

**Southern Cross Baptist Church
Christian School**

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

For the School Year 2018

Prepared for submission to NESA

SOUTHERN CROSS BAPTIST SCHOOL

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An Introduction and Overview of Our School

Southern Cross Baptist Church Christian School has completed its thirty first 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 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, 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 as the students continue on in the same small school setting. 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 schooling years 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 are generally 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 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. 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 2018 was to Canberra. The students enjoyed a number of activities including a visit to many of the attractions in our nation's capital as well as a trip to the snow. 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 day trips.

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 which is demonstrated in numerous ways. A number of the parents give of their time to assist as teacher's aides in the school on a voluntary basis.

The school's applied science facilities include 2 fully equipped kitchens, workshop and science lab. The library contains some 4000 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 via WiFi 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 interactive whiteboards, laptop and desk top computers, multi CD/DVD copier, digital camera equipment, audio recording equipment, laser printers, colour copier, data projectors 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

Writing an annual review provides a wonderful opportunity, as the great hymn exhorts, to ‘count your many blessings, name them one by one’. The Lord has been very gracious to us here in the school ministry for yet another year as we have sought to continue to be about our Lord’s business and stand for the truth of His Word.

It is our earnest prayer here at Southern Cross that our students would be truly successful in this life – not the success of the world but the success that is only found in knowing God’s will and submitting oneself to it. I shared with the students *The Keys to Success* by Keith L. Brooks and thought that I would paste it here for the benefit of others also.

1. Commit your way unto the Lord.

Ps 37:5 Commit thy way unto the LORD; trust also in him; and he shall bring it to pass.

2. Cast your burden upon the Lord.

Ps 55:22 Cast thy burden upon the LORD, and he shall sustain thee: he shall never suffer the righteous to be moved.

3. Call upon the name of the Lord.

Ps 105:1 O give thanks unto the LORD; call upon his name: make known his deeds among the people.

4. Confess your sins to the Lord.

Ps 32:5 I acknowledged my sin unto thee, and mine iniquity have I not hid. I said, I will confess my transgressions unto the LORD; and thou forgavest the iniquity of my sin.

5. Consider the testimonies of the Lord.

Ps 119:95 The wicked have waited for me to destroy me: but I will consider thy testimonies.

6. Cleave to the Lord.

Ac 11:23 Who, when he (Barnabas) came, and had seen the grace of God, was glad, and exhorted them all, that with purpose of heart they would cleave unto the Lord.

7. Contend for the faith of the Lord.

Jude 3 Beloved, when I gave all diligence to write unto you of the common salvation, it was needful for me to write unto you, and exhort you that ye should earnestly contend for the faith which was once delivered unto the saints.

In addition to welcoming our three new kindergarten boys, Micaiah, Aaron and Malachi at the beginning of this year, we also had the joy of welcoming Max, Daniel and Enoch. Each of the boys have settled in well into the school this year and we look forward to years of opportunity ahead should the Lord tarry as we seek to assist their parents in *training them up in the way that they should go*.

The year began with a focus on preparing for our school's 30th anniversary which we desired to use as an opportunity to declare the Lord's faithfulness throughout the three decades of our history of training young people to love and serve the Lord Jesus Christ. It has also been 40 years now since the first Christian school commenced here on this property with just 13 students back in 1979. I was privileged to be one of the first cohort of students as I began my first year of kindergarten. As we look back over these many years of operation, it has been a wonderful testimony of the Lord's faithfulness despite our failings and shortcomings as He accomplished His purposes in and through many lives.

We were encouraged once again with many of the students' preparation for our annual sacred music concert. It is always a great blessing to be ministered to by young people singing and playing music that is truly honouring to the Lord. If you are interested in having a look at the video, it can be found here <https://vimeo.com/302329107/300b209804> and the message that was shared on the night can be found here <https://tinyurl.com/y9mtudos>

Our Music and Platform Competition which was held in fourth term is now a biennial event. This year we had a record number of entries which kept, particularly the music judges, quite busy over the two days as they judged the solos, duets, trios and quartets in both vocal and instrumental divisions. It is a great joy to see the development that students have demonstrated during the two years since our last competition. We continue to desire to develop our students to be able to discern and produce music that reflects the character of our Lord.

It is with sadness that we say farewell to our music teacher, Miss Sheriah, soon to be Mrs Arellano. We wish Sheriah and Ron God's very best for their lives as they commit themselves to each other in serving the Lord together as a married couple from their new home base. We are thankful for each of the staff that the Lord has raised up for the ministry here in our school who love the Lord and have a burden for the ministry of discipling the next generation. We are looking to the Lord for His provision of music teachers for the school ministry next year who have a similar burden to train young people in Christ-honouring music.

I was greatly privileged to have had the opportunity earlier this year to travel to Israel for a two-week tour along with my dad and my second son, Isaiah. It was quite a life-changing experience as we witnessed first-hand the places where our Lord visited in His life. It has been wonderful to be able to put the Scriptures into a more real geographic context while teaching the students as a result of what I learned and observed during my time there. Israel is most certainly a very special place with God declaring *Jerusalem, the city which I have chosen me to put my name there*.

This term we have had an opportunity to make a submission to the largest review of the NSW curriculum since 1989. We see this as a critical time with the declaration being that ‘everything is on the table’ for the future of education in our state. Please be praying with us that the Lord would preserve our freedom to teach from a Biblical worldview in the ensuing state education requirements that will follow the Review Committee’s recommendations to NESA. You can view our submission here if you are interested in reading it through. <https://tinyurl.com/y762aqcs>

As a ministry, we have witnessed many an attack over the years from those seeking to oppose the Lord’s work in grounding our children in the absolute, unchanging truths of God’s Word. However, we are continually reminded that *the battle is the Lord’s* and that we are not wrestling *against flesh and blood, but against principalities, against powers, against the rulers of the darkness of this world, against spiritual wickedness in high places*. If there were no opposition to discipling the next generation for Christ, then we would wonder if we were about God’s business. The enemy of our souls hates the truth and hates children being grounded in it.

The end of this year saw a great attack from federal parliament come upon the freedom of Christian schools to maintain their right to teach according to a Biblical worldview. Although the Lord has granted us a victory in that the proposed bill did not pass parliament, we know that the battle still lies ahead in the coming year as we seek to retain our religious freedom in the ever-increasingly anti-God culture that emanates from a country that has rejected God’s absolute truth. By God’s grace we will continue to *press toward the mark for the prize of the high calling in Christ Jesus*.

This Christmas break will be a busy one for the staff as we prepare for our upcoming registration in the early part of next year. There have been a number of changes in the legislation and requirements upon schools since our last registration in 2014, none the least of which include the school now becoming its own Teacher Accreditation Authority.

One of the great highlights of the year was bearing witness to two of our senior students publicly testifying of trusting Christ as their Saviour. Whilst their individual circumstances were unique, both Ruth and Jesse spoke of the Spirit of God's clear and gracious working in their hearts to draw them to Himself and to reveal to them their lost condition and their need to be saved. We are praising the Lord with them!

We are grateful to the Lord for the support of the many brethren who faithfully pray for us. Please continue to uphold us before the Throne of Grace as we look to the Lord for His provision and leading in the year ahead should He tarry.

*Nevertheless we, according to his promise, look for new heavens and a new earth, wherein dwelleth righteousness. Wherefore, beloved, seeing that ye look for such things, be diligent that ye may be found of him in peace, without spot, and blameless.
2 Peter 3:13-14*

Head of Primary - Mrs. Denise Cronin

We are about to begin our final week of Term 4, 2018. The students and staff have worked hard and are looking forward to the change in routine over the summer break. Much has been accomplished for which all praise and glory must go to our LORD and Saviour.

Term 1 was an exciting beginning as the children all searched for and discovered which would be their desk for the year. New pencils, textas and a box of tissues were taken out of bags and placed into their right places. Parents came to take photos and important memories were made that helped capture the moments for years to come. We welcomed our newest class members – Aaron Richards, Micaiah Foster and Malachi Echegoyen to the Kindergarten class as well as Enoch Kim who became a welcome class mate in 3rd grade. Each one has become a valuable part of our school family and we love them dearly.

Miss Audrey has continued to teach Kindergarten and grade 1 and does so with great dedication. Her love for her Saviour is evident as is her passion to teach God's truths to those in her care. She is currently under Mrs Medina's guidance to attain her proficient teacher status. This has required an extra level of commitment and we are so encouraged that she has seen the job through.

Mrs Medina has been teaching for 3 days each week in the primary classroom. I have appreciated the abilities God has given her and her graciousness displayed in everything she does in her school ministry. She has been instrumental in preparing the

students for Naplan tests and instructing grades 3-6 in using technology to produce different genres of writing.

Miss Sheriah, soon to be Mrs Sheriah, once again faithfully taught primary music classes and piano tuition. I was so blessed to have a staff member who could be entrusted with the important task of teaching God-honouring music to my students. Sadly Miss Sheriah will be teaching at a different Christian school next year. We will miss everything about her and we pray that God will bless her and Ron as they begin their marriage. Please pray for God's guidance for our music lessons next year.

The monitors in our class are an invaluable asset to our class. We thank the LORD for each one for the blessing they are to the staff and the students. Mrs Castillo, Mrs Richards, Justine, Gino and for Mrs Foster in Term 3 - thank you so very much.

During this year Mrs Apple Medina has become an amazing member of our IT team! We are so thankful for Mr Foster and Mrs Medina for their help in making the computers run smoothly in the primary classroom.

We are also thankful for the parents and family members who have supported the school in many ways. Your prayers are a vital part of each and every day. We are very aware of the awesome responsibility of teaching children and of the importance of biblically based education. It is our hearts' desire to influence the children of the next generation that they would make a stand for Christ.

Every day until lunchtime the students work in their offices on their core goals. For Kindergarten and Grade 1, these are reading, writing, arithmetic and the social sciences. Grades 2-6 work on their goals in Mathematics, English, Word Building, Literature, Science, Social Studies, recorder or glockenspiel practice, Scripture memory and elective subjects. If time allows they can also work on Math and Reading on a computer programme. If a student finishes their goals early, they earn the privilege of the opportunity to serve others. We have a motto in our class, "Free time means free to serve." The students are responsible to check their own work, called scoring, and then staff check their scoring to ensure lessons have been learned correctly. Dishonest scoring presents many problems so we work hard to help the students understand the importance of honesty and partner with parents in praying for those students who struggle in that area.

In the afternoon we have 'face-to-face' classes which cover content and experiences not covered in PACE work. We have theme work, art, cooking, music, technology and sport. The themes for this year in my class have included The Winter Olympics in South Korea, Transport, Anzac Day, God Created Mini Beasts and Government in Australia.

Each 5 weeks the students memorize a Scripture passage that Mr Searle has selected as well as learning a hymn that is sung each morning during devotions. Those students who recite their scripture are able to go on a privilege outing which sometimes relates to the lessons I am teaching.

In Term 1 we visited The Tram Museum in Loftus. Mr Jolly, the grandfather of Aaron and Jacob was our tour guide. He very capably directed the students around the museum and drove the tram that we had a ride in. We also took a ride on a train and a double decker bus on another day. Our annual swimming carnival with other like-minded schools was another highlight of term one.

In Term 2 as a part of our lessons on mini beasts we travelled into the city on a train and visited the Australian Museum. The children enjoyed seeing the myriad of specimens on display and they particularly enjoyed the hands on section where they were able to hold very large stick insects. We had a gentleman visit our school to instruct the children about boat safety.

In Term 3 we prepared for and participated in the combined sports carnival hosted by Condell Park Bible Church. We also went on a bushwalk from Engadine to Prince Edward Park at Woronora and on another day Mr Castillo drove the class to Fern Tree Oval to play at the park and have lunch together.

The highlight of the final term of the year is always 'School Sleepover'. Our theme this year was missionaries. Mr Hallard visited and shared his overseas missionary journeys in 2018. For our day out we visited Kurnell and enjoyed being surrounded by God's creation. Another highlight of Term 4 is 'Bible Hero Day'. The children came dressed up in costumes to represent missionaries or the countries where missionaries travelled. We were amazed and encouraged by the creative costumes that the children came in.

At the moment the classroom is buzzing with the excitement of PACEs being completed for the year and the anticipation of Christmas holidays. Tomorrow, we will go with the high school students to the Thomas Holt Nursing Home to sing as a part of an end of year Christmas concert for the residents there. We are so thankful for all the ministry opportunities the children have at the school which we prayerfully desire will further equip them for service for Christ in the years ahead.

All praise and glory must go to our wonderful God for once again seeing us through yet another year.

Yours in His Service,

Mrs. Denise Cronin

Head of High School – Mrs Searle

As this year comes to a close, I am certainly mindful of the fact that our Lord's return "draweth nigh" (James 5:8). It seems like the attack upon Christian values and beliefs is rapidly increasing, even here in our own country. The freedom we have enjoyed to worship God according to our beliefs and train up our children in His ways is truly under escalating attack.

As a case in point, we have witnessed a move away from Christian-related topics in the new stage 6 (years 11-12) syllabuses recently released in New South Wales. The study of Martin Luther and the historicity of Jesus Christ have been removed or replaced in the History Extension syllabus. Evolutionary teaching is rampant in the science syllabuses, with no option given for the study of an alternate view. In the content of the Biology syllabus, for example, students study the topic "Evolution – the Evidence". Within this topic is the inquiry question: "What is the evidence that supports the Theory of Evolution by Natural Selection?" Another content statement requires students to "analyse evidence that present-day organisms have evolved from organisms in the past". Furthermore, we are yet to see the full impact of the redefinition of marriage upon our schools. Within this climate of attack, I believe Christians should not be simply on the defensive. Instead we need to be bold in opposing falsehood and upholding Biblical truth. We are, after all, on the victory side. I am thus thankful that these attacks have brought us to our knees. Psalm 119:126 is a very appropriate prayer for the present, "It is time for thee, LORD, to work: for they have made void thy law."

Within this environment of anti-Christian sentiment, we have been exceedingly blessed as a school to have received approval for several Stage 6 Christian subjects. These subjects include Missions, Church History, Successful Living and Christian Counselling. As many would be aware, we were faced with the deferral of two of these subjects this year but saw a miraculous change of approach from the inspectors when we spoke to them on the phone. Only minor changes were requested for the course to be approved. An interesting change was with the words "established Biblical truth" given in one of the outcomes. This needed to be changed to "a Biblical approach". From this we see again the attack upon the truthfulness and reliability of the Word of God. However, apart from this change we are very thankful that the course could still be taught with its specific focus on the Word of God as providing the means whereby students could find "good success" in life. Furthermore, the outcome "analyses the role of the home and marriage as designed by God" was left unchanged within the course.

Please keep praying for the Lord to honour Himself in the battle for truth and that we may be found faithful in doing all we can to maintain the authority of His Word.

A highlight of this year was the high school camp to Canberra. The camp certainly was not without its challenges (such as one student having a contagious bug) but we were greatly blessed by the smooth running of the program and the assistance of Andrew and Cathy Messenger and their family. Cathy had hot breakfasts delivered to our door of a morning and delicious dinners waiting for us when we returned from our day's sightseeing. Of particular note was the safety God allowed for us during the day at the snow. I chose not to toboggan this year as my previous experience of tobogganing at school camp resulted in a fractured spine and a long recovery; a situation which could certainly have been worse but not one I was wanting to repeat. While viewing our nation's capital I was impressed with the Christian heritage that is evidenced in many places of government and law. Religious freedom was also mentioned as a strength of our Constitution. It was interesting as we undertook the required pre-teaching for the excursion that the provided government resource required students to look at ten issues that had to be considered in producing the constitution. The students role-played the response of each colony to these issues. Interestingly, the only issue that had unanimous agreement from all colonies was in relation to the question "Do we mention God in the Constitution?" All colonies responded, "Yes, we are a Christian nation." How sad to consider where we have now drifted to in just over one hundred years.

Within my class teaching this year there have been many highlights. In the subject Written and Oral Expression I have taught poetry writing and essay writing this year. Teaching junior high poetry is always enjoyable as you just never know what the students may come up with within the context of their poetry writing. I have enjoyed seeing their creativity flourish while they are having fun in the process. I was particularly touched by one male student's desire to write a love sonnet for his future wife. Despite the laughter from classmates, he took the task very seriously and completed the poem with sincerity. Furthermore, having taught essay writing for many years now I was thankful to finally complete a set of three essay writing PACEs. These PACEs are designed to walk students through the skills necessary for writing academic style essays. I am hoping to make these available to other schools and parents of students who may like some more help in this area. Please speak to me if you are interested in viewing a copy. Moreover, this year I was able to attend a professional development workshop explaining the Seven Steps method of teaching narrative and persuasive writing. I gained many interesting and helpful tips during this workshop that I look forward to using in my teaching in the future. During the New South Wales

Educators' Conference, I presented a session explaining the use of these Seven Steps and many of the practical tasks related to them. A video of this session is available for anyone who may be interested.

During Bible Telling this semester we have studied the account of two Old Testament women – Rahab and Ruth. It is interesting to consider that both women were pagans and worshippers of false gods. Yet, even in the Old Testament dispensation, these Gentile women came to a saving faith in God. We read of Rahab in Hebrews 11:31: “By faith the harlot Rahab perished not with them that believed not, when she had received the spies with peace.” Rahab was able to say to the spies “... for the LORD your God, he is God in heaven above, and in earth beneath (Joshua 2:11).” Likewise, Ruth turned from the false gods worshipped by her people to say to Naomi “thy people shall be my people, and thy God my God (Ruth 1:16)”. God, in His grace, allowed Rahab and Ruth to be in the lineage of King David and, eventually, Jesus Christ. What a beautiful reminder of God’s love for all people and the fact that salvation is offered to all who believe!

May we continue to proclaim God’s grace to the next generation. Please pray with us that all our students will place their faith in Jesus Christ and know the joy of His redemption.

Mrs Judith Searle

Infants Teacher – Audrey Villena

What a wonderful blessing it is to serve the Lord in our school ministry and to further the cause of Christian education, which I was so privileged to have received in my own life! I am grateful for how the Lord continues to preserve our Christian school and for the freedom to teach children the truth of God’s Word. God has been so good in seeing us through the year.

It has been an amazing journey of learning for our Kindergarten and Year 1 students. Every day was filled with so much fun and making lots of lovely memories together. I am thankful for all the students the Lord has allowed me to minister to. Each one so unique and so special, and they enjoy being together.

In Kindergarten, we had Aaron, Malachi and Micaiah – our delightful new students. It has been a wonderful challenge teaching them and learning how to read and write. The

Lord is good to help them develop these skills, as well as learning how to count. Some of our exciting activities we have shared together have included learning to cook, using chopsticks, trying crocodile meat, walking up the street to exchange 10c bottles for our missionaries, developing coordination skills and doing literacy and numeracy games together. We have also learned about some of God's amazing creatures, a few beautiful countries and their cultures, and many other interesting subjects.

In Year 1, we had four fun students who have been a joy to work with. They were all hard workers who love to learn. We have covered a wide variety of topics and have enjoyed learning together. They especially love cooking and just doing things together. They have been kind and caring examples for our Kindergarten students. It has truly been a precious opportunity to serve the Lord as a teacher. I have many favourite moments, but one thing very close to my heart is reading stories and sharing biblical truths with them to show God's perfect character. I enjoy imparting my knowledge of God to them and exalting His goodness and greatness. My prayer is that each of them would come to know our marvellous Lord as their Saviour and that they would surrender their lives to Him. Psalm 145:3 Great is the LORD, and greatly to be praised; and his greatness is unsearchable.

SCHOOL PERFORMANCE IN STATEWIDE TESTS AND EXAMINATIONS

NAPLAN Scores Years 3, 5, 7 & 9

In 2018, all but one Year 3, 5, 7 and 9 students participated in the NAPLAN assessment.

2018 results:

All but four students achieved above average in all assessment areas. 60% of all students achieved scores that ranked above the 80 percentile.

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 were above the average with students attaining merits, credits and distinctions.

Senior Secondary Outcomes

Senior students in our school sit for the International SAT (Scholastic Aptitude Test), which the UAC then converts to an ATAR. This is in place of 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.

No students have opted for VET courses this year.

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.

Accreditation Status of Teaching Staff

Name	Nathan Searle	Denise Cronin	Judith Searle	Mahalia Medina	Audrey Villena
Accreditation Status	Proficient	Proficient	Proficient	Proficient	Proficient

There has been no change in the list of 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. We have no staff of Aboriginal or Torres Strait Islander background.

STAFF DEVELOPMENT

Our staff have undertaken the following development opportunities 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
- Biblical tour of Israel (two weeks) – the principal

PROFESSIONAL LEARNING

Name	Course	Date	Type	Hours
Nathan Searle	NSW Christian Educators Conference	21/06/2018 – 22/06/2018	Teacher Identified	15:30
Nathan Searle	Obligations in Identifying and Responding to Children and Young People at Risk	10/07/2018 – 10/07/2018	Registered	4:00
Nathan Searle	NESA Registration and Accreditation Briefings	27/08/2018 – 27/08/2018	Registered	3:00
Nathan Searle	Building a Culture of Coherence Through Effective School Improvement	08/11/2018 – 08/11/2018	Registered	5:00
Nathan Searle	An Introduction to Musical Futures	26/11/2018 – 26/11/2018	Registered	6:30
Judith Searle	Seven Steps to Writing Success	08/04/2018 – 08/04/2018	Registered	6:00
Judith Searle	NSW Christian Educators Conference	21/06/2018 – 22/06/2018	Teacher Identified	15:30
Judith Searle	Obligations in Identifying and Responding to Children and Young People at Risk	10/07/2018 – 10/07/2018	Registered	4:00

Judith Searle	NESA Registration and Accreditation Briefings	27/08/2018 – 27/08/2018	Registered	3:00
Judith Searle	The Memory Miracle – Masterclass with Dr Rich Allen	09/11/2018 – 09/11/2018	Registered	2:00
Judith Searle	Ignite a Passion for Learning: How to get digital natives intrigued, excited and engaged	05/12/2018 – 05/12/2018	Registered	6:00
Audrey Villena	The Traffic Jam in My Brain	05/05/2018 – 05/05/2018	Registered	7:00
Audrey Villena	NSW Christian Educators Conference	21/06/2018 – 22/06/2018	Teacher Identified	15:30
Audrey Villena	Obligations in Identifying and Responding to Children and Young People at Risk	10/07/2018 – 10/07/2018	Registered	4:00
Denise Cronin	NSW Christian Educators Conference	21/06/2018 – 22/06/2018	Teacher Identified	15:30
Denise Cronin	Obligations in Identifying and Responding to Children and Young People at Risk	10/07/2018 – 10/07/2018	Registered	4:00
Mahalia Medina	NSW Christian Educators Conference	21/06/2018 – 22/06/2018	Teacher Identified	15:30
Mahalia Medina	K-6 Physical Activity and Health Conference	27/06/2018 – 27/06/2018	Registered	5:00
Mahalia Medina	Obligations in Identifying and Responding to Children and Young People at Risk	10/07/2018 – 10/07/2018	Registered	4:00

STUDENT POPULATION OF THE SCHOOL

In 2018 there were 30 students enrolled across Kindergarten to Year 12 with 19 in primary and 11 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 95% in semester one reporting period and 93% in Term 3 reporting period. As student numbers are so small, attendance rates for each year level are not helpful in their representation. 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: There were no graduates in 2018.

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.

For the full text of the policy please click [here](#).

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 WWCC. 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 students can attend and learn in a safe and secure environment. 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 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
- 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
- Implementation of Seven Steps writing method
- Specific NAPLAN preparation in writing
- Playing field turf improvement
- Worm farm set up
- High School week-long educational visit to the National Capital
- Additional anecdotal records being kept
- Improvement of accessibility and storage of forms
- Shelves built for primary storage
- Primary children have taken a more active role in the vegetable garden
- An improved emphasis on supporting world missions

Priority Areas for Improvement for 2019

- Production of character trait CD
- Erect shade area over sandpit
- Concreting carpark and driveway
- Construction of shaded area between primary learning centre and toilet block
- Development of BLESS (international program to assist similar schools)
- Replace windows in primary learning centre
- Community service opportunities for High School
- Systematic collection of feedback from parents and students and subsequent data analysis
- Purchase of more imaginative play equipment and replace existing play equipment
- Expand music tuition opportunities
- Erection of outdoor sink, bubbler and drinking fountain
- Improved access to professional development for all staff through TTA membership
- Expansion of primary garden
- Installation of dishwasher

- Sand and polish timber floors in chapel and auditorium

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 a good portion of the students travel each day to come to our school. Our staff demonstrate tremendous dedication to what we all view as a privileged ministry. The school enjoys a high level of support from its alumni who are also quite vocal in their statements of thankfulness for the influence of the school ministry in their lives.

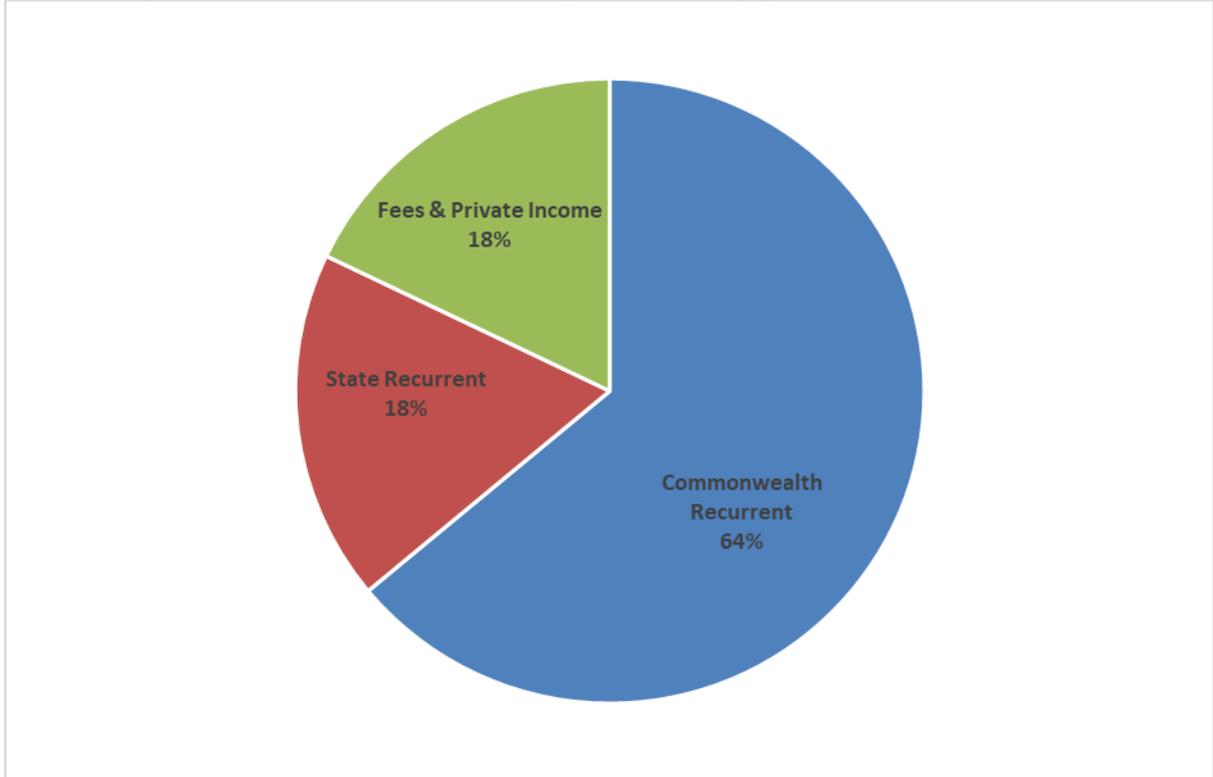
EVIDENCE OF COMPLIANCE

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 – 2018

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

