educational mission.

Teaching and learning at our school align with the Victorian Curriculum, with a strong focus on core literacy and numeracy skills. These foundational areas are key to ensuring that students have the competence and confidence to succeed across all subjects.

This year, our curriculum was enhanced through a diverse range of extracurricular activities and events that fostered student engagement and holistic development. Highlights included our Athletics Day, Cross Country, Swimming Program and Carnival, as well as participation in the Portland Schools Winter Series and Basketball Competition. Students also represented our school in Portland Athletics and attended enriching camps: Year 3/4 at Portland Bay Lodge, Year 5/6 at Sovereign Hill, and Junior Camp at Mount Gambier. Leadership opportunities were





provided through the Western Hub Lutheran Leadership Day and the GRIP Leadership Conference.

Our Performing Arts program offered students a variety of excursions and incursions, including the Music Festival, Portland Community Schools Art Show, Art Alive, and the Christmas Concert. Students also contributed to environmental initiatives such as tree planting and enjoyed cultural exchange through a visit from a Japanese school. Community engagement remained a priority, with students hosting Grandparents and Special Friends for a morning visit and celebrating fathers through a special Chapel service and the Father's Football Match.

A memorable highlight was the Year 6 Graduation Celebration. Students researched, planned, and prepared a three-course meal, which they cooked and served to their parents as a gesture of gratitude for their support throughout primary school. Transforming the Unity Centre into a five-star restaurant, complete with a red carpet entrance, the evening was a fitting tribute to their achievements and a time for reflection and celebration.

We also celebrated Book Week, organized fundraisers, and participated in service-learning activities such as supporting the Vanuatu hospital and schools through The Melanie Jewson Foundation by bagging and selling sheep manure. Additionally, students contributed to the Australian Lutheran World Service Gifts of Grace initiative, furthering our commitment to global outreach and service.

Learning Support

Our school is dedicated to supporting and enriching the learning journeys of all students, ensuring that each individual receives the attention and resources they need to thrive. To achieve this, we implemented a variety of Learning Support and enrichment programs designed to cater to the diverse needs of our students. A key initiative was the Victorian Government Tutoring Program, which provided

targeted academic support to students who required additional assistance, helping them to bridge learning gaps and achieve their full potential.

In addition to academic support, we introduced therapy dogs as part of our holistic approach to student well-being, offering emotional support and helping to create a calm and nurturing environment for learning. We also worked closely with a range of specialists, including Speech Pathologists, Occupational Therapists, and Physiotherapists, who provided tailored interventions and strategies to address specific learning and developmental needs. These specialist services play a crucial role in ensuring that every student has access to the support they require, empowering them to succeed both academically and personally.

School Grounds and Environmental Initiatives

Our school grounds continue to be well-maintained and provide an inviting environment for learning and play. In 2025, we undertook significant improvements to enhance both safety and sustainability. The removal of the Cyprus trees along the eastern boundary addressed bushfire hazards and reduced asthma risks for our community.

To further beautify the grounds and promote environmental awareness, we planted a variety of trees across the campus. These new plantings not only enhance the visual appeal of our school but also support our sustainability goals by providing shaded areas, improving air quality, and fostering local biodiversity.



These initiatives reflect our ongoing commitment to creating a positive, nurturing environment where students can thrive academically, socially, and emotionally.

Pastoral Care and Wellbeing

Throughout 2025, we focused on meeting the diverse needs of our students by drawing on a broad range of resources and strategies. We are especially appreciative of the funding provided by Independent Schools Victoria (ISV), which enabled us to deliver initiatives that strengthen the social and emotional well-being of every child. Our programs are grounded in the belief that each student is unique, and we strive to provide tailored support that nurtures growth across all areas of development.

A key priority has been fostering a school culture built on respect, responsibility, and community. These values underpin

our approach to pastoral care and help students flourish both academically and personally. Two initiatives that exemplify this commitment are the Senior Buddy Program and the Student Representative Council (SRC).

The Senior Buddy Program pairs older students with younger peers, creating opportunities for mentorship, guidance, and friendship. This program not only supports social and emotional development but also builds strong connections across year levels, reinforcing a culture of care and collaboration.

The SRC gives students a voice in shaping their school experience. Through active participation, students learn leadership, teamwork, and advocacy while contributing to decisions that impact their community. This empowers them to take responsibility and develop confidence in their ability to influence positive change.

At the heart of our pastoral care framework is a commitment to ensuring every student



feels valued, supported, and connected. By prioritizing well-being alongside academic achievement, we aim to create an environment where students thrive socially, emotionally, and intellectually.

In addition to focusing on their own growth and development, our students demonstrated compassion and a strong sense of social responsibility by raising funds to support the well-being of others. Through a hands-on initiative, students bagged sheep manure to raise money for a school and hospital in Vanuatu, contributing to vital resources for these communities. Weekly chapel offerings also supported our sponsor child, reinforcing the importance of global citizenship and empathy. These efforts highlight our students' commitment to making a positive difference beyond our school, fostering values of generosity and service.

Worship Program

Worship continues to be a cornerstone of life at St John's Lutheran Primary School Ltd, nurturing both faith and community within our school. In 2025, we remained committed to making worship an integral part of the student experience, offering regular opportunities for reflection, prayer, and praise.

Each Friday morning, our school community gathered for Chapel services, thoughtfully prepared and led by students and senior leaders. These gatherings provided a space to celebrate our faith, share fellowship, and reflect on the values that shape our school culture. By encouraging student leadership in these services, we fostered responsibility, confidence, and deeper engagement with their spiritual journey.

Daily classroom devotions also played an important role in setting a positive tone for learning. Beginning each day with prayer and reflection helped students centre themselves spiritually and approach their studies with purpose. Staff devotions complemented this practise, modelling faith and reinforcing our





commitment to spiritual growth across the entire school community.

In addition to these regular practises, we celebrated special worship events throughout the year, including services for Grandparents' Day, Mother's Day, and Father's Day. Our Christmas Concert was a highlight, creatively telling the story of Christmas from its beginnings in the Garden of Eden with Adam and Eve through to the birth of Jesus. We also joined the Portland St John's Lutheran Church for a Sunday worship service, strengthening our connection with the wider faith community and providing students with a meaningful experience of congregational worship. Furthermore, our senior students

participated in a local excursion to churches within the Portland community, gaining a deeper understanding of faith practises in different contexts and comparing these to other Christian denominations. This experience broadened their perspective and encouraged thoughtful discussion about diversity within the Christian faith.

These experiences reflect and reinforce our school's mission and values, which centre on faith, respect, and community. By embedding these principles into daily life and special events, we ensure that students grow not only academically but also spiritually and personally.

Student Information

Contextual Characteristics of the Student Body

At the DESE Census in August, the school population of 112 students was comprised of:

YEAR	STUDENTS	% BOYS	% GIRLS
Foundation	21	38%	62%
Year 1	20	55%	45%
Year 2	8	38%	62%
Year 3	21	43%	57%
Year 4	15	53%	47%
Year 5	9	33%	67%
Year 6	18	11%	89%
Total	112	39%	61%

Student Attendance

The whole school student attendance figures for 2024:

Foundation	92%
Year 1	90%
Year 2	84%
Year 3	86%
Year 4	85%
Year 5	90%
Year 6	81%

Parents or caregivers are expected to inform the school of absences either by email or phone by 10:00am on day of absence. This ensures that the school is aware of the whereabouts of children. If a pattern of extended or unexplained periods of absence occurs, teachers contact the parents or caregivers to determine an appropriate course of action to ensure learning is not compromised.



Student Learning Outcomes

In 2025, students in Years 3 and 5 participated in the National Assessment Program – Literacy and Numeracy (NAPLAN). While NAPLAN provides useful insights into student achievement, it is important to recognize that these assessments represent only a snapshot of learning at a single point in time. They are not a complete measure of a student’s abilities or a school’s overall performance. Instead, NAPLAN serves as one tool among many to help teachers identify areas for growth in literacy and numeracy.

At St John’s, we view NAPLAN results within the context of a student’s broader learning journey. These results are considered alongside school reports, teacher observations, and feedback from families to form a holistic picture of each child’s progress. This approach ensures that every student’s achievements are understood in a meaningful and balanced way.

NAPLAN data complements ongoing classroom assessments and teacher observations, all of which inform our teaching practices. By analyzing this information, we continue to refine our strategies to meet the individual needs of our students and support their academic development.

Results from the Year 3 and Year 5 Student Group Summaries show most students performing above the minimum standards expected. Below is a summary of the 2025 NAPLAN results:

Year 3						
Learning Area	Exempt	NAS	Developing	Strong	Exceeding	Participating students
Reading	0 %	5 %	24 %	57 %	14 %	21
Writing	0 %	0 %	10 %	80 %	10 %	21
Spelling	0 %	5 %	43 %	47 %	5 %	21
Numeracy	0 %	0 %	33 %	62 %	5 %	21
Grammar & Punctuation	0 %	5 %	43 %	52 %	0 %	21

Year 5						
Learning Area	Exempt	NAS	Developing	Strong	Exceeding	Participating students
Reading	0 %	0 %	12 %	88 %	0 %	8
Writing	0 %	0 %	12 %	76 %	12 %	8
Spelling	0 %	12 %	13 %	50 %	25 %	8
Numeracy	0 %	0 %	12 %	88 %	0 %	8
Grammar & Punctuation	0 %	13 %	13 %	74 %	0 %	8

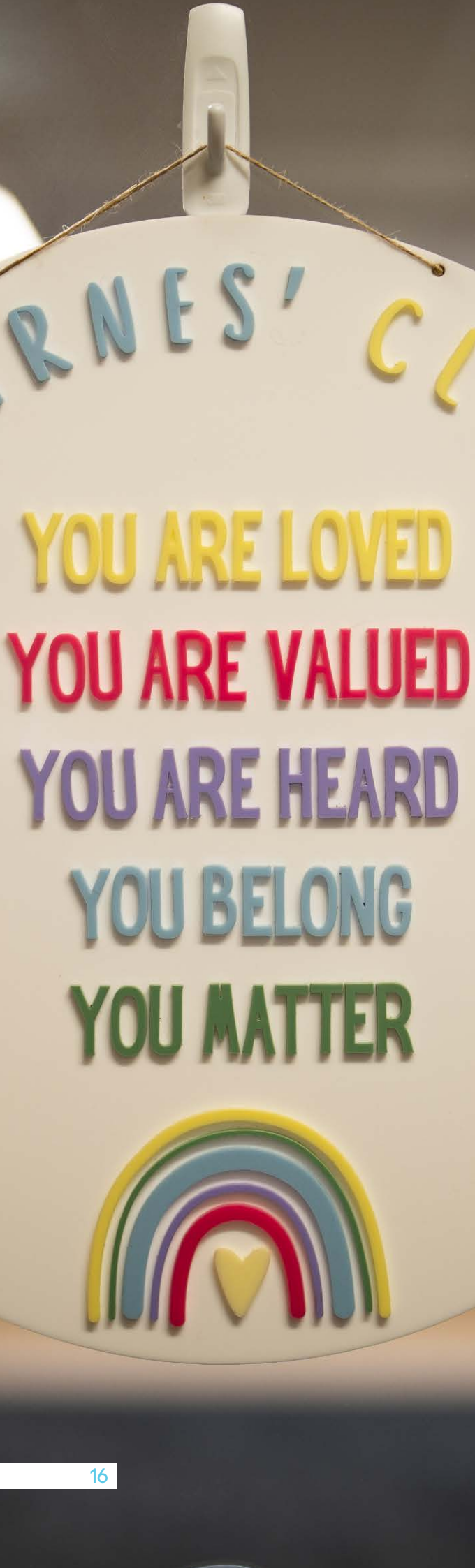
Staff Information

Teacher Standards and Qualifications

All teaching staff at St John's Lutheran Primary School Ltd are appropriately qualified and hold registration with the Victorian Institute of Teaching. Below is a summary of the qualifications held by teachers at the school.

Qualification	Number Held by Staff
Doctorate	0
Masters	1
Master of Teaching	1
Bachelor	6
Diploma	2
Certificate	0
TOTAL QUALIFICATIONS	10





Participation in Professional Learning

At St John's Lutheran Primary School Ltd, we are committed to fostering a culture of continuous professional growth. As active members of a professional learning community, all staff are encouraged to engage in a variety of professional learning opportunities throughout the year. In 2025, a wide range of Professional Development sessions were offered to enhance staff knowledge and skills. These included training in Occupational Health and Safety (OH&S), First Aid (including Anaphylaxis Management and Asthma), Child Safety, and Evacuation Procedures, delivered through Dynamiq. Additionally, staff participated in a professional development session with Kim Powell from LEVNT exploring the Free to Flourish LEA document. Staff also participated in LEVNT Formation events for Connect and Equip. Connect explores Lutheran education, its beliefs and spiritual life. It helps new staff inquire into 'why we do what we do'. The course supports new staff explore and reflect on their role and contribution to the mission of our school. The Equip workshops prepare and support teachers who teach or lead Christian Studies in our school. In addition, staff participated in Valuing Safe Communities training. VSC integrates a range of national policies, procedures and guidelines that impact on relationships in Lutheran schools and embeds the LCA Standards of Ethical Behaviour and related LCA policies within it. It provides school leaders and trainers with information and resources to ensure staff and volunteers in their school receive training in developing positive and safe communities.

Workforce Composition

In 2025, St John's Lutheran Primary School Ltd employed 9 teaching staff, of which 6 were full time. Students at St John's received specialist instruction in Physical Education, Visual Arts, Music, and Japanese. STEM (Science Technology Engineering and Mathematics)

was facilitated by the classroom teacher. All teaching staff at St John's are registered with the Victorian Institute of Teaching, ensuring that we maintain the highest standards of professional practice and are aligned with state regulations and requirements.

Student learning was also supported by non-teaching staff. Areas provided by non-teaching staff included Learning Support, Administration, Business Management, Maintenance and Cleaning.

No Indigenous staff member is employed at the school.

The composition of the work force at St John's Lutheran Primary School Ltd is summarised below.

	Number	% of workforce
Full time teaching	5	45
Part time teaching	1.2	11
Part time non-teaching	3.7	33
Chaplain	0.2	2
Principal	1	9
TOTAL STAFF	11.1	100%

Not included in this breakdown are temporary replacement teaching and ancillary staff.

Parent and Friends Association (P&F)

The Parents and Friends (P&F) group played an integral role in supporting both fundraising initiatives and fostering a strong sense of community at St John's throughout the year. Their dedication was evident through a wide range of activities designed to engage students and families, including Mother's Day and Father's Day stalls, Fun Food Fridays, icy pole days, and Warm Up Wednesdays.

In addition, the P&F coordinated a vibrant student disco and delivered a highly successful Christmas Tree Exhibition, which attracted significant attendance and enthusiastic support from the broader community. They also hosted the Welcome BBQ at the beginning of the year and provided valuable assistance during the Athletics Sports Day, helping to create memorable experiences for all.

Beyond events, the P&F contributed substantially to the school's resources and facilities. Their efforts funded essential items such as sports equipment, bus transport for Sheepvention, subsidized camp fees, and a contribution toward the junior playground renovation scheduled for 2026.

The commitment and generosity of the P&F group continue to enrich the educational experience at St John's, strengthening connections and ensuring our students have access to quality opportunities and resources.



School Satisfaction

In 2025, a Parent Satisfaction Survey was conducted by Independent Schools Victoria. Our results were outstanding with every domain being above similar schools and Independent Schools Victoria (ISV) scores.

Independent Performance Report Highlights

The 2025 Independent Performance Report demonstrates that St John's Lutheran Primary School, Portland continues to deliver exceptional educational outcomes and a highly supportive learning environment. Parent feedback places our school well above sector benchmarks across all domains of school effectiveness, affirming our commitment to excellence in teaching, student wellbeing, and community engagement.

Outstanding Overall Satisfaction

Parents expressed an extraordinary level of confidence in the school, with an overall satisfaction score of **9.64**, compared to the Independent Schools Victoria (ISV) benchmark of **8.43**. More than **84% of parents rated their satisfaction at 9 or 10**, reflecting strong endorsement of the school's culture, leadership, and educational quality.

Academic Excellence and Quality Teaching

Our **Academic Program** achieved a mean score of **9.28**, significantly higher than the ISV benchmark of **8.09**, with over **83% of responses in the top range**. Parents praised the breadth of learning areas, curriculum adaptability, and the excellent learning environment.

The **Quality of Teaching** domain scored **9.24** (benchmark: 8.05), highlighting confidence in our teachers' enthusiasm, expertise, and commitment to supporting students of all abilities.

Exceptional Learning Outcomes

The **Learning Outcomes** domain achieved **9.34**, compared to the benchmark of **8.10**, underscoring success in motivating students, teaching essential skills, and fostering critical thinking and reasoning. Parents also reported high satisfaction with communication about student progress and academic challenges.

Student Wellbeing and Safety

Parents rated **Pastoral Care** at **9.27** and **Discipline and Safety** at **8.87**, well above sector averages. These results confirm that St John's provides a safe, caring environment where students feel valued, respected, and supported in their personal development.

Community Engagement and Resources

The school's strong partnership with families is reflected in the **Parental Involvement** score of **9.42**, and **Resources** scored **9.36**, affirming the quality of facilities and learning materials available to students. Parents also commended the school's welcoming atmosphere and effective communication strategies.



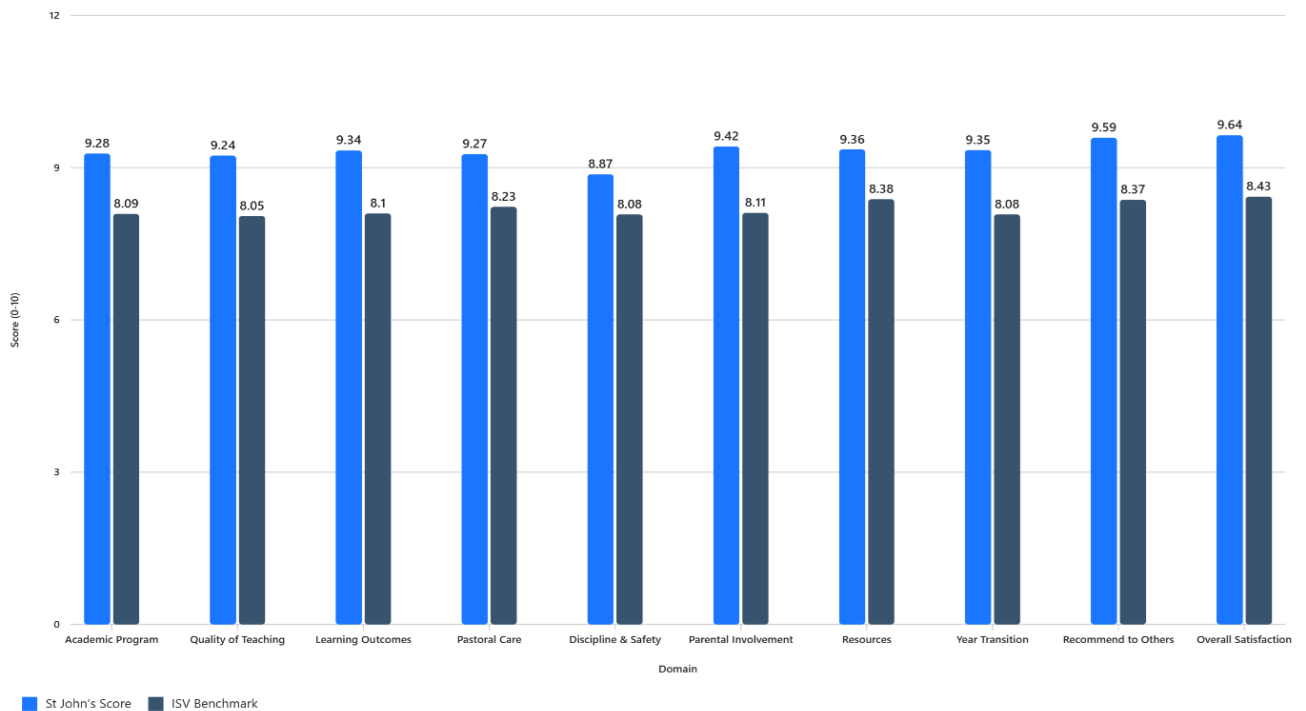
Smooth Year Transitions and Future Readiness

The **Year Transition** domain scored **9.35**, demonstrating that students are well-prepared for each stage of their education and receive excellent support at the start of each school year.

Recommendation and Loyalty

Our Net Promoter Score (NPS) was an exceptional **+85**, with **87% of parents classified as promoters**, indicating strong advocacy and loyalty within our community.

These outstanding results place St John's Lutheran Primary School in the top quartile across all domains, confirming our position as a leading provider of quality education. We remain committed to continuous improvement and to delivering an environment where every child can thrive academically, socially, and personally.



School Financial Activities

Statement of Income

For year ended 31 December 2025

FINANCIAL PERFORMANCE		
Income sources –		
Net Tuition Fees	\$193,280	8.46%
Operating Grants	\$2,026,815	88.72%
Capital Grants	\$0	0.00%
Donations – Capital & Other	\$28,297	1.24%
Interest & other Income	\$36,051	1.58%
Interest from Related Entities	\$ -	0.00%
	\$2,284,443	100.00%



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