

**Southern Cross Baptist Church
Christian School**

**Annual Report on the Educational and
Financial Practices**

For the School Year 2017

Prepared for submission to NESAs

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 thirtieth 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.

Our school once again hosted the annual Sydney Christian Schools Swimming Carnival in 2017 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 2017 was to Mogo. The students enjoyed a number of activities including a visit to Mogo Zoo, Old Mogo Town, and the nearby beach. 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 day trip to Camelia Gardens.

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. The school has purchased an online library program to facilitate better access to our expanding library and other resources, including electronic resources. 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, 16 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 Biblical marriage and Creationism.

MESSAGES FROM KEY PERSONNEL

Principal – Mr Nathan Searle

Principal's Report - 2017

As we look back on the year that is now behind us, there is again much for which we are grateful as we consider the great things that the Lord has done here in the school ministry during 2017. Truly, God has consistently and constantly proven Himself to be faithful as millions who have gone before us have also testified throughout the history of mankind. There are some significant milestones of God's faithfulness being met presently which include our school having just finished its 30th year of operation. We are now also just shy of the 40 year milestone of the commencement of the first school on this property, Engadine Bible Centre School, which began back in 1979 with yours truly as a kindergarten student along with the other 12 students on that first day. Having graduated from our school in 1991, I trained as a civil engineer before the Lord called me to full-time Christian service with this year marking my 20th year of ministry as a teacher here at Southern Cross. I began in 1998 with the commitment that I would be here for no more than six months as I was enroute to the USA to complete a degree in church music in accordance with where I believed that the Lord was leading me at that time. It has been a long six months! However, there is not another place that I would rather be than here with the blessed privilege of ministering to young lives and pointing them to Christ each and every day of the school week.

I marvel at the way in which the Lord has blessed the school ministry with the calibre of staff that we have here who labour so faithfully and sacrificially. From the teaching staff to the admin staff to the teacher's aides and support personnel, I am so very grateful to work amongst such eternally focused servants who have God's very best for each student and ultimately, the glory of God, as their goal for their ministry. We will be saying goodbye to Mrs. McKay this year who has been faithfully serving here for 21 years. Many students have greatly benefited over the years from Mrs McKay's God-given excellent teaching ability and her servant heart as demonstrated by her many years of faithful service.

It was a joy to have a week of training together with all of the staff in January of this year. Our focus was to fine tune our classroom procedures and teaching approach as we continually seek to be able to do what we do better. I realise that it was a significant sacrifice for our staff, particularly our volunteers, to give up a week of their time to give such a priority to the improvement and further refinement of our ministry.

It was only a few months ago that my then 96-year-old grandfather was hearing children read in our primary school every morning. He would travel down on his motor scooter from the local nursing home which is 1.5 kms up the road to hear the children read. However, his health continued to fade toward the end of the year, and the Lord called him home to glory last month at 97 years of age. We appreciate the many faithful hands like Mr. Green's that contribute to the ministry in so many ways. Earlier this year, we again had the privilege of hosting the NSW Christian Educators' Conference at our school. The staff were blessed, encouraged and further equipped through the ministry over the two days of the conference.

We are looking forward to welcoming our new students next year which will include three kindergarten students, Micaiah Foster, Malachi Echevoyen and Aaron Richards, one year 3 student, Enoch Choi, and two year 7 students, Daniel Choi and Max Park. We are so very excited about the opportunity to partner with each of the parents of these students for their school-based discipleship.

This year marked our first time as a school to have a student earn a medal for the ICAS competitions which are now held in 20 different nations around the South Pacific. Isaiah Searle won the Year 4 Science award having achieved a perfect score in the competition paper. It was a proud moment to be able to attend the award ceremony at UNSW as both his principal and parent. As with all of our students, we are encouraging Isaiah to seek to acknowledge the Lord's hand in entrusting his abilities to him and for him to then seek to use them for the glory of God and the edification of others.

As we look around our property here, we are quickly reminded that God has been very gracious to us as evidenced by the goodness of His hand in His many provisions. Our new toilet blocks are very close to final completion now and are certainly an incredible upgrade on the original fibro toilets that were built back in the 60s. It is now a 5 star experience to use the bathrooms! Thank you to the many who have laboured so sacrificially to make this project a reality. Our focus now turns to the high school kitchen as we seek to begin the process to replace it before it completely falls apart.

Our music program continues to be a priority in both the primary and high school and I am so very grateful for Miss Sheriah Muyco and her unwavering support for the training up of the next generation in music that is truly honouring to the Lord in every way. It will be a sad loss for us as we say good bye to the accomplished musicians in our year 12 class, however, I am grateful for the legacy that they are leaving behind in the many that are coming up behind them who are committed to excellence in their preparation for life-long ministry in music.

Our concert this year which followed a hymn theme, was a wonderfully encouraging evening as we were so very blessed by the ministry of the primary and high school students as well as a number of our graduates. One of my highlights was being able to play the trumpet with my son Jadyne for one of the items. Although he plays better than I do, it was a real joy to be able to minister alongside him and I trust that the Lord will enable us to minister in music more as a family as the boys continue to improve in their musical abilities.

Mission trips are always a highlight of the year as we go out together as a team with the common goal of being used by the Lord to minister to others during a week of activities that include a Holiday Bible Club program and other forms of outreach. This year's trip was to Taree where our team of over 30 people were engaged in seeking to serve both those within the host local church as well as those in the broader community.

Graduation is always a bitter – sweet time in the life of the school. Whilst we are so glad to have had the opportunity to have invested in the lives of our four graduates, Isabella Caines, Ruby Muyco, Joshua Tiong and Justine Pohlmann, we are certainly going to miss them very much in our school community. There are some large shoes to fill when considering the roles that they have played in the life of the school, but I am very much looking forward to the opportunities that this is going to afford to those coming up behind as the baton is passed to them.

May I finish with this exhortation that the Lord recently laid on my heart which was an expression of the heartbeat of the Apostle Paul as recorded in his letter to the Philippians.

According to my earnest expectation and my hope, that in nothing I shall be ashamed, but that with all boldness, as always, so now also Christ shall be magnified in my body, whether it be by life, or by death. For to me to live is Christ, and to die is gain.
Philippians 1:20-21

May Jesus Christ be magnified in all things at all times.

Head of Primary - Mrs. Denise Cronin

2017 began with staff training. It was a blessed time as we studied with likeminded people to further prepare for the awesome task of discipling the precious children in our care.

In the first part of term 1, we were blessed with the addition of four new kindergarten students – Jadon Medina, Leonardo Castillo, Tara Samaniego and Juliette Rilveria. Juliette’s sister Rachelle also joined us in year 3. They have all been a delight and we treasure them very much.

Kindergarten and Year 1 are ably instructed by the lovely Miss Audrey. It has been a delight to have Audrey join the staff in a full time capacity this year. Her faithful dedication to every task she puts her hand to is commendable. She is always coming up with creative ways to teach the children in her care about God’s truth.

Mrs Medina has once again been used by our wonderful LORD to lighten the load in teaching and administration. We are blessed by her helpfulness. Our monitors have faithfully served the children in our classroom. No task has been too small. Their love for our Saviour is reflected in the way they minister. Thank you, Mrs Castillo, Mrs Foster and Mrs Richards. Thank you also to Mrs Echygoyen for her wonderful administration help and for Mr Foster who keeps our technology running.

God honouring music is an essential ingredient in our school curriculum. Miss Sheriah continues to faithfully teach our children with a Christ-like love. I was so grateful to Sheriah for teaching the children songs that they were able to sing to minister to others - firstly at Pete McWilliams memorial service and then at my dad’s memorial service just three weeks ago.

During Term 1, we studied God’s creatures in zoos. We tried to visit Symbio Zoo several times, but the rainy weather changed our plans. Finally in Term 2, the sun returned and we had a lovely day together.

The Swimming Carnival is a busy time as the students prepare for events and as we host the day. We were blessed to have fine weather on a day that was enjoyed by all.

Weather has been a topic much discussed in the primary class as we embarked on a series entitled, “God Created Weather”. It was fun to study the sky and the clouds together and to record the weather. Unfortunately, for the whole period of time that we were recording the weather we didn’t receive one drop of rain.

We are very blessed to have many visitors in our classroom. The children enjoy helping them and learn the importance of putting others first. We really do have a family-focused school.

In term 3, we visited the Discovery Centre in Wollongong and enjoyed the many hands-on exhibits there. Then, in early term 4 we travelled to Wollongong to the

Science Museum and once again enjoyed experiencing the wonders of science first hand. Each time Mr Les Searle kindly drove us there in the church bus. We are very grateful.

Term 4 came around quickly and in week 3 we had our annual school sleepover. The theme this year was prayer. A great time was had by all and, amazingly, we were all well at camp. Thank you, Mr Scott, for the loan of your stretcher beds and for making our campfire possible.

We enjoyed an adventure to the Maritime Museum to learn more about Captain Cook's exploration and his ship "The Endeavour". It was so interesting to learn more about the history of our country.

In our final term for this year, Miss Audrey has been guiding the students in preparing for our end-of-year play on the miracles of Jesus. This is definitely the students' favourite subject of the year. I am very much looking forward to their performance.

Finally, thank you to all our wonderful parents. We are so grateful for your prayers, support and kindness throughout 2017. God has been so gracious to have given us the privilege of teaching our students every subject based on the truths of God and His Word.

Head of Curriculum – Mrs Searle

It is incredible that although I have been teaching now for eighteen years, no two years are the same. Every year has its highlights, challenges, blessings and surprises. God has certainly created each student with a unique personality and I enjoy witnessing this individuality. Certainly I feel blessed to get to know each student and their God-given talents and abilities. Although it is sad to say farewell to those who graduate or leave the school, it is encouraging to know that they have been given the wonderful privilege of a Christian Education and can move on in their lives equipped to fulfil their purpose in life – bringing glory to their Creator.

Although Written and Oral Expression is a subject I teach every year, I do not grow tired of seeing each student develop their creative writing skills and appreciation of wholesome **L**iterature. The Junior Class spent the year reading and writing short stories. They learnt to employ techniques of figurative language, sound devices and fiction hooks in their stories. Each student wrote a sports story, adventure story and humorous story. Some interesting and engaging stories were produced and well-worth the read. In the Senior Class we learnt about Shakespearean **D**rama, beginning with

some background of Shakespeare's life and works before looking specifically at the play *The Merchant of Venice* (Acts 1-4). The students employed skills in critical analysis to investigate the themes within this play, particularly in regards to the conflict between the Jewish and Christian characters. The students analysed the actions and attitudes of the Christian characters to determine whether they were behaving in a Christ-like manner. We also considered Shakespeare's treatment of various topics within the play to determine whether they reflected Biblical truth and principles. Unfortunately, in regards to the issues of Salvation, respect for parents and the battle between Satan and the Holy Spirit, the play did not reflect Biblical truth. It is hoped that each student will learn to be discerning with all that they read and evaluate everything from a Biblical perspective.

Bible Telling this year saw us looking at the life of Moses, beginning with the exciting account of the plagues in Egypt. The students were given the task of creating a film production using the information from this story to contrast the effects of the plagues on the Egyptians as compared to the Israelites. Indeed, God demonstrated His power and care for His own people by sparing them from many of the plagues that affected the rest of Egypt as indicated in Exodus 8:22-23, "*And I will sever in that day the land of Goshen, in which my people dwell, that no swarms of flies shall be there; to the end thou mayest know that I am the LORD in the midst of the earth. And I will put a division between my people and thy people: ~~to-morrow~~tomorrow shall this sign be.*" Continuing with the amazing life of Moses, the students learnt the stories of The Passover, The Red Sea and The Law. As each story is to be told to two people as homework, I hope some parents and friends have had the chance to hear some of these stories this year. If you have not, maybe you would like to ask one of the students to tell one to you. It is certainly a privilege to have God's Word so readily accessible, but we also have the responsibility to share it with others. I pray that this class is helping the students to fulfil that responsibility.

Math Practical class continues to be hands on with tasks this year related to money, the history of number, probability and geometry. Stage four students created menus, took orders, wrote cheques, planned their own business and developed an original numbering system. Stage five students performed simulation experiments (tossing a dice or coin hundreds of times), created their own games of chance and completed geometric constructions with a reflective mirror. It is great to see each student engaging with mMathematics with enjoyment.

Art class continues to show me the creativity that God has placed in each individual who He has made in His likeness. What amazing artworks have been produced this year! Beginning with sketching faces, including each others' (I also became the

subject of a sketch), ~~and progressing the students progressed~~ on to the use of chalk pastels with their vibrant colours. Finally, ~~the students they~~ used acrylic paints to produce a canvas painting. What talent was evidenced in each of these tasks!

I have again been challenged with the responsibility of teaching the High School Girls Bible Study class. I certainly feel accountable for the need of solid Spiritual input into the lives of the young ladies in the class. The focus of the studies this year have been on making choices. We started with a look at the importance of choosing gratitude in our lives. 1 Thessalonians 5:18 challenges us to be thankful in all things: “*In every thing give thanks: for this is the will of God in Christ Jesus concerning you.*” The students were encouraged to have thankful, contented spirits and express their thanks to God and others. Next we considered some helpful steps to apply when making decisions including waiting, searching the Scriptures, praying and seeing counsel. Proverbs 4:26 identifies the need for forethought in wise decision making: “*Ponder the path of thy feet, and let all thy ways be established.*” In further studies we identified important choices the students would need to make each day including getting out of bed on time, reading the Bible, praying, and walking in the Spirit. Finally, we considered the need to “redeem the time” (Ephesians 5:16, Colossians 4:5). The Bible is replete with allusions to the brevity of life. Our days on earth are compared to grass, a flower, a shadow, a weaver’s shuttle and a leaf. It is crucially important that each of us learn how to effectively use the time God entrusts us with and not squander it on idle and worthless pursuits. I pray that the students were as challenged with these studies as I was in preparing them. I am certainly thankful for the opportunity the Lord has given me to “teach the young women” (Titus 2:4) in the things of the Lord.

The year ended with a focus on the High School Play. Being challenged with the need for a play with major female roles, great search was made for an appropriate historical female character. After rejecting a few options, I read David R. Collins’ *God’s Servant At the Battlefield: Florence Nightingale* (1985) and was challenged by Florence Nightingale’s desire to do the will of God even in the face of great opposition. Using this book as a major source and undertaking further research, I developed a play that the students took to with great delight. Each rehearsal has been enjoyable as the students laugh through various “awkward” moments and comical characterisation. I am thankful to Isabella for taking on the major role as Florence and committing a significant amount of lines to memory. Each student has performed wonderfully at their role, and I am amazed how the play has taken shape. I am also thankful for the way each costume and prop came together so that every need was met. The Lord is good!

As the end of another year draws nigh, it is important to reflect on what the Lord is doing in and through my life. I give Him the glory for His work and know that without His gracious leading and daily cleansing, I would have done nothing worth mentioning here. Each year I find Him faithful to meet all my needs and to accomplish His great purposes. May His will continue to be done here in the school ministry as He gives opportunity.

SCHOOL PERFORMANCE IN STATEWIDE TESTS AND EXAMINATIONS

NAPLAN Scores Years 3, 5, 7 & 9

In 2017, all Year 3, 5, 7 and 9 students participated in the NAPLAN assessment.

2017 results:

All students achieved above average in at least one assessment area and no student was below the 60 percent average range in any assessment area. More than half the students were above the 60 percent range at least in one assessment area and over a third in multiple areas.

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. One student achieved a perfect score and received a university medal.

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.

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.

Five 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 has been the addition of two qualified staff members 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 – executive staff
- School staff meeting fortnightly – all staff
- A.C.E. Professional Staff Training Course (4 days) – all staff
- First Aid – All staff
 - Provide cardiopulmonary resuscitation
 - Provide basic emergency life support
 - Provide first aid
 - Provide an emergency first aid response in an education and care setting

- Supporting School Improvement – AIS – the principal
- NAPLAN Online Training Day – one High School Staff Member
- NSW State Christian Educators’ Conference - (2 days) – all staff
- Bible Conference (4 days) – the principal

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 2017 there were 31 students enrolled across Kindergarten to Year 12 with 19 in primary and 12 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 98% in semester one reporting period and 94% in Term 3 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: Our four graduates have gone on to TAFE, University and into the Defence Force.

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. All staff have a current WWC. 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 and 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.

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.

SCHOOL DETERMINED IMPROVEMENT TARGETS

Achievements for 2017

- Develop specific literacy resources to target kinder students' reading skills
- Taree missions trip – working with primary and high school-aged young people
- The further expansion of our student orchestra
- Addition of music resource storeroom
- 30th Anniversary celebration and acknowledgement of God's faithfulness
- Implementation of Seesaw, a communication app, for parents
- Replace staff toilet block and refurbish student toilet block
- An emphasis in the primary classroom of being responsible for minor chores
- Revision of school uniforms

- Increased admin support
- Additional staff member to work with Kindergarten and Year 1
- Completion of Graduate Survey
- Increased regularity of whole staff meetings
- Introduction and implementation of an online library management system
- A successful senior school work experience program
- Expansion of playground facilities
- Purchase of further musical instruments to foster the development of musical skills and practice
- More structured testing and competition administration
- High school and primary buddy system to promote better learning of Scripture
- Effective creation of annual yearbook by high school students
- High school students to expand their opportunities in teaching musical instruments to primary students
- Acquisition of typing resources
- More students involved in music tuition
- Community involvement to support primary reading
- Successful results in both NAPLAN and ICAS exams
- Strong support network from school community for students who are disadvantaged

Priority Areas for Improvement for 2018

- Construction of STEM room
- Refurbishment of High School kitchen
- Replacement of auditorium roof
- Goulbourn missions trip – working with primary and high school aged young people
- Family day concert for the primary department
- Implementation of a sensory diet plan in Kindergarten to help students' holistic health
- Development of Kindergarten extension work for fast learners
- Consolidating work in achieving mastery for students who are working below level
- Development of demerit and merit systems in Early Stage 1 and Stage 1
- Recording and production of character trait singing CD
- Exploration and possible implementation of Seven Steps writing method
- Introduction of diagnostic testing in Word Building
- Specific NAPLAN preparation in writing
- Better organisation of Kinder area in K-1 section
- More efficient desk/storage for primary teacher

- Playing field turf improvement
- Set up worm farm
- Community service opportunities for High School
- Greater involvement of primary students in ministering to elderly
- Development of BLESS (international program to assist similar schools)
- High School educational visit to National Capital
- Replace windows
- Additional anecdotal records
- Improving accessibility and storage of forms
- Increase playground equipment
- Review of Bible Reading course and application
- More planned and structured policy review
- Build shelves for primary storage
- Erect shade area over sandpit
- Purchase of more imaginative play equipment
- Invite community helpers to visit the school eg police officer
- Primary children to take a more active role in the vegetable garden
- Systematic collection of feedback from parents and data analysis
- Effective monitoring of professional development for teachers, especially those teaching prior to 2004
- Acquisition of more reading and spelling
- Implementation of an advanced spelling course
- A greater emphasis on supporting world missions

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.

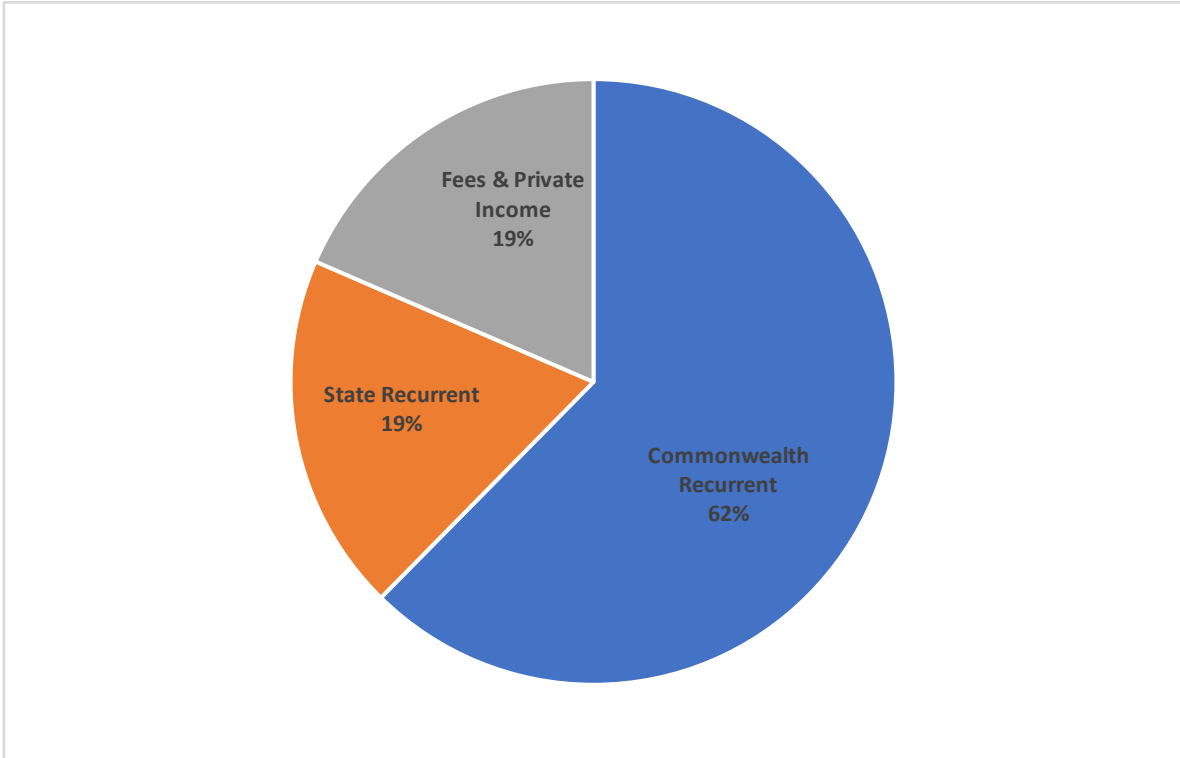
EVIDENCE OF COMPLIANCE

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 – 2017

Graphical representation of income and expenditure using percentages only.

Graphic 1: Recurrent Income represented by pie chart



Graphic 2: Recurrent expenditure represented by pie chart

