



2025

Annual Report

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Our Mission:

Equipping children to be active and discerning servants of God by providing Reformed Christian education founded upon the Word of God as confessed in the Three Forms of Unity, in order to support parents in fulfilling their baptismal promise to raise their children in the fear of the Lord.

Our Vision:

Connected and Committed

We aspire to be a *strongly connected* community of learners, *deeply committed* to our faith and to continual growth, nurturing individuals to be their best in the service of God and to His glory.

Our Core Values:

Sincerity

- We are sincere in our Christian faith.
- We acknowledge our sinfulness and embrace the work of the Holy Spirit in us.
- We deal with one another with love, respect and humility as Jesus teaches us.
- We encourage open and honest communication.

Stewardship

- We live in thankfulness for God's gifts.
- We pursue excellence in the use of our God-given resources.
- We actively pursue growth in all aspects of faith and life.
- We support others to be their best.

Service

- We strive to serve God with our whole heart, soul, mind and strength.
- We offer our talents, firstly to the service of God, and then to the service of others.
- We will serve local and global communities with commitment and discernment.

Commitment to Child Safety

Committed to the Safety and Well-being of Every Child - A Christ-Centred Responsibility

At John Calvin School, we believe that every child is created in the image of God, deeply loved, and deserving of safety, dignity, and respect. As followers of Christ, we are called to protect, nurture, and listen to the children entrusted to our care.

We are committed to providing a child safe and Christ-centred environment where all children and young people are not only protected but also feel safe, valued, and heard. Just as Jesus welcomed and honoured children, we seek to create a community where every student can grow, learn, and thrive under God's loving guidance.

Our responsibility to safeguard students is not only a legal and ethical obligation but a spiritual calling. The school's child safety policies, responsibilities, and expectations are shared openly with our school community on our website as part of our commitment to transparency and trust.

Our Child Safety Commitment aligns with Tasmania's Child and Youth Safe Standards and respects the Universal Principle for Aboriginal and Cultural Safety.

[John Calvin School | Child Safety](#)

We invite you to partner with us in this mission, as we work together to reflect Christ's love in all we do.

School Profile

John Calvin School is an independent co-educational Kindergarten–Year 10 school. We were opened in 1965 and are operated by the Free Reformed School Association of Tasmania, an association comprised of members of the Free Reformed Churches of Australia.

Enrolments are drawn from the Free Reformed Churches of Launceston and Legana, and from other local Christian denominations whose preaching is consistent with the foundation of our association: God's word, as confessed in the Heidelberg Catechism, Canons of Dort, and Belgic Confession.

We are members of Independent Schools Tasmania, who provide advocacy and support to enhance school operations and student achievement.

We are members of the Australian Association of Christian Schools, who advocate for Christian schools nationally and provide governance and leadership support.

We hold close relationships with the John Calvin Schools in Western Australia, sharing best practice in Reformed Christian education.

We regularly interact with a local network of Christian schools to support professional networks and growth.

We are driven by our vision of being **strongly connected** and **deeply committed**, and strive to nurture God's children to become faithful and active members of His Kingdom and their communities.

Message from the Board Chairperson

2025 was a significant year for John Calvin School as the school celebrated its 60th anniversary. The commemorative events provided an opportunity to reflect on the school's mission and God's continued faithfulness in supporting Christian education within our community.

Throughout the year, the school continued to focus on providing high-quality education aligned with its mission and the expectations of the Tasmanian school registration requirements. Considerable work was undertaken in curriculum development, literacy improvement initiatives, student support processes, and the use of data to strengthen teaching and learning outcomes.

The School Registration Board acknowledged the strong commitment shown in areas including curriculum, governance, facilities and financial management, while also identifying further work required in student welfare documentation and policy review processes. The Board and leadership team are actively addressing these areas to ensure ongoing compliance and continuous improvement.

The Board expressed its sincere appreciation to all staff for their dedication and professionalism during a particularly demanding year. Staff continued to go above and beyond to

support students and maintain educational quality. The contribution of teacher assistants and relief staff was also recognised as increasingly valuable in supporting student learning and wellbeing.



The Board also acknowledged the leadership and commitment of the Principal and Business Manager, particularly in managing growing operational and compliance responsibilities. Planning for future staffing and leadership capacity remains an important priority for the school.

Thanks were extended to the many volunteers who contributed their time and effort to improving the Westbury Road campus facilities, as well as to Board members and office bearers who served faithfully throughout the year.

The Chairman concluded by encouraging the school community to continue working together in unity, prayer and support for the ongoing growth and future of the school.

In Christ *C Mulder*

Board Members

Colin Mulder	Chairperson Governance committee
Joel Thompson	Vice-Chairperson People and Culture committee
Alyssa Mitchell-Collins	Secretary People and Culture committee Recruitment Officer
Eric Bakker	Treasurer Finance and Risk committee
Matthew Heys	Facilities and Infrastructure committee Finance and Risk committee
Hamish Dingemanse	Teaching and Learning committee
Tom Groenewold	People and Culture committee
Karen Wielstra	Association secretary / Public Officer Governance committee Finance and Risk committee
Daniel Coote	School Principal Teaching and Learning committee People and Culture committee

Message from the Principal

Dear Association Members,

The year of our Lord, 2025, was a year of celebration. We commemorated 60 years of Reformed Christian education at John Calvin School Launceston, making us one of the oldest Christian schools in the state.

At the 60th Anniversary commemorative dinner I was privileged to speak briefly on the legacy and importance of our school. I provide an extract of that address here, as it summarises the sentiment around our school.

Dear brothers and sisters in Christ, please join me in commending our MC on his tremendous work evening. Our brother is an example of a former JCS student who passionately supports the mission of the school and has continued to contribute as an adult, through various committees and now currently as a board member. He has also been instrumental in bringing together tonight's celebration. From the bottom of my heart, thank you for all you give to the school, and for your enthusiasm for what God is doing in and through JCS. God bless you, brother.

As a member of the John Calvin School family who has been part of God's work in this school for a third of its life, I have many fond memories, but I look around the room and see so many whose involvement matches or exceeds my own. I am not an exception, I am the norm. We have staff still in the school, now well into their third decade of service, that's half the life of the school. And the other day I was speaking with a staff member who was part of the first class to graduate from JCS, they were an adolescent donor, then member of the association, a parent and staff member, and they now have one of their children working at the school. The term legacy, comes to mind. That long-term involvement in and

dedication to John Calvin School and Reformed Christian education. That commitment to ensuring God's work in this place carries on, no matter what challenges come our way.



It is amazing to stop and think about the number of multi-generational families that still passionately support the school, what it has achieved, what it has become, and where it is heading. I am so blessed and privileged to be a part of the JCS story, as a temporary custodian of the Principalship, seeking to be a faithful leader in pursuit of our mission to nurture God's children in God's ways.

At this celebration dinner we have been blessed to hear stories from our history, to reminisce over the good times, and the triumphs in difficult times. Not to celebrate the accomplishments of people, but to celebrate the faithfulness of our God. Tonight we have remembered chapters of God's story here in Launceston, and it is Him that we are here to honour and glorify.

What we do at JCS is different. There are not many independent schools that enrol students like we do, let alone Christian schools. And because it's different, it faces some unique challenges. In a pluralistic society afraid of objective truth, to have a school who knows the truth, who seeks to faithfully share the truth, means we are constantly engaged in spiritual warfare. Satan loves nothing more than to water down theology, to compromise scriptural standards, and to blind us to God's holiness and glory. If Satan can make us casual

about our relationship with God, casual about our spiritual disciplines, and if he can toss us to and fro with every wind of teaching or every societal fad, then he takes our eyes off our holy and faithful God.

And so, as a John Calvin School family, we are more than just brothers and sisters, we are fellow soldiers. We are united together, through Christ, and engaged in a cosmic battle for the hearts and souls of God's people. We are not just a school, a reasonable alternative amongst many viable options. We are a stronghold; a headquarters; a garrison; a training ground for the soldiers of the cross. For many years, and by God's grace, we have been equipping God's covenant people to fight with the armour of God. And the unity of the faith, the clarity of our doctrine, and the support and involvement of our churches and church families is what makes us strong.

In speaking with an elder statesman who knows a little more than me about being 60, the implications of old age were discussed and the phrase 'use it or lose it' was mentioned. I think this phrase is pertinent for our school's 60th celebration, and our focus on the future. If we don't recognise what God has given and what He calls us to do with it, using His gifts to honour him and spread his fame, then we are at risk of losing it, or getting lost ourselves. Athletes, soldiers, or just ageing average joe's, we need to use it or lose it. Apathy=atrophy. Apathy, the lack of enthusiasm interest or concern, results in atrophy, the gradual decline in effectiveness or vigour due to underuse or neglect.

Our physical capacity, our mental acuity, our spiritual readiness and discernment – use it or lose it. The strong bond between church, home and school – use it or lose it. Free access to God's word and opportunity to work with it daily – use it or lose it. God's abundant gifts to the JCS community – use it or lose it. Our beloved John Calvin School – use it or lose it.

Looking around this room I see so many who are committed to and passionate about the future of JCS, and there are many more who couldn't join us tonight. We have much to be thankful for, we have much to fight for, and we have much to fight with.


When equipping His servant Joshua to lead and to fight, God says:

“Be strong and courageous, for you shall cause this people to inherit the land that I swore to their fathers to give them. 7 Only be strong and very courageous, being careful to do according to all the law that Moses my servant commanded you. Do not turn from it to the right hand or to the left, that you may have good success[a] wherever you go. 8 This Book of the Law shall not depart from your mouth, but you shall meditate on it day and night, so that you may be careful to do according to all that is written in it. For then you will make your way prosperous, and then you will have good success. 9 Have I not commanded you? Be strong and courageous. Do not be frightened, and do not be dismayed, for the Lord your God is with you wherever you go.” (Joshua 1:6-9)

Dear JCS family, be strong and courageous. Be careful to meditate on God's word day and night, not swerving from it. Be strong, and very courageous, for the Lord our God is with us.

What encouraging words. What a beautiful calling. What an amazing God who has so abundantly blessed us over many years, and who guides us into the future. May He equip this generation, and the next, to take up the fight for God's work in and through John Calvin School. Let's use it, not lose it!

With that encouragement I commend to you the Lord's work at JCS in 2025, briefly summarised in this report.

To God alone be the glory! 

Students and Learning

Student data

On census day in 2025 our student population was 119.

Students at beginning of year	126
Students at end of year	119
Student mobility across the year	- 4%
Tuition enrolments	26 (20% of student population)
Male/Female makeup	51% male, 49% female

In 2025 we had no students of Aboriginal or Torres Strait Islander heritage.

In 2025, 21 students were entered into the National data collection of students with a disability (NCCD)

Class sizes

One of the greatest blessings of a small school is the excellent attention students receive from their teachers. In 2025, Kinder, Prep, Year 3 and Year 4 were taught in single-year classes. Years 1-2, 5-6, 7-8 and 9-10 were taught in combined-year classes.

Largest single class size	17
Smallest single class size	6
Average single class size	9.9
Largest combined class size	22
Smallest combined class size	13
Average combined class size	17.5

Attendance processes and data

School attendance is monitored daily, before 9:15am, and contact is made with parents/guardians if a child has not arrived at school and no explanation has been received. Periods of non-attendance are followed up by the school to ascertain the reason for non-attendance and to negotiate measures to facilitate school engagement and/or attendance.

School-wide attendance	93.88% (2024 – 88%)
Students with regular attendance >90%	82% (2024 – 65%)
Attendance by year level	
Kindergarten	94%
Prep	92%
Year 1-2	94%
Year 3-4	94%
Year 5-6	95%
Year 7-8	94%
Year 9-10	89.3%

Post Year 10 Destinations

Apprenticeships	2 (29%)
Launceston Christian School	1 (14%)
Launceston College	1 (14%)
Newstead College	3 (43%)

Learning Frameworks

In Kindergarten we provided play-based learning experiences in accordance with the 'Belonging, Being & Becoming Early Years Learning Framework 2.0' (EYLF). The National Quality Standards for early years education and care also guide the review and improvement agenda in the Kindergarten.

[EYLF-2022-V2.0.pdf \(acecqa.gov.au\)](#)
[National Quality Standard | ACECQA](#)

In Foundation (Prep) to Year 10 learning is in accordance with the Australian Curriculum (AC) and explored through a Christian worldview.

[Australian Curriculum version 9](#)

John Calvin School also provides instruction in Bible Knowledge, Church History, Bible text and Psalter familiarisation/memorization.

Our Year 9/10 learning program also offers a suite of optional subjects aligned with the Australian Curriculum, senior secondary or vocational pathways, including:

- Art, Commerce, Drama, Digital Technology, Food Studies, Introduction to automotives, Introduction to metal work, Introduction to construction, Introduction to psychology, Photography, Science Extended, STEM, Textiles, and Woodwork.

All learning areas at John Calvin School are taught through a Reformed Christian worldview. Parents are encouraged to view the Christian worldview statements under 'curriculum' on the school website as an indication of the underpinning of teaching and learning with scripture.

[John Calvin School | Curriculum \(jcs.tas.edu.au\)](#).

Reporting

Full reports on student learning are sent home at the end of term 2 and 4, with other interim reports issued in term 1 and 3. Reports assess against the Australian Curriculum Achievement Standards, translated to easily understandable language for students and parents.

A critical element of student progress is strong parent-school communication. We strongly urge parents to make use of formal meeting times as well as informal communication with the teachers.

NAPLAN

The National Assessment Program for Literacy and Numeracy (NAPLAN) is conducted annually in Year 3, 5, 7 & 9.

John Calvin School performs well compared to National minimum standards, Australian averages and other similar schools.

Detailed data about John Calvin School performance in NAPLAN can be viewed at <https://www.myschool.edu.au/>

A summary of the 2025 data is below

	Reading	% NAS	Writing	% NAS	Spelling	% NAS	Grammar & Punctuation	% NAS	Numeracy	% NAS
JCS Year 3	438	8.3	447	0	423	16.7	399	33.3	429	8.3
Similar school	419	8.8	421	4	405	8.2	408	13.9	415	6.3
All students	402	10.8	414	5.7	405	10.8	408	16.9	405	9.4
JCS Year 5	594	0	507	0	549	0	601	0	552	0
Similar school	526	0	503	5.4	502	2.6	526	2.5	511	0
All students	492	7.5	480	9.4	487	8.8	497	12.1	491	7.8
JCS Year 7	598	0	568	8.3	616	0	634	0	607	0
Similar school	577	0	576	0	559	1.2	575	0.2	577	9.8
All students	538	8.9	538	11	542	7.6	539	13.4	544	9.5
JCS Year 9	513	16.7	536	16.7	549	0	560	0	560	0
Similar school	601	1.6	615	0.9	584	2.1	590	3.7	598	1.3
All students	567	9.8	575	11.5	569	7	559	13.7	572	10.2

% NAS; Percentage of students at a standard that indicates they need additional support according to the Australian benchmark.

Staff and Professional Learning

Staff composition

Teachers	12	Male = 5 Female = 16
Teacher and Resource Assistants	6	
Administration	3	

Staff attendance was 97%.

We currently have no staff of Aboriginal or Torres Strait Islander heritage.

Staff qualifications

Highest Level of Education	Number of staff
Masters	8
Bachelor	10
Cert III/IV	3

All teachers are registered with the Teachers Registration Board and are supported to achieve full registration in a timely manner. Teachers are supported to grow in their professional practice utilising the Australian Institute for Teaching and School Leadership (AITSL). <https://www.aitsl.edu.au/>

All staff are trained in Providing First Aid in an Education and care setting (renewed every 3 years) and CPR (renewed every year).

Key professional learning in 2025

- (1) Independent Schools Tasmania Leaders workshops on lifting literacy and Tasmanian Government mandate.
- (2) Orton-Gillingham training for primary teachers.
- (3) DECYP Qualiteach modules: Multitiered systems of support, structured literacy, and direct explicit instruction.
- (4) Student support training with online modules from NCCD.
- (5) Student support training in intervention programs MiniLit and MaqLit.
- (6) Teacher Registration Board – provisional to full registration process engagement.
- (7) Job-alike sessions with teachers from other local Christian schools.

School Improvement

John Calvin School is blessed with the resources we have to be able to provide quality education and nurturing to our families. However, as good stewards of God's gifts, we are always seeking to grow and improve. Our improvement plans are guided by strategic objectives set by the association, data collected through both internal and external student assessments, and by survey feedback from students, parents and stakeholders taken periodically.

In 2025, the school continued to implement the Teaching and Learning component of the FRSA TAS strategic plan, particularly focusing on:

- implementing strategies to meet the state government's 'Lifting Literacy' mandate,
- improving student support processes, and
- increasing opportunities for parent and community engagement in the school.

In 2025, the Board took intentional steps to progress work on feedback collected in the 2024 school community culture survey, as well as the perspectives collected from students, parents and association members regarding the satisfaction with and future of the school uniform.

The school continues to monitor student growth, progress and achievement data to improve instruction and support across the school.

Financial Overview

Free Reformed School Association (Inc) Tas Statement of Profit or Loss & Other Comprehensive Income Financial year ended 31 December 2025

	2025	2024
	\$	\$
Operating revenue		
Grants	2,227,896	2,100,571
Fees & contributions	694,437	804,697
Rent	672,557	720,145
Excursions & trips	3,536	-
Computers	9,720	13,491
Fundraising & other income	3,397	360
	<u>3,611,543</u>	<u>3,639,264</u>
Operating expenses		
Employment expenses	1,829,728	1,621,030
Depreciation	143,006	160,861
General operating	230,050	188,315
Interest	213,283	291,701
Property expenses	288,738	290,628
Tuition	156,409	102,699
	<u>2,861,214</u>	<u>2,655,234</u>
Net surplus for the year	<u>750,329</u>	<u>984,030</u>