

Southern Cross Baptist Church Christian School

Annual Report on the Educational and Financial Practices

For the School Year 2016

Prepared for submission to NESA

SOUTHERN CROSS BAPTIST SCHOOL

**104 Anzac Ave
Engadine NSW 2233**

**Ph. (02) 9520 3911
Fx. (02) 9548 5279**

principal@scbccs.nsw.edu.au

<http://www.scbc.org.au/christian-school.aspx>

An Introduction and Overview of Our School

Southern Cross Baptist Church Christian School has completed its twenty-ninth year of operation. As a ministry of Southern Cross Baptist Church, it seeks to serve the school-based training needs of those within the church community. The school is based on a Biblical philosophy of education with a portion of the curriculum sourced from the individualised and mastery-based program, Accelerated Christian Education (A.C.E.). There is also significant additional curriculum for local application and face-to-face/group work classes. This unique educational opportunity is provided through very adequate facilities and high staff to student ratios.

The individualized learning and the self-pacing style of the program enables the opportunity for all levels of students to succeed and to reach their full God-given potential which brings with it a sense of well-being and achievement. Students who have above average ability are able to accelerate through their studies and therefore complete a far more elaborate educational program while others who are gifted in other areas are still given the opportunity to reach their full God-given potential as they experience success at their level of ability.

Our graduates enjoy a high standing in the community and the majority have sought further education after their school years. Our graduates have studied at the University of Technology Sydney, Wollongong University, the University NSW, Sydney University, Macarthur University, The University of Notre-Dame, The University of Western Sydney, Macquarie University and numerous TAFE, business and medical colleges in courses of study including engineering, science, construction management, education, business, marketing, human resources, pharmacy, optometry, law, health and medical science and nursing. All of our graduates have either pursued full time study at University or TAFE or have entered the workforce.

The K-12 continuum allows students to mix with a wide range of ages of students which aids in their socialization skills. The older students carry out an important mentoring role in the lives of the younger students. The change from primary to high school is smooth and stress-free. The transition enables students to adjust to adolescence and its demands within the same context as the formative years but with the added responsibility of high school.

Many of our older students are active in church ministries having been encouraged through high school to be investing in other people's lives. They understand that they

have been given a unique opportunity in the quality of their education and generally are willing to reinvest in others in return.

The school population has evolved into a much more diverse makeup of nationality over the years. This has been welcomed and has brought a greater depth of understanding to the student population of the differences in cultures and our equal standing as people whom God has created.

This year our school hosted the fourth inter-school music and platform competition where students came together for two full days and an evening to compete in vocal, instrumental and platform events. This enabled the students to work on the events during the year with a focus of competing at the end of the year. It also allowed the staff to incorporate the preparation of some events such as poetry, Bible telling and music (vocal and instrumental) into the curriculum for the year. Our students performed very well and our school won a significant number of the awards on offer. We will be looking to expand this annual event to other like-minded schools who might be interested in joining us.

Our school once again hosted the annual Sydney Christian Schools Swimming Carnival in 2016 which was held across the road from the school at Engadine Leisure Centre. We also took part in the annual Christian Schools Sports Carnival held at The Crest at Georges Hall.

Every second Friday, the high school has the opportunity to visit Thomas Holt Nursing Home at Jannali. The students prepare two musical items to present during their one-hour visit there. They are encouraged to build relationships with residents showing them the love of Christ in a practical way. A number of students have made and purchased gifts for the residents of their own accord, having formed some very special relationships. It has also allowed some valuable teaching on the topic of death as many of the students have experienced the loss of somebody to whom they had grown close. The whole school presented a Christmas concert for the residents at the end of the year. The feedback from both staff and residents is very positive with much appreciation being shown for the students' ministry.

Each year the students attend a separate primary and high school camp. The high school camp for 2016 was to Corllete, Port Stephens. The students enjoyed a number of activities including a visit to nearby beaches, some walks, sand boarding and a dolphin cruise. The camp was aimed at educational activities, building friendships and

developing a closer relationship with God. The primary camp was held at our school campus and included a number of day trip activities.

The school possesses a high student/staff ratio that enables each student the opportunity for any necessary assistance. There is a high level of commitment from the families of the school. A number of the parents give of their time to assist as teacher's aides in the school on a voluntary basis. This high level of family commitment is also indicated by our high 'both parent' attendance at our parent/staff meetings.

The school's applied science facilities include 2 fully equipped kitchens, workshop and science lab. The library contains some 3000 volumes and our local library is walking distance from the school. There is a rugby league field, two soccer fields, a basketball stadium and an olympic swimming facility across the road from the school premises to which the school has ready use. Supervised, filtered student internet access is available on all computer terminals. There is an overall computer to student ratio of more than 1:1 in the high school. The technology available in the school includes 2 interactive whiteboards, 18 laptop computers, 8 desk top computers, multi CD/DVD copier, digital still camera, digital video camera, DVD player, scanner, laser printers, colour copier, data projector and PA equipment. Two buses (12 seater + 23 seater) are constantly available for school use for transport to school outings. Topical posters are displayed on a rotation basis in classrooms.

The school is unique in its educational philosophy and mode of instruction and is producing graduates who have self-discipline and a high sense of morality, having been exposed to and taught a value system based on Christian principles. We continue to exercise our freedom to operate on a Christian basis with sound educational methodology supporting parental responsibility for choice of education for their children in moral areas and worldview philosophy such as Creationism.

MESSAGES FROM KEY PERSONNEL

Principal – Mr Nathan Searle

Principal's Report - 2016

I love the hymn, *Count Your Blessings*, as its message tends to lift your gaze heavenward and gives wonderful encouragement to consider the past providences, provisions and blessings so abundantly supplied by the omnipotent hand of such a gracious and loving Heavenly Father. What a joy it is to reflect upon the goodness of the Lord over this past year and to seek to give Him the glory for the great things that He has done here in the ministry at Southern Cross.

We desire to give Him the glory and thank Him for both blessings and the trials. Our year did not begin as we had expected it would with the homegoing of our little boy, Caleb, who had been growing in Judith's womb for four and half months. The doctors had no explanation as to why he was called home so early, yet what a blessed assurance it is to know the One who said *"For my thoughts are not your thoughts, neither are your ways my ways, saith the LORD. For as the heavens are higher than the earth, so are my ways higher than your ways, and my thoughts than your thoughts."* We simply trust the ever-living One that His ways are best and that we will see Caleb one day.

We are so blessed with the people that the Lord has called to the ministry here in the school. It is rare to have so many committed, competent, spiritually-minded staff in such a small local-church based ministry. The spirit that emanates from the classroom is a result of the fruit of the Spirit that is manifested in the lives of the staff as an outpouring of the gracious working of the Lord in each and every life. What a blessing it is for our students to be discipled by people who love the Saviour themselves and prayerfully desire that the Lord would use them to be instrumental in training the next generation to *"know Him and the power of His resurrection"*. Most of our staff are not monetarily paid, yet each one has an eternal focus as they seek to *"lay up for themselves treasures in heaven, where neither moth nor rust doth corrupt, and where thieves do not break through nor steal:"*, knowing that *"where their treasure is, there will their heart be also."*

Although the high school has been smaller this year, we have been very grateful for the level of maturity and the Christlike spirit that has generally characterised the students this year. It is encouraging to see the fruit of the work that is being

accomplished in their lives as they spend time with the risen Lord in His Word and seek to obey all that He has revealed to them through it. What a confidence and hope we can have in the all-sufficiency of the Scriptures. *“For whatsoever things were written aforetime were written for our learning, that we through patience and comfort of the scriptures might have hope” (Romans 15:4).* We look forward to the opportunity that our four year twelve students will have next year in being able to lead by their example and encouragement during their final year of school here with us. We will be welcoming four new high school students next year which includes Jessica Reeve, Kristy de Witte and Jadyn Searle in year 7 and Sarah Reeve in year 8.

We have been blessed through the provision of some improved/extra facilities this year which have included a new storeroom being built on the side of the chapel as well as a new stage for our concerts and dramas. We are grateful to the men who have faithfully put together the old makeshift stage for many years despite it falling apart and being a dreaded task each year. This new one can be erected by two people in 20 minutes and is much more functional. The old staff toilet block has now been demolished to make way for a new staff toilet block which will also include shower facilities. This construction will continue throughout the Christmas holidays and will prayerfully be up and functioning soon.

School camp is always a blessed time for the students and staff as we enjoy some down time together. It is encouraging to hear of the kinds of conversations that they have together during camp as they discuss Biblical truths and seek to encourage each other in their walk with the Lord. This year we enjoyed some time in a holiday house right on the water at Nelsons Bay. It was a beautiful setting and was enjoyed by all. The dolphin cruise with its boom net and also the sandboard riding were quite a highlight.

Graduation is always a ‘bitter sweet’ experience as it is a time of saying good bye to students who have grown to be a valued part of the student body and have generally proven themselves to be young people who fear the Lord and have a heart’s desire to serve Him through serving others. Abby de Witte, our graduate this year, will certainly be missed, however, we are delighted to have witnessed in her life a growing love for the Lord and His Word which we know will be a sure foundation for the decisions of life that lie ahead of her. It is our prayer that Abby will go on from here and be a bold witness for her Saviour, testifying of her life in Christ and the wonderful truth of the gospel. A successful graduate is deemed to be one whose life is consecrated and yielded to the Lord, so graduation this year was an encouragement to us all as it

demonstrated that the ministry is continuing to meet its goals of training up and sending out young people who are surrendered vessels fit for the Master's use.

It was our privilege to once again host the NSW Christian Educator's Conference here at our school this year. The two days were a great encouragement to the staff who came from Christian schools as far as Bourke and Coffs Harbour. The feedback is always positive as it is a unique opportunity for staff development that is Christ-centred and Biblically based – so rare in this age. How we need to be aware of the ungodly philosophies that are being taught through much of the teacher training on offer. The warning of Paul under the inspiration of the Spirit of God 2000 years ago is still very relevant today. *“Beware lest any man spoil you through philosophy and vain deceit, after the tradition of men, after the rudiments of the world, and not after Christ”* (Col 2:8).

It was 40 years ago in 1976 that Pastor Ed Moore planted Southern Cross Baptist Church and began meeting in a small hall in Sutherland next to the railway station. It was a highlight this year for us as a church to be able to reflect upon 40 years of God's faithfulness and graciousness to us as a local church. Our anniversary weekend included weekend meetings at which we were blessed and encouraged through the ministry of the Word from Pastor Matt Costella from California who kindly agreed to come and minister to us during that significant weekend.

There has been much improvement in the quality and standard of the items over the four-year history of our Music and Platform Competition. It was encouraging to see the fruit of the effort that many students had made in striving for a God-honouring standard of excellence in their performances. Our school took home two of the three major trophies and many of the minor awards. However, the true value of the competition is found in the maturity of the ministry mindset that is progressively being developed in the students year by year. In a day and age where the choice of music for the majority of young people is merely based upon personal taste rather than Biblical truth, it is a joy to see a generation of young people who take the holiness of God seriously and seek to *“worship the Lord in the beauty of holiness”*.

Although the coming school break is going to be busy one for our family, we are looking forward to the opportunities for ministry that we will have together over this period. Should the Lord tarry, we are also looking forward to the privilege of continuing to serve the Lord here in the school ministry in 2017 as we partner with parents in training up young people in the nurture and admonition of the Lord.

Head of Primary - Mrs. Denise Cronin

Psalm 136:1-4

O give thanks unto the Lord; for he is good: for his mercy endureth for ever.

O give thanks unto the God of gods: for his mercy endureth for ever.

O give thanks to the Lord of lords: for his mercy endureth for ever.

To him who alone doeth great wonders: for his mercy endureth for ever.

I love the story of Jehoshaphat in 2 Chronicles 20. A great multitude of enemy nations were gathered together to fight against Judah. King Jehoshaphat was afraid but set his face to seek the LORD and proclaimed a fast throughout the land. He and the people sought the LORD and God's answer was, "Be not afraid nor dismayed by reason of this great multitude; for the battle is not yours but God's." The LORD was with them, they just needed to stand still to see the salvation of the LORD. So on the day appointed singers were appointed who were instructed to praise the beauty of God's holiness and to "Praise the LORD; for his mercy endureth forever." What resulted was the enemies of God's people destroyed each other. God was given the glory for the victory. In the ministry of Christian education, we daily face many enemies of God's people, some without and some within, but God be praised, we serve the same unchanging God that Jehoshaphat served and through Christ we are more than conquerors.

2016 has been a full and busy year full of blessings and challenges. Time passes so quickly. It seems not long ago that I was writing the report for 2015. We are so thankful for God's unchanging faithfulness to his people and trusting him so see us through the rest of this year.

We were so glad to welcome to the primary classroom Aliyah Medina and Simeon Searle. They both settled quickly into school life and the have learned many valuable lessons under Miss Audrey's tender care.

Our morning classes continue to achieve high standards in reading, writing and arithmetic all with God's Word as the centre of all learning. Each student has a goal card that enables them to plan and keep track of the learning that they are accountable for. This develops important time management skills that will assist them for a lifetime.

The successful functioning of the primary day would not be complete without the willing, faithful hands of the volunteers who come each week to give of their time to help in the ministry – monitoring, paying bills, computer work, vacuuming, emptying bins, tidying, marking, teaching, cleaning and giving – then, most importantly, the undergirding of the ministry by prayer.

This year we had a new addition to the helpers in our classroom. Mr Green, my 96 year old Dad has been coming to school most mornings to listen to the children in primary read and to mark some of the children's work. The children regard Mr Green with great fondness. We have been blessed for the time he has spent with us and Mr Green regularly comments on how blessed he feels to be allowed to work with the children. I am so thankful for all those who have been able to give of their time in the classroom - Miss Audrey, Mrs Medina, Mrs Richards, Mrs Castillo, Mrs Emma and Miss Abbie. With their help and love for the children we work with, the ministry is truly blessed.

Just across the driveway sits the high school. It is so good to be part of a ministry where students of all ages work together. We have been so grateful for the help that the high schoolers have given to the primaries and the testimony of godly living that is consistently offered as an example for them to follow. We are also given great leadership and support from Mr and Mrs Searle for which we are very appreciative. We have all enjoyed learning many wonderful lessons this year in our PACEs and in our other classes.

In Term 1 we embarked on a series of lessons about Australia's Icons and Emblems. The students discovered the history of the Australian flag, the history behind the Eternity man as well as many other facets of Australia today and in the past. We also visited the Power House Museum where the children enjoyed seeing the exhibits and were particularly engaged in the hands on science section. Another field trip involved us visiting Calmsley Farm which was a great experience for all.

The students appreciated visiting the pool across the road each week for sport and learning important water skills ably assisted by Mrs Emma and Miss Abbie. During Term 2 we learned about chickens. It was a wonderful learning experience. We were blessed to have the privilege of observing some chicks in the classroom and were also able to see firsthand the incubation and hatching of chicks. It certainly was a busy and strange time in the classroom as the children worked on their PACEs with one

hand while holding a sleeping chick with the other. The children were sad to see them go but the classroom did resume some order, thankfully. Our privilege outing for Term 2 was a picnic to Woronora Dam. It was a great day even with the chilly winds that whipped around us. The students were very interested to learn the history of the dam's construction which added to their learning experience.

At the end of Term 2 and Term 4 we put together a report for each student to give families a 'snap shot' of what has been accomplished. I am so thankful for the extra help I received this year and know that this continues to improve the quality of the reports.

The year seemed to fly along and before we knew it was Term 3. This term is the winter term when colds and viruses abound and this year was no different. The children once again enjoyed the 'Sneeze Safe' programme and hopefully applied the lessons learned. It was during this term that we chose the theme of the Australian Gold Rush. It's always fun to learn about the pioneering past of Australia. We also learned about treasure that is more valuable than gold as is found in God's Word.

This year on Fridays, Miss Audrey has been teaching cooking and nutrition skills as well as art. The children have enjoyed these lessons and learned important lessons. In term 3 Miss Audrey began working at the school for 3 days a week and in Term 4 this increased to full time. I am so grateful for her willing faithful heart and love for our wonderful Saviour. She is a delight to work with.

Miss Sheriah plays an important role in our class and school by teaching music classes and individual instrumental lessons. We all benefit from learning the importance of God-honouring music. As a part of our music studies, Miss Sheriah accompanied the primary students to the Sydney Opera House to attend a performance of Vivaldi's The Four Seasons. The presentation was an enjoyable experience as was the trip into the city which included a tractor ride around the Royal Botanical Gardens. I thank the LORD for every day that Miss Sheriah spends at school.

On the last day of term 3, we attended and participated in the Christian Schools' combined sports carnival. It was a great time together and we were so thankful to the LORD for a God-honouring day of friendly competition.

The final term of the year has come and is almost gone. It is during this term that the children who start Kindergarten in the following year come to school one day a week for orientation. It has been lovely to have Jadon Medina, Tara Sameneigo and

Leonardo Castillo join us every Friday and to be part of our school family. We are looking forward to working with them and assisting them in reaching their God-given potential.

In week 3 of Term 4, we had our primary sleepover once again. It is a highlight of the year as we spend extra time together. We were thankful to Mr Scott for his kindness in lending stretchers for us to sleep on and for building and supervising our campfire. Our theme of the camp this year was “Being all that God would have us to be” as well as the life of Joseph. We had a reward program that enabled the students to see that it is possible to be a blessing to others. Serving others is not a matter of whether ‘I can’ or ‘I can’t’ but rather ‘I will’ or ‘I won’t’. I was encouraged by the testimony of those students who served others with or without a reward. During camp we had an incursion about bees. The experience linked to lessons we had been learning in our afternoon classes. It was such an interesting event. We all learned many new things about bees, particularly Australian bees. Our God is certainly a creative God as is shown once again by the many different types of bees that fly around in our gardens. The highlight was the opportunity each child had in constructing a bee apartment to provide housing for Australian stingless bees.

During Term 4 we also had our annual Bible Hero Day. The year’s theme was to come dressed as a character or symbol from the life of Joseph. The students each gave an oral report on how what they chose to dress in could be seen as a hero. There were some very creative costumes on the day and we all enjoyed eating our food from different lands.

Once our bee lessons were concluded, we began our preparation for our end of year play, “The Life of Joseph”. Preparations are well under way as lines are almost all learned, costumes fitted and props prepared. Most of all, we pray that the night will be God-honouring and that those who come to watch the performance will learn more of God’s Word.

It has been a privilege to teach the primary students of our school for another year. Thank you to all our parents for entrusting your precious children into our care. We continue to be grateful to the LORD for his provision, protection, guidance and never failing kindness. He truly is God of gods and LORD of lords.

Ecclesiastes 12:13-14

Let us hear the conclusion of the whole matter; Fear God, and keep his commandments: for this is the whole duty of man.

For God shall bring every work into judgment, with every secret thing, whether it be good, or whether it be evil.

Head of Curriculum – Mrs Searle

It has been a joy to work with the young people again this year. It is amazing to see the large amount accomplished within the high school classroom. As students work independently to complete their own goals, they also sacrificially help one another and primary students who come into the room to read to someone or have spelling words said. It is lovely to see the various “giftings” and character qualities evidenced in each life. I feel extremely blessed to have the opportunity to minister to those who will be the next generation in Christian service. I pray that each one of these students will fulfil the Lord’s perfect plan for their lives.

Much of my teaching areas have remained the same this year with the addition of Art class. All of the students have shown an enjoyment of art class this year, although some have commented that they are moving “out of their league”. We have focused on sketching as students have learnt about perspective, shading, shadows and shape. A good effort was made by students in the drawing of their bedrooms. I enjoyed the insight this gave into their home lives. We have also undertaken some art criticism, learning about the elements of composition, symbolism and Christian art through various eras. We will continue studying Art next year, Lord willing.

It has been a pleasure to teach Written and Oral Expression again this year. I praise the Lord that I have been able to teach this class every year since beginning teaching at Southern Cross in 2002. Although the units taught this year are the same as previous years, I challenge myself to constantly improve and update the material, specifically seeking to enhance the spiritual and Biblical dimension of the content. The senior students have learnt about film production. Their major task was to script, storyboard and produce their own short film. We enjoyed viewing this film at the school Drama and Awards Night. It is also available on DVD for people to watch at home and share with others. The challenging message of the film is applicable to many Christians today who find it difficult to keep God as the highest priority in their lives and not compromise their convictions based upon circumstances. Another task the students undertook was producing a short film on school life. In two groups the students interviewed their peers and teachers regarding “School Rules” and “Uniforms”.

The junior class has spent the year studying “Allegory”. We looked at the meaning of allegory, the use of symbolism, and examples of allegory in nursery rhymes, parables, hymns, fables, the novel *The Little Pilgrims Progress*, and the film *You Are Special*. The study of this novel provided some profitable discussion about the promises in God’s Word when we were considering Giant Despair and Doubting Castle. Other focuses were the Christian’s armour, Jesus as the Good Shepherd, modern day applications of Vanity Fair and the value of good friendships. A highlight was when students scripted and performed dramatic dialogues that introduced their created characters of Revenge and Pleasure.

During Bible Telling class this year we have studied through the life of Joseph. It is refreshing to learn about the faithfulness of this young man in the midst of great difficulties. The students applied their learning by scripting the primary play about Joseph. I am sure they were overjoyed to see their hard work come to life during the primary performance at the Drama and Awards Night. The year ended with a look at Moses – his birth and call. What a miraculous preservation of this baby who was set afloat in the river by believing parents. Furthermore, what interesting training this man received first in Egypt and then in the desert caring for sheep. There have been many lessons learnt from the study of these encouraging Bible characters. Hopefully, parents have been edified by hearing their students tell some of their stories at home as part of their assessment for this class.

Mathematics practical class continues to be an important aspect of the high school curriculum. It is my intention that students see the practical application and relevance of the mathematics that they learn. Problem solving skills and life skills are emphasized in this class.

During this year I felt led of the Lord to make a submission to BOSTES regarding the proposed HSC Syllabuses in History and Science. It is sad to see the blatant error being pushed upon young people around our State about evolution. Instead of acknowledging that macro-evolution is a hypothesis that cannot and has not been scientifically proven, it is taught in the syllabus as fact. We were glad to be able to make a submission outlining our concerns about this. We also explained our concerns about the avoidance of Christianity in the history syllabus and the silence in regards to Jesus Christ and His profound impact upon modern society. Thank you to all those who also made submissions regarding these issues. We pray that they will be taken seriously and we will see change in the final syllabus documents.

It is difficult to believe that another year is over. The passing of time certainly reminds us that our life “is even a vapour, that appeareth for a little time, and then vanisheth away” (James 4:14). I desire to make every moment of this short life count for eternity. Although I often fail to fulfil this desire, I give God the glory for that which has counted for eternity during this past year in the life of the school ministry.

SCHOOL PERFORMANCE IN STATEWIDE TESTS AND EXAMINATIONS

Lanna Scores Years 3, 5, 7 & 9

In 2016, all of Year 3, 5, 7 and 9 students participated in the Literacy and Numeracy National Assessment (LANNA) test developed by ACER.

2016 results:

3 students scored below the middle 60% range of achievement in either one or two subject areas. All other students achieved above average scores in all subject areas.

In 2015, all of Year 3, 5, 7 and 9 students participated in the Literacy and Numeracy National Assessment (LANNA) test developed by ACER.

2015 results:

No student scored below the middle 60% range of achievement in any subject. Approximately half of the scores were above the national average.

In 2014, all of Year 3, 5, 7 and 9 students participated in the Literacy and Numeracy National Assessment (LANNA) test developed by ACER.

2014 results:

Two students received scores that were below the state average in some of the subject areas. Over half of the students received perfect scores (top of band 6/10) in one or more subject areas. Over half the students were well above the state average in all aspects of the assessment.

In 2013, all of Year 3, 5, 7 and 9 students participated in the Literacy and Numeracy National Assessment (LANNA) test developed by ACER.

2013 results:

Over half of the results were above the national average and nearly one third were above the range of achievement for middle 60%.

In 2012, all of Year 3, 5, 7 and 9 students participated in the Literacy and Numeracy National Assessment (LANNA) test developed by ACER.

2012 results:

All of our students achieved results within or above the “range of achievement for middle 60%” for every assessment except for one student who functions on an individualised program below his year level having recently enrolled in our school. Besides this student, 88% of the results were above the national average.

In 2011, 100% of Year 3, 5, 7 and 9 students participated in the Literacy and Numeracy National Assessment (LANNA) test developed by ACER.

2011 results:

All of our students achieved results within or above the “range of achievement for middle 60%” for every assessment except for one student who functions on an individualised program below his year level. 65% of the results were above the national average.

In 2010, all of Year 3, 5, 7 and 9 students participated in the Literacy and Numeracy National Assessment (LANNA) test developed by ACER except for one who has a professionally diagnosed learning difficulty.

2010 results:

All of our students except for one were above the national minimum standard. All results except for two were in the top 3 bands in each year.

In 2009, 100% of Year 3, 5, 7 and 9 students participated in the Literacy and Numeracy National Assessment (LANNA) test developed by ACER.

2009 results:

All of our students were above the national minimum standard. All results were in the top 3 bands in each year.

In 2008, 100% of Year 3, 5, 7 and 9 students participated in the Literacy and Numeracy National Assessment (LANNA) test developed by ACER.

2008 results:

All of our students were above the national minimum standard. All results were in the top 3 bands in each year.

Competitions:

The school takes part in the Australasian School Competitions in the following subjects areas:

- Mathematics
- Science
- Writing
- Spelling
- Computing
- English
- Geography

Many of the performances have been above the average with students attaining credits, distinctions and high distinctions.

Senior students in our school sit for the International SAT (Scholastic Aptitude Test), which converts to an ATAR, rather than sitting for the RoSA or the Higher School Certificate. The student's ATAR along with their school-based certificates form the basis of their university applications. Having achieved a SAT score of 2070 (ATAR equivalent of 98.1), our graduate this year is studying a science degree at Sydney University.

TEACHING STANDARDS, QUALIFICATIONS, ATTENDANCE AND RETENTION

All staff at Southern Cross Baptist School fulfil a ministry on behalf of Southern Cross Baptist Church to train children according to the principles set forth in the Word of God. Each one is a committed Christian who subscribes to the church's Statement of Faith.

Three staff members have teacher qualifications from a higher education institution within Australia.

One staff member has bachelor qualifications from a higher education institution within Australia and has significant teaching experience prior to October, 2004.

There have been no staff changes this year. A small amount of sick leave was used by staff throughout the year. Other than school conference attendances and other professional development, there were no other days of staff absence.

STAFF DEVELOPMENT

Our staff have undertaken the following training throughout the year:

- School Staff Challenge, Southern Cross Baptist School (1 evening) – all staff
- School staff meeting every morning – all staff
- Writing and literacy workshop – (1 day) – One primary and one high school staff members
- BOSTES Consistent Teacher Judgement Workshop (3 hours) – High staff member
- BOSTES History Stage 6 Draft Syllabus Consultation Meeting (2 hours) – one staff member
- School Governance Module - Principal
- NSW State Christian Educators' Conference - (2 days) – all staff

PROFESSIONAL LEARNING

No staff members are currently required to undertake professional learning according to NESA.

The professional learning for staff is included in the above section.

STUDENT POPULATION OF THE SCHOOL

In 2016 there were 23 students enrolled across Kindergarten to Year 12 with 15 in primary and 9 in high school. These students are drawn from a large radius across the Sydney metropolitan area and represent a diverse mix of cultural backgrounds. Southern Cross Baptist School values the diversity of the cultural backgrounds of the students. This brings a rich appreciation of the value that God places upon every human being.

Retention Rates: Numbers are too small to calculate meaningful retention rates. However, it is very rare for students not to proceed through to the completion of year 12.

Attendance: Student attendance was 96% in 2016 for the reporting period. It is the school's policy that student absences must be reported to staff by 11:00am otherwise parents are contacted to determine the student's whereabouts.

Post-school Destinations: Having achieved a SAT score of 2070 (ATAR equivalent of 98.1), our graduate this year is studying a science degree at Sydney University.

POLICIES

ENROLMENT POLICY

Southern Cross Baptist School was commenced with the original intention of primarily serving the families within the church community. However, enrolment is also open to all families who attend churches of like faith who would be able to embrace the ethos and statement of faith of the school. Students also need to agree to work to the best of their ability, obey the rules and support the ethos of the school, participate in all facets of the school program and respect all the staff and students of the school. A code of conduct must be signed by all students upon enrolment.

Both student and parent commitment must be retained to allow continuing enrolment. This commitment is demonstrated through full cooperation with the school program and timely payment of tuition fees.

An offer of placement is made once the parent has submitted the application form, attended an interview with the principal and administrator and consequently been approved for acceptance into the school.

STUDENT WELFARE POLICIES

A copy of all student welfare policies may be obtained from the principal upon request.

Summaries

Child Protection

Southern Cross Baptist School acknowledges the tremendous importance of providing a safe and secure environment for students both in and out of the classroom. The policy seeks to reduce the risk of child abuse by putting into place guidelines that protect the children and ensure their feeling of security. It also ensures a caring and appropriate response to all student welfare issues.

Anti-Bullying

Southern Cross Baptist School is committed to maintaining a God-honouring, loving, safe and caring environment so that all pupils can attend and learn in a safe and secure environment (I John 4:7-8; Romans 12:18, Ephesians 4:32). Bullying is unacceptable and will not be tolerated at the school (Matthew 18:6-10). Any act of bullying will be addressed appropriately in accordance with the school's relevant policy/ies as required (Code of Conduct, School Discipline Policy, Pastoral Care, others).

Security

The aim of the school is to provide an ever increasing safe and supportive work environment which minimizes risks and harm. This policy contains guidelines for evacuation in case of an emergency. It also dictates procedures to be followed during any school related activity which is off campus. Procedures for the use of buildings and emergency procedures are also documented.

Discipline

The school seeks to maintain a very high standard of discipline. Parents have entrusted the school with their children that they might receive the best level of education

possible. We understand that consistent loving discipline is an important factor in achieving this end. The school has a positive emphasis in its discipline approach in seeking to promote what is right while balancing the emphasis by confronting and dealing graciously but firmly with that which is wrong. The students are respected as individuals who have been created in the image of God and are loved by Him. The approach of the discipline is therefore in keeping with the concept of what can we do **for** the students rather than what we do **to** the students. Our desire is to help them better discern and choose between what is right and what is wrong.

In accordance with the Education Reform Amendment Act (1995), the school prohibits any staff from administering corporal punishment in any form. The principal ensures that this policy is adhered to.

A copy of the student discipline policy may be obtained from the principal upon request.

Pastoral Care

The school acknowledges that concerns and grievances will arise from students, parents and staff. These are addressed using Biblical principles of conflict resolution. Matters of a minor nature are to be dealt with between the individuals concerned. For matters of a more serious nature or matters that are not able to be resolved at the first level, the principal is to be informed.

As parents are seen to be an important part of the education process, homework is seen to be a positive part of the curriculum. Parents are encouraged to become as involved as is possible in this part of their children's work. Because of the small nature of the school, homework is very easily managed. Homework is assigned with a balanced view of the need for family time, recreation and homework.

Reporting Complaints and Resolving Grievances

Southern Cross Baptist School acknowledges that Biblical pathways must always exist for students, parents and staff to honestly and sincerely express matters of concern. The aim of the Grievance Management Policy is to provide fair and equitable processes so that all concerns will be considered and resolved in a spirit of love and care for each person.

A copy of the complaints and grievance policy may be obtained from the principal upon request. No changes were made to these policies this year.

SCHOOL DETERMINED IMPROVEMENT TARGETS

Achievements for 2016

- School Christmas concert in local nursing home
- Inter school convention hosted by our school extended to two days
- Kids holiday Bible club run with high school helpers
- School concert recording production
- A greater emphasis on supporting world missions
- Major drama productions: High School film production - “Playing Second Fiddle” and primary play - “The Life of Joseph”
- A successful senior school work experience program
- Athletics challenge
- A week long High School camp to Corllete, Port Stephens
- Incorporation of sporting clinics
- Purchase of further musical instruments to foster the development of musical skills and practice
- The purchase clarinets and commencement of a high school clarinet ensemble
- Replacement of carpet tiles in the primary room, chapel and classroom
- Repainting of primary classroom, science lab and primary activity room
- Replacement of decking and ramp access to main hall
- Successful production of end-of-year play
- Effective creation of annual yearbook by high school students
- More students involved in music tuition
- Community involvement to support primary reading
- Improved behavioural management strategies
- Sufficient programs that encourage parental support and involvement
- Successful results in both NAPLAN and ICAS exams
- Hosting combined Christian Schools swimming carnival
- Strong support network from school community for students who are disadvantaged

Priority Areas for Improvement for 2017

- Develop specific literacy resources to target kinder students' reading skills
- Taree missions trip – working with primary and high school-aged young people

- Family day concert for the primary department
- The further expansion of our student orchestra
- Implementation of Seesaw, a communication app, for parents
- Recording and production of character trait singing CD
- Development of BLESS (international program to assist similar schools)
- Replace staff toilet block and refurbish student toilet block
- Replace windows
- An emphasis in the primary classroom of being responsible for minor chores
- Build shelves for primary storage
- Erect shade area over sandpit
- Invite community helpers to visit the school eg police officer
- Primary children to take a more active role in the vegetable garden
- Completion of toilet block refurbishment
- Additional staff member to work with Kindergarten and Year 1
- Strategy to improve poor attendance of one student
- Increased communication with some families to encourage greater involvement
- Systematic collection of feedback from parents and data analysis
- Effective monitoring of professional development for teachers, especially those teaching prior to 2004
- Revision of school uniforms
- Acquisition of more reading, spelling and typing resources
- High school students to expand their opportunities in teaching musical instruments to primary students

PROMOTION OF RESPECT AND RESPONSIBILITY

The ethos of the school has a very heavy emphasis on developing respect and responsibility. It is taught and promoted very thoroughly through every KLA and is also encouraged pastorally in one-on-one interaction as well as in chapel and assemblies. We are very thankful for the lovely spirit of care and concern that exists amongst the student body.

PARENT, STUDENT AND TEACHER SATISFACTION

The verbal and written feedback that comes from parents consistently expresses appreciation and commendation for the direction and values to which the school adheres. Much of the student population frequently express to staff how thankful they are for their school and the staff that minister to them. This is indicated by the large distances (up to two hours each way) that some students travel each day to come to our

school. Our staff demonstrate tremendous dedication to what we all view as a privileged ministry.

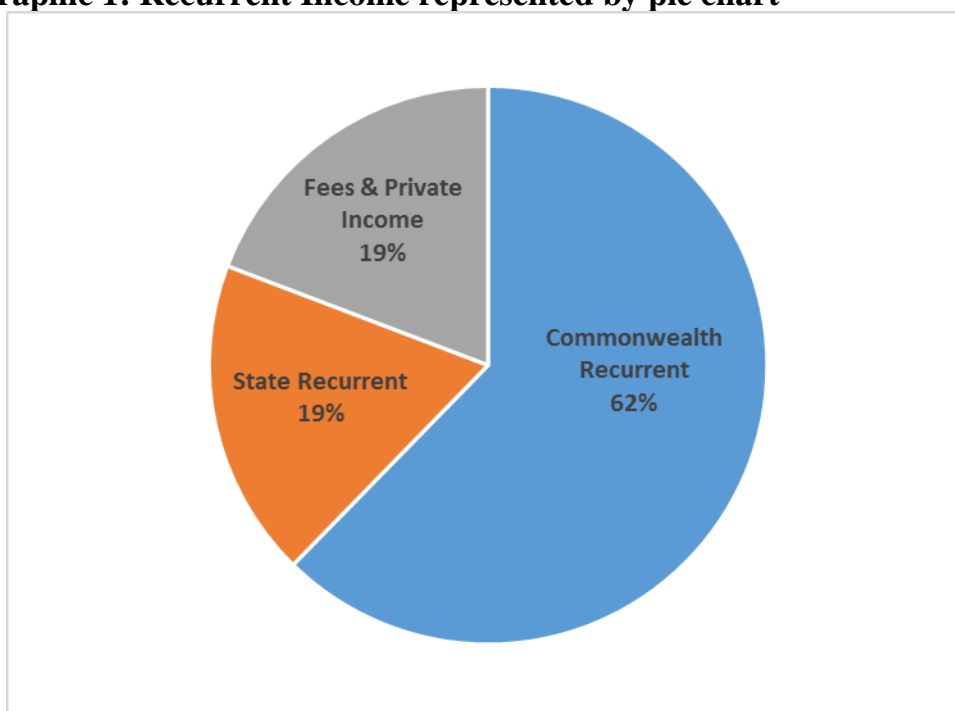
EVIDENCE OF COMPLIANCE

Our school has a reporting policy in place that stipulates that the school will provide an annual report by 30th June each year according to the Registered and Accredited Individual Non-government Schools (NSW) Manual and will publicly disclose the report on the school's website.

SUMMARY OF FINANCIAL INFORMATION – 2016

Graphical representation of income and expenditure using percentages only.

(a) Graphic 1: Recurrent Income represented by pie chart



(a) Graphic 2: Recurrent expenditure represented by pie chart

