

2015

HIGHLIGHTS:

- Sustained excellent NAPLAN results
- Top 20 WACE School
- New Staff Leadership positions developed

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Thornlie Christian College

School Performance 2015

LEARNING FOR LIFE!

DECEMBER 2015

Staff Information

Staff Attendance

This is calculated as a percentage of the fulltime equivalent of the school staff who were absent through sickness, family (carers') leave, long service leave etc. Camps and other school activities are excluded from the calculation.

All Teaching and Non Teaching Staff are included in this calculation.

The average attendance rate for the Staff listed at TCC for 2015 was 94%.

Staff Retention from 2014 to 2015

This information was derived by comparing information given to the Commonwealth Government as part of our Census requirements in August 2014 and 2015 and represents **fulltime** equivalents.

	<u>2014</u>	<u>2015</u>	<u>Variation</u>
Teaching Staff – Primary	27.30	23.20	+ 4.10
Teaching Staff - Secondary	29.20	35.20	+6.00
Non Teaching Staff	24.50	24.90	+0.40

The retention rate for Teaching Staff from 2014 to 2015 was 91%. There were 61 of 67 Staff retained from the previous year.

The retention rate for Non-Teaching Staff from 2014 to 2015 was 95%, with 37 of 39 Non-Teaching Staff returning from the previous year.

Teachers' Highest Qualifications

The following is a list of the highest teaching qualification held by the Teaching Staff of 2015

Masters	9
Bachelor of Education	28
Graduate Diploma of Education	17
Bachelor of Arts	3
Other	10
Total	67



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Staff Information continued...

Staff Professional Development

All Staff are required to attend PD in order to fulfil obligations required by their Teachers Registration Board (TRB) registration.

During 2015, TCC Staff received Professional Development in the following areas:

Secondary School Professional Development:

ABC Studios workshops	ACS Career Advisor Seminar
Aspiring Teacher Leadership Courses	AITSL Standards seminar
Australian Curriculum/Westralian Curriculum meetings and workshops 7-12 Phase 1,2,3	
Australian Curriculum/Westralian Australian meetings for individual Learning Areas	
Artist Book and Mixed Media Workshop	Auspicing Workshops
Building Asia Capacity in Schools	Career Develop in Schools workshop/Seminar
Casio Classpad PD	Classroom implementation
COCWA Orientation Course	Cosmic Chemistry seminar
Differentiated Curriculum	Drama Networking Meeting
Edmodo implementation workshop	Engaging Adolescents workshop
English Networking Meetings	Gospel in Schools Conference
Great Schools Great Lives	GAWA Secondary Conference
HASS Networking meeting	HASS Consensus Meetings
Hospitality Moderation Meetings	Inside the High Functioning Autistic Seminar
St Johns First Aid training	Languages Networking PD
Language Consensus Meetings	Language Moderation Meetings
MAS Workshops	MAWA Applications Units 1&2
MAWA Secondary Convention	NCCD (Collection of Data) Pearson Light Book seminar
Principles of Leadership Management	Rethinking Mission Trips
Scaffolding Adolescent Literacy	School Psychologist Conference
Science Moderation Meetings	Senior First Aid Certificate
SEQTA implementation	State Curriculum and and School Authority meetings
STEM Implementation workshop	Stepping Stones and Soundwaves
TAFE Moderation meetings and workshops	VET Update with Curriculum

Primary School Professional Development:

Aspiring Leaders Conference	Australian Kodaly Certificate 2
Behaviour Management	Building Independent Readers
CLIL Professional Learning Day	Common Assessment Tasks (Humanities)
Developing the Mindful Soul	Developing Best Practice in Assessment
Early Childhood Education Conference	Eboard training
ESL Facilitator for Early Learning	Exploring Grammar in the Primary Years
Exploring STEM possibilities	Good Start in Maths
Kagan Cooperative Learning	Linking difficulties in Maths
Linking History and Geography in stories	Little Scientist Club
LLANS On-entry Testing PD	On-entry Assessment Teacher Training
Writers Workshop	Sounds Write PD
STAWA Primary Conference	STEM Symposium
Understanding Learning Difficulties	WILTA - LOTE PD

Staff also received Professional Development **outside of working/school hours** which involved attending seminars on evenings and weekends.

A **Christian Schools Australia (CSA) conference** was held at The Perth Convention and Exhibition Centre at the beginning of the third term. Attendance was mandatory for all Teaching and Non Teaching Staff Members.

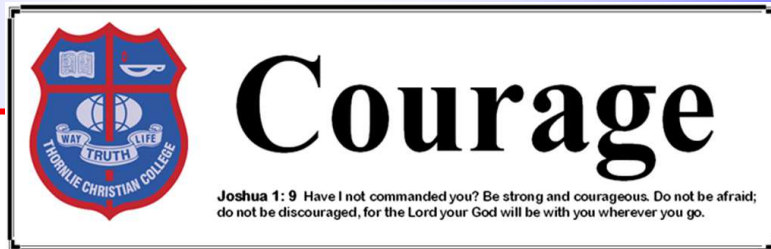
Average days of Professional Development per staff member: 7 days

Total cost of Professional development for 2015: \$105,336 (including payment for relief staff)

**Avg. Days
Staff
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Development
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Courage

Joshua 1: 9 Have I not commanded you? Be strong and courageous. Do not be afraid; do not be discouraged, for the Lord your God will be with you wherever you go.

Value added

The following value-adding developments took place at TCC during 2015:

Theme: The College's annual theme for 2015 was "**Courage**"

Every year the College adopts a Theme for the year. In 2014 we adopted the theme of **Influence** and encouraged our students to "*Be the Influence*" rather than "*being the influenced.*"

As we progressed through the year we came to realise that very often our students needed to exhibit enormous amounts of **Courage** in order to "*Be the Influence.*" In order to stand up for Right when one's peers are encouraging one in another direction or even belittling one for taking a stand, requires Courage! And so in 2015 we followed on from our theme of Influence with the theme of **Courage**. We used every opportunity to explore this vital character trait and to endeavour to equip and empower our students to be Courageous in their stand for *good* and for *God*. All of our themes are 'cumulative' in the sense that they do not 'drop-off' at the end of a year - instead they are added cumulatively to the collection of previous annual themes that reflect the different aspects of our College culture that has evolved over the years.

Student life and learning: A particular emphasis has been placed on encouraging students to identify their particular God-given talents and then use them to the best of their ability. The College Core Value of "*Striving for Excellence*" is defined as, "*every student using their God-given talents to the best of their ability.*"

Please refer to the Secondary School report for details of our Graduating Class of 2015's achievements that saw TCC rated as a Top-Twenty WACE school last year! We are extremely proud of our teachers and their students and their achievements across the board in 2015!

TCC offers many and varied opportunities for the development of Leadership Skills across both the Primary and Secondary Schools. We see Leadership as a component of successful living and recognise that Leadership does not necessarily require a badge or position to legitimise it. We are all called to be leaders within our communities. To this end the Primary School developed a Senior Primary (Year 5 & 6) Leadership Programme called EPIC through which we were able to provide our students with opportunities to develop their skills in a variety of settings. This has been replicated, age-appropriately in Years 3 & 4 with our ESTEEM Programme and also in the Middle Primary with our IMPACT Programme.

Our previous *Behaviour Management* programme continues to morph into our *Character Development* programme. This programme focusses on the realities of 'Choice and Consequence' that impact on all of our lives. This has resulted in opportunities for rich conversations through which we encourage our students to reflect on their choices from a Christian perspective. It is our aim to create a culture in which our students learn to honour God in all that they do and to respond to life in a manner that is 'good before God.'

All students at TCC have attended a variety of excursions and incursions that have added value to the learning process. In addition our Year 3 students enjoyed an Activity Evening on campus, our Year 4 students, enjoyed a Sleepover and outdoor activities on campus, our Year 5 students attended a camp in Rockingham and our Year 6 students toured interstate to Sydney and Canberra.

The College's Google Chrome-based e-learning programme continues to develop in scope and last year Google invited the College to host a Professional Learning opportunity for teachers from schools wanting to adopt the Chrome-based system. Our philosophy of "Using the best tool to achieve the best outcome" ensures that technology is not used simply for the sake of it and that our students continue to receive instruction that includes pen and paper where most appropriate.

Our Middle School students all attended a number of Team-Building Days in their Year-groups at venues in Perth and its surrounds. A team of our senior students taking Indonesian as a second language participated in a very successful Cultural Tour to Malaysia during the mid-year break.

The College's specialist Music teachers in both the Primary & Secondary Schools continue to add value to our broader curriculum with established, outstanding Choirs in the Junior Primary, Senior Primary and Secondary Schools respectively. Our Music Department hosted a very popular and successful Musical Evening - a feast of entertainment where our students were able to showcase their talents to the community.

"It is our aim to create a culture in which our students learn to honour God in all that they do and to respond to life in a manner that is 'good before God.'"



"The appointment of a Talented and Gifted Coordinator has ensured the development of an enriched programme for our more capable students"



Value Added continued...

Our Prefects hosted our ever-popular 'TCC's Got Talent' show with students showcasing their Drama, Dance, Musical, Singing and Poetic skills on stage, before a live audience. The College's Inter-School Swimming, Athletics and Cross-country Teams all won their respective carnivals in 2015.

The College's parent-managed soccer club, Southern Force Football Club, continues to grow from strength to strength, winning two Grand Finals and successfully sending representatives to the Inter-State Games in Brisbane last year.

Our Basketball and Netball Clubs continue to grow and flourish.

Staffing: Staff retention continues to be stable with TCC providing a positive teaching environment in both the Primary and Secondary Schools. The College strives to provide a positive, affirming, supportive environment for all staff-members. We had three retirements of long-standing and greatly valued staff members as well as two staff members leaving on maternity leave and one on promotion at the end of 2015.

Our Teachers are equipped to provide Individual Education Programmes (IEP's) to students requiring support or extension in the learning areas. The appointment of a Talented and Gifted Coordinator has ensured the development of an enriched programme for our more capable students while our Learning Support Centres in both Primary and Secondary Schools assist those students requiring a more support.

Staff Conditions of Service: Thornlie Christian College continues to remain competitive in the employment market. The Board has continued to work to ensure that Thornlie Christian College's salary structure is competitive within the current market by benchmarking it against the Catholic Education Office's salary structures.

The Board-Staff Liaison Committee provides an avenue for open discussion in order to ensure that the College's conditions-of-service are competitive and equitable.

Primary School: The Primary School has gone through an exciting re-structure with a number of new leadership positions developed that will help enhance the quality of education we offer at TCC. The new **Primary Leadership Team** is as follows:

Head of Primary - Mr Neville Stanway

Curriculum Coordinator #1 - English/HASS + Christian Education - Miss Allison Williams

English LAG - Miss Leah Bird

HASS LAG - Miss Donna Harrex

Curriculum Coordinator #2 - 'S.T.E.M.' + Staff Development - Mrs Andrea Flipse

Science LAG - Mrs Amy Chidgzy

Technologies LAG - Mr Matt Splatt

Maths LAG - Mr Joe Kennedy

Student Development Coordinator + Technologies - Mr Matt Splatt

EPIC - Year 5 & 6

ESTEEM - Year 3 & 4

Year 3 & 4 Outdoor Camping Activities

Student Leadership & Service Monitor Teams

Behaviour Management Support

Ed Development Centre Coordinator - Mrs Lindley Thompson

TAGS (Excel Program) - Mr Matt Caporn

Literacy Support - Mrs Clara Francis/Mrs Carla Miles

Numeracy Support - Mrs Carol O'Sullivan/Mrs Clara Francis

Special Needs - Mrs Lindley Thompson

Early Childhood Coordinator - Mrs Kylie Halse

Early Childhood IT Support - Mrs Adele Iwanowski

Value Added continued...

Last year, the Primary School held a number of Learning Journeys (each term) which enriched the children's learning experience by providing collaborative and cross-curricular opportunities for learning and offered parents an opportunity to become immersed in the learning process. In Term One, the Learning Journey was on **ANZAC Day**, in Term Two, it was the **EduDance Concert**, in Term Three, it was the **Open Day Class Displays**, and in Term Four, it was the **Christmas Concert Production**.

The Primary School also provided the following specialist programs:

- **Information Technology** - Mr Matt Splatt
- **Physical Education** - Mr Matt Splatt/Mr Neville Stanway
- **LOTE** (Bahasa Indonesian) - Mrs Raj Pitts
- **Music** - Mr Peter Shanhun



The Specialist Programs are an important part of a child's overall development. These subjects represent key Learning Areas such as: Technology, Health & Fitness, Languages, & the Arts (Music). We have very dedicated staff who are a great asset to our College team.

Student Development Program (Primary)

The Student development Program continued to expand last year. In addition to the EPIC & ESTEEM Program, we introduced a new outdoor camping program into the College. The Year 3 Classes had an Outdoor Bush Activity afternoon, and the Year 4 Classes had a Sleepover at TCC including outdoor camping activities like Capture the Flag, Spot Light, Camp Cooking, etc.

Primary - Education Development Program (Primary)

The Education Development Program provided specialized academic programs for students who need Education Support in Literacy & Numeracy, plus Special Needs students, and also our Talented & Gifted Students who were involved in the EXCEL Program. We are committed to ensuring that students are supported at whatever level they may be working at. Mrs Lindley Thompson and the Ed Support Team are doing a great job helping students progress in their literacy and numeracy skills, and Mr Matthew Caporn has been leading the EXCEL Program as part of our extension program.

Secondary School: Additional staffing in the Senior School has enabled us to broaden our curriculum offering in 2015. In 2015 we had a 93.18% pass rate in Year 12 and all of the students who planned on studying at university were successful in securing a place. The following was also recognised.

- **Recognised in the Top 20 WACE Schools.** Number 19. Based on the number of students to achieve course scores above 75% (The West Australian Jan 7)
- **Listed in the top 16 schools out of 100 schools** with the highest performing students in a Stage 3 Course for our **Mathematics 3CD**
- **Listed in the top 15 schools out of 100 schools** with the highest performing students in a Stage 2 Course for our English Stage 2

(NOTE: only schools with 10 or more students in the courses were eligible to be considered in the statistics.)

- **Seven students** achieved an ATAR of 95 and above
- **Nine students** achieved an ATAR above 90
- **Five students** achieved a Certificate of **Commendation** for achieving 20 A's over Year 11&12
 - **One student recognised as a winner of the 2015 Australian Super Westscheme Division Awards** for Excellence in the VET Category.
 - **87.5% of the VET students completed a Certificate II or higher** in a Course studied at the College in Year 12
 - **100% students (26) who applied to enter university** of the College this year were offered a place. 24 their first preference and 2 their second preference.

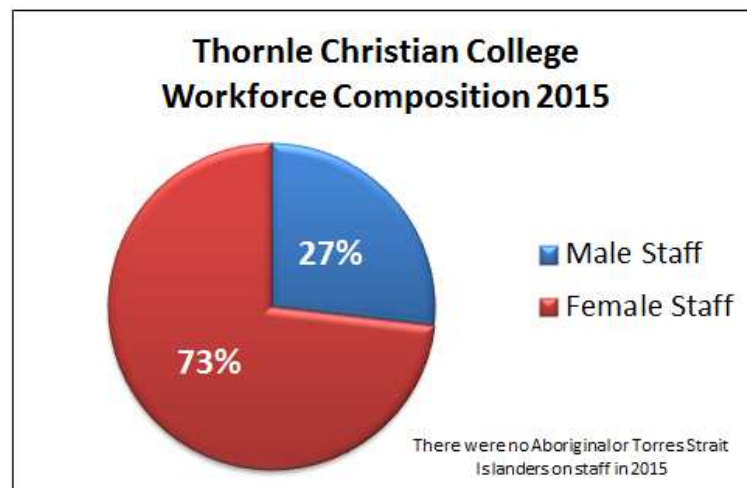
“Recognised in the Top 20 WACE Schools. Number 19. Based on the number of students to achieve course scores above 75%”

Value Added continued...



“100% of students that have applied to TAFE have been offered a place...”

- **Chosen areas of study include:** Medicine, Engineering, Law, Criminology and Forensics, Occupational Therapy, Nursing, Nutrition, Health Sciences, Media, Writing, Journalism, Business, Psychology. Screen Arts, Engineering, Nursing, Aviation, Law, Psychology, Medical Imaging, Teaching, Commerce, Health Sciences, Oral Health, Speech Pathology.
- **100% of students that have applied to TAFE** have been offered a place and will commence in Semester One or Two
- **Scholarships** - 9 successful.
 UWA Fogarty Foundation Scholarship (\$36,000 undergraduate + \$5000 each year for Honours there after)
 Avondale Seventh Day Adventist Presidents Scholarship
 Two x Curtin Scholarship for Excellence - \$20,000
 Curtin Principals Recommendation Scholarship
 UWA Principals Recommendation Scholarship
 Three Murdoch Entry Scholarships



Teaching Staff in the Senior School provide free tutoring in every subject for students. Our Arts programme is growing from strength under the supervision of our specialist teachers. Our students are performing and achieving to a high standard in Drama, Art and Music and our Hospitality department has gained in popularity and achieved excellent outcomes in 2015. They run a College Café and this year are completing A Certificate III in Hospitality.

On the sporting front Thornlie Christian College won the Secondary Inter-school Athletics, Cross-Country and Swimming Carnivals in 2015.

Professional Development: This has been aimed at developing the skills of staff in their respective subject areas, ensuring compliance with legislation, preparing and building unity of purpose among the staff in their ministry at TCC.

Staff at TCC have continued to attend relevant Professional Learning opportunities in their respective subject areas. Additionally, the Year 11 and 12 teachers have attended a significant number of Consensus and Moderation meetings relating to their subjects in the senior years.

Primary Staff continue to utilise Professional Learning Teams (PLT's) to develop and enhance teaching across the Primary Curriculum.

Value Added continued...

I.C.T:

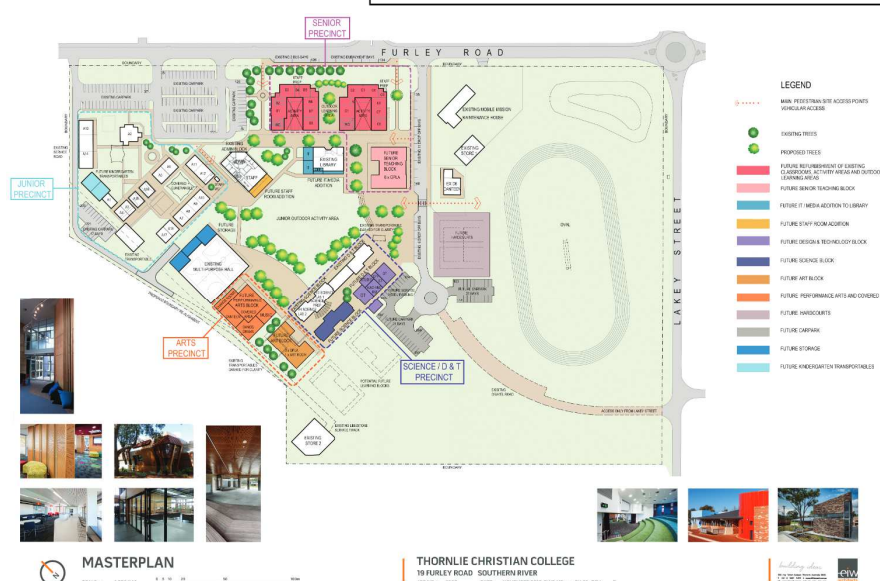
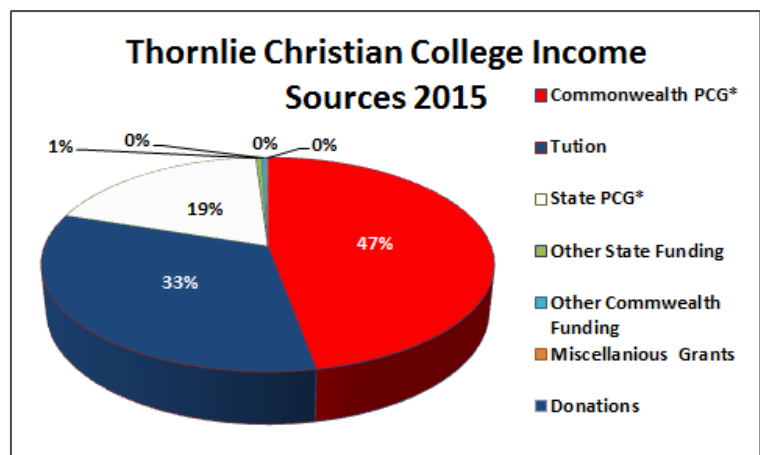
Planning for the new Media Centre (build in 2016, ready of use early 2017): This was commenced with broad consultation to ensure a state of the art facility with an intentional focus on its flexible use. Google Chrome-book Roadshow: This was held at the College, providing valuable PD for our staff and those from the WA Educational Community.

Ongoing assessment and modification of the Curriculum continued, the focus being to ensure that we empower students to think critically, behave safely, and participate responsibly in the digital world.

The role of eLearning Coordinator was given more scope to ensure continuity and consistency of operations between teaching staff and IT administration. Induction training (the basic IT requirements, policies and procedures) was introduced for all new staff and students. Internet filtering, Internet firewall and antivirus/antimalware scanning of data inbound from the Internet was upgraded and transition to a 1 GBit Optic Fibre link was prepared, ready for changeover, from a line of site link in 2016. A realignment of our internal fibre-optic networks to allow for the relocation of the server room to a more suitable location which also allows for the new media centre.

Income Sources	2015 \$	%
Commonwealth PCG*	\$ 5,716,351.00	47%
Tuition	\$ 3,987,571.00	33%
State PCG*	\$ 2,306,722.00	19%
Other State Funding	\$ 60,041.00	0%
Other Commonwealth Funding	\$ 45,645.00	0%
Miscellaneous Grants	\$ 9,240.00	0%
Donations	\$ 7,934.00	0%
	\$ 12,133,504.00	100%

PCG* per capita grant



"Planning for the new Media Centre (build in 2016, ready for use in 2017)"

Key Student Outcomes

Enrolment Statistics for 2015

August 2015 Census return numbers, upon which all Federal Government funding and 50% of State funding is based, were as follows;

Year Group	Boys	Girls	Total	Avg. Class Size
Kindy	26	24	50	25
PP	25	26	51	25.5
Yr1	30	21	51	25.5
Yr2	29	27	56	28
Yr3	34	20	54	27
Yr4	40	22	62	31
Yr5	29	31	60	30
Yr6	30	32	62	31
Yr7	39	51	90	30
Yr8	45	36	81	20.25
Yr9	46	44	90	22.5
Yr10	44	47	91	22.75
Yr11	27	22	49	16.3
Yr12	24	21	45	22.5
			Total	892

“The College continues to grow with a record student population achieved again in 2015”

Student Attendance Rates

Average student attendance rate for 2015:

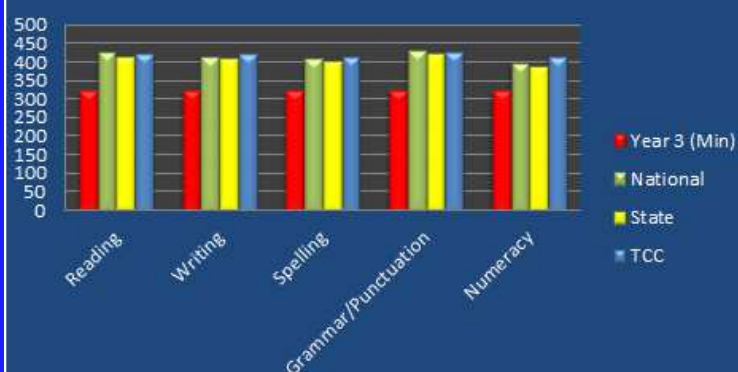
96.2%

Student Retention Rates

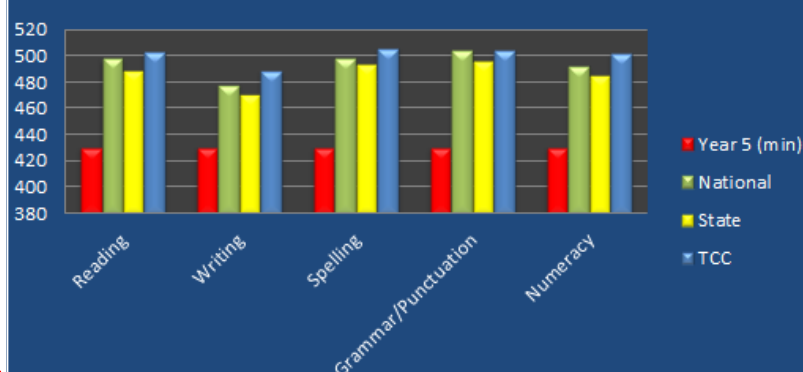
Of the 60 Year Nine students studying at Thornlie Christian College in 2012, 35 (58%) completed Year 12 in 2015.

All 35 of these students completed Year 12 in 2015

2015 Year 3 NAPLAN



2015 Year 5 NAPLAN



Key Student Outcomes continued...

NAPLAN Results

The Year 3, 5, 7 and 9 cohort of students were tested under the Benchmark System of Testing, (National Assessment Programme for Literacy and Numeracy) . Individual students are plotted against the National Benchmark and the percentage of students achieving better than the benchmark are listed. The NAPLAN testing is used by the majority of Schools in Western Australia.

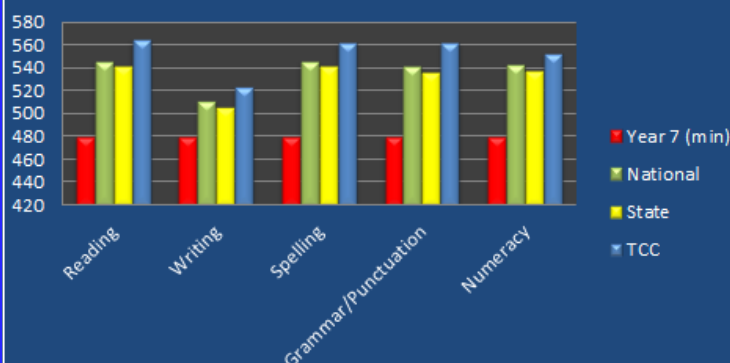
Curriculum Area (Benchmark	Year 3	Year 5	Year 7	Year 9
Reading	323	430	480	530
TCC	421	503	565	602
% above benchmark	91%	95%	93%	92%
Writing	323	430	480	530
TCC	421	489	524	569
% above benchmark	98%	93%	77%	75%
Spelling	323	430	480	530
TCC	413	506	562	613
% above benchmark	89%	90%	89%	94%
Grammar & Punctuation	323	430	480	530
TCC	428	504	562	592
% above benchmark	85%	92%	90%	79%
Numeracy	323	430	480	530
TCC	416	502	553	613
% above benchmark	87%	88%	92%	93%
Number of LBOTE*:	18(33%)	20 (33%)	33 (36%)	28 (31%)
Number of ATSI**:	1	0	1	1

**“TCC
consistently
achieves
higher than
the state
and
national
averages in
NAPLAN”**

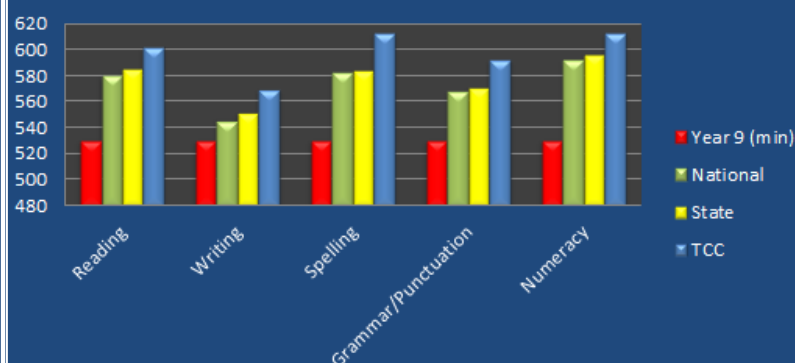
LBOTE* = Language background other than English

ATSI**= Aboriginal or Torres Strait Islander

2015 Year 7 NAPLAN



2015 Year 9 NAPLAN



Year 12 Senior School Reports

Year 12 Senior School Reports:

YEAR 12 - WESTERN AUSTRALIAN CERTIFICATE OF EDUCATION (WACE) RESULTS

STUDENT POPULATION

Number of Students in Year 12 44

WESTERN AUSTRALIAN CERTIFICATE OF EDUCATION (WACE)

Number of full-time eligible students to graduate 44

Percentage of full time eligible students who graduated 93.18% (41)

Number of full-time eligible students with English Language competence 42

THORNIE CHRISTIAN COLLEGE CERTIFICATE OF GRADUATION

Number of full-time eligible students to graduate 44

Number of full-time eligible students who graduated 41

Percentage of full time eligible students who graduated 93.18%

CERTIFICATE OF COMMENDATION (18+“A”s)

5

TERTIARY ENTRANCE EXAMINATION STUDENTS

Number of full-time eligible students with 4+ Tertiary Entrance subjects 26

Number of full-time students in a Stage 2 or 3 Course with a score of 75% or more 18

VOCATIONAL EDUCATIONAL AND TRAINING STUDENTS (VET) and ENDORSED PROGRAMMES

Number of full-time eligible students enrolled in 1+ Unit of Competency (Yr. 12) 16

% of Year 12's to achieve a Certificate II or higher 87.50

Number of full-time eligible students with a result in 1 qualification at Certificate 1 (Yr. 10, 11, 12) 103

Number of full-time eligible students who achieved 1+ qualification at Certificate II or higher (Year 11 & 12) 95

Number of full-time eligible students with a result in WPL (Year 11/12) 6

Number of full-time students involved the Work Experience Programme (Yr10) 92

COLLEGE COMMUNITY SERVICE PROGRAMME

Number of full-time eligible students involved in the College Community Service Programme in (Year 10, 11, or 12) 142

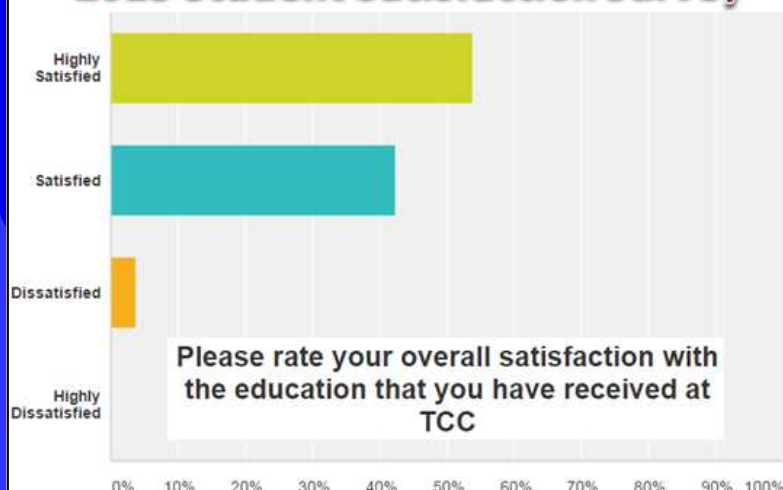
Number of Community Service hours (Year 12 - 44 students) 540

COLLEGE CURRICULUM TOURS

Number of full-time eligible students involved in the College Overseas Mission Tour 9

“540 hours
of
Community
Service
provided by
our Yr12
cohort”

2015 Student Satisfaction Survey





General Reports: **Academic Competition**

AUSTRALIAN MATHEMATICS COMPETITION FOR THE WESTPAC AWARDS

Secondary School

- 50 participated (Year 7-12)
- 2 students received High Distinctions
- 12 students received a Distinction
- 22 students received a Credit
- 11 students received a Proficiency Certificate
- 3 participation awards

AUSTRALASIAN PROBLEM SOLVING MATHEMATICAL OLYMPIADS **(Extension programme students)**

- 1 Participated (Year 8-9)
- 19 students participated in Year 6&7 (Junior Competition)
- 1 scored in the top 30%
- 2 in the top 40%
- 5 in the top 50%

ACADEMIC ACHIEVEMENTS

Number of students' work entered into the "Outside The Frame" competition

6

UNIVERSITY SCHOLARSHIPS

Number of students offered Scholarships to a University

9

UNIVERSITY ENTRANCE

School Median ATAR Score

68.05%

Number of students with an ATAR who applied to go to University

24

Number of students who applied to go to University with or without an ATAR

28

Number of students offered entry to University

27

Number of students offered their first preference to University

25

Number of students who enrolled into University

24

Number of students who deferred offers into University

1

Number of students who were offered a University Preparation Course

4

Number of students offered and accepted entry to Notre Dame University

3

TAFE ENTRANCE

Number of full time students eligible for entry into TAFE

44

Number of full-time students who applied for TAFE

14

Number of full time students offered a position into TAFE

14

Number of students who accepted offers into TAFE

14

BIBLE COLLEGE

Number of students who accepted offers into Bible College

1

WORKPLACE/APPRENTICESHIPS

Number of students who accepted offers into the Workplace/Apprenticeships

1

100% of
ATAR
students
who
applied to
University
were
offered a
place"





THORNIE

Christian College

- A safe Christian learning environment
- Dedicated and caring Christian staff
- All subjects taught from a Biblical perspective
- Daily morning devotions and Form time
- Extra tutoring in all subjects/courses by Secondary Staff
- Extension and Enrichment Programs
- Individual Education Programmes for students who require additional assistance.
- Fast Track Programme to assist with assignment completion.
- Study Café for Homework and Study support
- Music and Instrumental tuition
- College Choir, Ensembles, Bands
- Drama Productions
- College Canteen open daily at Recess and Lunch
- Extra Curricular sporting activities
- Counselling: College Counsellor and College Chaplain
- Library Services for Students and Parents
- Camps and Personal Development Programmes
- Overseas Tours in Language and Missions
- Student Leadership Programmes

THORNIE CHRISTIAN COLLEGE

Kindergarten to Year 12

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