

# **Southern Cross Baptist Church Christian School**

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

**For the School Year 2024**

**Prepared for submission to NESA**

**SOUTHERN CROSS BAPTIST CHURCH  
CHRISTIAN SCHOOL**

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## **An Introduction and Overview of Our School**

Southern Cross Baptist Church Christian School has completed its thirty-seventh 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 and utilises individualised, mastery-based curriculum resources. There is also significant additional curriculum implemented and face-to-face/group work classes that contribute to a very well-rounded education. This unique educational opportunity is provided through well-equipped facilities and considerably high staff-to-student ratios.

The individualized learning and self-pacing style of the educational 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 academic 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 personal 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, Western Sydney University, Macquarie University and numerous TAFE, business and medical colleges in courses of study including engineering, medicine, science, construction management, education, business, marketing, human resources, pharmacy, optometry, law, health, medical science and nursing. All of our graduates have either pursued study at University or TAFE or have entered the workforce.

The K-12 continuum allows students to mix with a wide range of age groups 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 studies.

Many of our older students are active in church ministries, having been encouraged through their schooling years to invest 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 as they seek to serve the Lord.

The school population has evolved into a much more diverse nationality makeup 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 and loves.

Our school participated in the CSSA (Christian Schools Sporting Association) zone sports carnival and cross-country event this year and did quite well considering our small size.

Each year the students attend a separate primary and high school camp. The high school camp for 2024 was to Canberra. The camp was aimed at educational activities, building friendships and developing a closer relationship with God. Our activities included MoAD (Old Parliament House, Questacon, Mount Stromlo Observatory, National Arboretum, CSIRO, Discovery Centre, War Memorial, bike riding around Lake Burley Griffin and the Australian Institute of Sports. The primary camp was held at our school campus and included day trips and a giant jumping castle.

The school possesses a low student/staff ratio that enables each student the opportunity to access any necessary assistance. There is a high level of commitment from the families of the school which is demonstrated in numerous ways. Several of the parents give of their time to assist in various voluntary roles in the school.

The school library contains over 4000 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 size swimming facility across the road from the school premises of which the school has ready use. Each high school student is issued with their own laptop. Two buses (12 seater + 32 seater) are available for school use.

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 philosophies such as Biblical marriage and Creationism.

## MESSAGES FROM KEY PERSONNEL

### Principal – Mr Nathan Searle

Every year of ministry in the service of the King of kings is a great privilege and honour. How often we are reminded of the brevity of life and thus the limited opportunity of service in the few short years we have on earth. One such reminder came this term as my nephew, Malachi, graduated from our primary school. It seems just a few short years ago that I was teaching his mother when she herself was in sixth grade. What a delight it is now to be teaching the next generation of the children of our graduates. Praise the Lord for His preserving hand on the ministry that commenced 46 years ago with 13 students being taught in the only building that stood on the property in the year of humble beginnings. How the Lord has shown Himself to be so faithful and merciful throughout all these years.

The Lord has blessed, provided for and protected the school ministry in many ways throughout its history. This year we have been blessed with the provision of a new 32-seater bus delivered just in time for our high school camp to our nation's capital. Having a wonderful itinerary to follow, prepared by Miss Kassel, the students were kept quite busy with an array of experiences and opportunities that will no doubt be remembered for many years to come. It was certainly a great blessing to enjoy traveling in the comfort of a new bus wherever we journeyed.

Another highlight during our year to which our new bus transported us was a missions trip to Broken Hill in the July school holidays. Although we travelled for four days in order to minister to the townspeople for a similar amount of time, it was well worth the effort to be able to sow the precious seeds of the gospel into the lives of those to whom the Lord gave us the opportunity to meet. It was encouraging to see the students willing to step up and labour for the Lord as they sought to minister and bear testimony of the Lord's grace in their own lives. Our goal for the ministry is summed up in our school motto, Christ Our Goal, which encapsulates the end product that we are seeking with the Lord's enablement to be able to produce – a Christ reflecting and thus, Christ glorying school graduate. After being disciplined in God's truth during their time under the tutelage of the school ministry, our prayer is that they would go forth to lay down their lives in faithful, God-honouring service. We pray that as our two year 12 graduates, Hannah and Chantelle, go on into the next chapters of their lives, they will each live out the truths of God's Word that have been instilled in them throughout their training in the home and school.

It is encouraging each year to see the development of our students' musical ability, and this is always highlighted during our annual music concerts. With nearly all of our students learning at least one instrument through private tuition, we are so grateful to the Lord for the

opportunity that He has given us to train so many young people for music ministry within their local church. Our music teachers, Mrs Yong, Mr. Oldham, Miss Oliver and Mrs Reeve, do a wonderful job investing in these students each week with the prayer that they will go forth to serve the Lord with their talents. The recording of our sacred concert can be found here [https://youtu.be/bB\\_3MJDkr3w](https://youtu.be/bB_3MJDkr3w)

It is a delight to be able to minister alongside such a dedicated wife who gives herself wholeheartedly to the ministry that the Lord has called us to. She is a great example of faithfulness, and I am so thankful to the Lord for the way that He has gifted her as a teacher. The students are truly blessed to have her input in their lives each day. Judith and I had the opportunity to travel to Bali, Indonesia, earlier this year to take part in ACE's 55<sup>th</sup> anniversary conference. I am so grateful to the Lord for Dr. and Mrs. Howard's determination and diligence in following the Lord's leading to produce a Christ-centred, Bible-based curriculum that we have now benefited from for 46 of those 55 years.

As I have been reading through the book of Job of late, the sowing and reaping principle has stood out to me. What joy and success there is to be reaped by those who sow to the spirit and walk in the wisdom that can only be found in He Who is wisdom. We are very blessed to have a ministry staffed by like-minded, servant-hearted, Spirit-led brethren who desire to live a life of wisdom and impart that to the students under our care while utilising a curriculum that is imbued with God's truth.

Please continue to pray for the ministry as we seek to be faithful stewards of all that the Lord has entrusted to us. Our desire is to be a faithful beacon of light as we proclaim and teach Christ to the next generation of young people who we pray will trust Him, yield themselves to Him and faithfully go forth to serve Him.

#### **Head of Primary - Mrs. Denise Cronin**

This year that has almost finished has certainly presented us with blessings and challenges. I am reminded of a verse in Psalm 31:15a "My times are in thy hand ..." In fact, all of our times are in God's hand and that is a blessed thought.

Our year began with welcoming our kindergarten students - Evie Texeira, Grace Texeira and Harvey Pinner as well as Scarlett Soriano. They have all been a delightful addition to our school family.

Early in term one we said goodbye to Micaiah, David and Nathaneal Foster as well as Mrs Foster who had faithfully served in the school ministry for many years and Mr. Foster who had been a wonderful IT support in the ministry.

Throughout the year the students have countless opportunities to learn about our good God. Each day begins with memorizing scripture, learning a hymn and listening to a devotion from God's Word. Mrs. Medina then takes the students through morning physical exercises before they start on their daily goals. We are very grateful for our Bible-based curriculum and the opportunity to encourage the students daily to follow God's path.

During term 1 we learned about Australian farms. Children that live in the suburbs are often unaware of how God provides their food. This unit of lessons provided a better understanding of the work taken by many people to enable them to have fresh nutritious food in their local supermarkets. We learned about different farms in Australia and enjoyed an excursion to the Royal Easter Show where we learned about farming from Australian farmers and visited the farmyard nursery. We also learned about the history of farming in Australia and the food gathered by Indigenous Australians.

It was on the day of our excursion to the Royal Easter show that our beloved Miss Arellano was rushed to hospital with a brain aneurysm. Throughout the day we brought her before God's throne of grace. He undergirded Miss Arellano and she continues to travel the journey to recovery that God has lovingly prepared for her.

It is so important to learn truth from the past. The children were fascinated to learn about Corrie Ten Boom and the Holocaust. Corrie Ten Boom's love for God and his people, the Jews, provides important lessons for the children to learn to stand for God's truth. We have a unique history. British exploration of inland Australia opened our beautiful country for farming and settlements. During term 2 the children learned about some of the explorers, their bravery, their successes and sometimes their failure. It was encouraging to learn of some of the explorers who had a strong faith in God. We enjoyed an excursion on the Woronora River where most of the children canoed on the river explored by John Hunter during early British settlement.

When we learn about the Summer Olympics we learn about the country where it is held. This year it was France. We learned where it is, what the capital city is, their famous rivers, mountains, buildings and some French words. We learned about the capital of France, Paris, and the location of the 2024 Summer Olympics. We learned about some of our athletes and the history of the modern Olympic Games. We learned about the Paralympians and the importance of all people with different abilities.

Throughout our final term we covered a different area of safety each week. These topics are repeated every 2<sup>nd</sup> year as it is important to remind the children to be aware of how to keep safe. We covered road safety, electrical safety, water safety, avoiding mosquitos, spiritual safety, bullying, sun safety, safety given by our soldiers, fire safety and personal safety. It was during this term we said goodbye to Reuben and Dominic Daniels. We are thankful for the influence for Christ that we were able to have in their lives.

A highlight of the whole year was a program organised by Mrs Natalie to help the children learn about the ministry in China in the past and today.

The commitment of the staff who faithfully minister to the students is a constant encouragement. The student and staff ratio is a gift to the ministry. Thank you, Mr. Searle,

Mrs. Medina, Miss Arellano, Mrs. Natalie, Mrs Medina Snr, Mrs Searle, Mrs. Bo Choi, Mrs. Saya Choi, Mrs. Yong, Mr. Oldham, Mrs. Echegoyan, Miss Claire, Mr. Joshua and the school board for your faithful service during the year. Thank you to those who have prayed for the ministry, helped at working bees, faithfully taught your children their Scripture passages and made sure their homework was complete. Above all of this, our humble thanks must go to the King of kings who by His kindness and all sufficient grace has undergirded and protected His ministry.

### **Head of High School – Mrs Judith Searle**

It has been encouraging to witness the Lord's faithfulness to His people once again this year. Indeed, He has provided over and above our needs and expectations. I am left to say with the Psalmist, *"O LORD God of hosts, who is a strong LORD like unto thee? or to thy faithfulness round about thee? Thou rulest the raging of the sea: when the waves thereof arise, thou stillest them. ...thou hast scattered thine enemies with thy strong arm. The heavens are thine, the earth also is thine: as for the world and the fulness thereof, thou hast founded them. The north and the south thou hast created them... Thou hast a mighty arm: strong is thy hand, and high is thy right hand. Justice and judgment are the habitation of thy throne: mercy and truth shall go before thy face. Blessed is the people that know the joyful sound: they shall walk, O LORD, in the light of thy countenance. In thy name shall they rejoice all the day: and in thy righteousness shall they be exalted"* (Psalm 89:8-16).

A highlight of the year was the opportunity to travel to Nusa Dua in Bali, Indonesia, for the 55<sup>th</sup> anniversary celebration of ACE School of Tomorrow. Nathan and I attended the Educational Leadership Summit and were encouraged by the various speakers as they shared practical applications on mentoring and leadership development. The theme was "Make It Matter" and a challenge was given to ensure a successful "baton change" in the ministry. An insightful thought given was, when considering future leaders, look for those who stay behind after events to help pack up. This was a good reminder of the fact that: *"whosoever will be great among you, let him be your minister; And whosoever will be chief among you, let him be your servant"* (Matthew 20:26-27). We were each given a baton as a keepsake and a reminder to pray for the future leaders in the school ministry. It was also very enlightening to hear Christian educators from various countries speak about the challenges they face in their country. Some Christian schools in Vietnam were in the middle of resolving a conflict with government officials who turned up at the school unannounced and questioned many of the students. Apparently, Christian schools can operate in Vietnam as private institutions. However, they must adhere to governmental regulations that prohibit religious instruction within their educational programs. Fancy having a Christian school without religious instruction! We certainly are blessed here in NSW with the freedom we have to educate our children using a Biblically rich curriculum. Satan is certainly behind these attacks and we must pray that the false perceptions can be corrected and our freedom preserved in using the wonderful, God-glorifying curriculum we are blessed with in our school.

Another memorable event this year was the NSW Christian Educators Conference hosted by our school and held at a Bethshan Conference Centre, Wyee. Pastor Ross Oliver was the keynote speaker and he addressed the topic "Stay the Course". I was reminded that each of

us have a course to finish. 2 Timothy 4:7 says, “*I have finished **my** course*”. Pastor Oliver said, “Don’t let your ministry be defined by the compliments or the criticisms”. It is easy to let other people’s opinions sway us in our ministry. We can seek the praise of man rather than the approval of God. I was challenged to keep my focus on the finish line and to follow Christ. Moreover, I had the opportunity during the conference to present a session on teaching poetry from a Biblical perspective. We had just been studying poetry in senior Written & Oral Expression class and I was again reminded of the richness of the poetry found in the Bible. The following quote well states the appropriate place of poetry in God’s Word: “The aesthetic quality of poetry is particularly appropriate in God’s Word, for the Lord is a God who is both creative and places great value upon beauty. The creation itself manifests God’s creativity and aesthetic nature. How appropriate that His Word reveals the same qualities” (George L. Klein).

As I considered the topic of poetry, I was reminded of the following reasons for its study:

- God has chosen to use poetry to communicate to us.
- God is poetic and we are made in His image.
- Understanding poetry helps us better understand God’s Word.
- Poetry allows for the expression of emotion, worship and praise.
- A poem can express an idea, describe an object, or capture an experience in a wholly unique way.
- Good poetry is beautiful and fulfils the requirements of Philippians 4:8 in regards to the things we should think upon.

Indeed, it has been determined that one-third of the Old Testament is written in poetry. Many scholars consider the Book of Job to be not only the greatest poem in the Old Testament but also one of the greatest poems in all literature. What an incredible resource is right at our fingertips and yet many students are never given the opportunity to study Biblical poetry. Thankfully, our students are given this opportunity and I pray that their study has produced in them a greater appreciation of God’s Word and His character. During this year’s Written & Oral Expression class each senior student had to choose a poetic portion of Scripture and analyse the poetic techniques employed and how they help to communicate meaning within the portion. It was a rewarding study and I appreciated the insights the students gave in their assignments.

During Bible study with the high school girls this year we have been studying the book of Ruth. I was amazed how much could be “gleaned” from this book of only four chapters. Of note was the study of Ruth’s character qualities. In one study we observed the following character traits observable in Ruth:

1. Steadfast (Ruth 1:18)
2. Submissive (Ruth 2:2,7; 3:5)
3. Sedulous (Ruth 2:7)
4. Soberminded (Ruth 2:10,13)
5. Self-sacrificing (Ruth 2:11)

Prayerfully the high school girls were challenged to learn from Ruth’s example. We were also blessed by the ministry of Mrs Williamson, Mrs Smith and Mrs Webb as they shared as special speakers in the Bible study. I’m sure each young lady will remember Mrs Williamson’s chocolate illustration and Mrs Webb’s visual “putting on” of hat, sunglasses,



scarf, cardigan and umbrella to illustrate the lesson from Colossians 3. How blessed we are to receive such good instruction from godly women.

It is sad to have to say goodbye to our two Year 12 students, Chantelle and Hannah. I have greatly enjoyed getting to know them and seeing their academic and spiritual development. It is of note that they both have come from missionary backgrounds and it has been enriching to hear about their cultural experiences. I was given the added privilege of speaking on Hannah's behalf at her graduation. I enjoyed looking back over past photos as I collected various images to show in a PowerPoint reflective of her time in the school. I certainly pray that each of these young ladies will "go on unto perfection" (Hebrews 6:1), applying the things that they have learnt.

Thank you to all those that pray for the school ministry. God certainly continues to answer prayer. Please continue to pray for lasting fruit in the lives of the young people who are disciplined here year by year. *Ye have not chosen me, but I have chosen you, and ordained you, that ye should go and bring forth fruit, and that your fruit should remain: that whatsoever ye shall ask of the Father in my name, he may give it you.* John 15:16

## **SCHOOL PERFORMANCE IN STATEWIDE TESTS AND EXAMINATIONS**

### **NAPLAN Scores Years 3, 5, 7 & 9**

In 2024, all Year 3, 5, 7 and 9 students participated in the NAPLAN assessment.

#### **2024 results:**

Over 50% of students achieved a score in the top 20% range in at least one test. 81% of students achieved an above national average score in at least one test. 50% of students achieved an above average score in all tests.

In 2023, all Year 3, 5, 7 and 9 students participated in the NAPLAN assessment.

#### **2023 results:**

All but one student had one or more of their scores above the national average. Over 60% had all of their scores above the national average. Over 70% of students had one or more scores in the top 20% range.

In 2022, all Year 3, 5, 7 and 9 students participated in the NAPLAN assessment.

#### **2022 results:**

All but three students had one or more scores above the national average. 70% of students had one or more scores in the top 20%.

In 2021, all Year 3, 5, 7 and 9 students participated in the NAPLAN assessment.

**2021 results:**

There were no scores below the middle 60% range. The majority of scores were above the national average with 100% of students achieved at least one score above the national average.

**2020 results:**

None - In 2020 NAPLAN was cancelled due to COVID19

In 2019, all Year 3, 5, 7 and 9 students participated in the NAPLAN assessment.

**2019 results:**

10% of scores were below the middle 60% range. 90% of students achieved scores that were above average. 45% of students achieved scores above the middle 60% range.

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 ICAS Competitions in the following subjects areas:

- Mathematics
- Science
- Writing
- Spelling
- Digital Technology
- English

Many of the performances were above the average with students attaining several merit, credit and distinction awards.

### Senior Secondary Outcomes

Senior students in our school sit for the International SAT (Scholastic Aptitude Test), which the UAC then converts to an ATAR. The student's ATAR along with their school-based certificates form the basis of their university application.

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

Staff Name	Accreditation Status
Nathan Searle	Proficient
Judith Searle	Proficient
Denise Cronin	Proficient
Mahalia Medina	Proficient
Rachel Arellano	Proficient

A small amount of sick leave was used by staff throughout the year. Other than school conference attendance 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. Their professional learning experiences are summarised below:

### TEACHER PROFESSIONAL DEVELOPMENT SUMMARY

Course	Date	Type	Hours
<b>NATHAN SEARLE</b>			
CSA National Policy Forum	27-29/05/2024	Accredited PD	12 hrs

School of Tomorrow Educator's Workshops	Regular staff meetings	Elective PD	2 hrs
CSA Principal's Network Gathering	27-29/02/24	Elective PD	6 hrs
NSW Christian Educator's Conference	4 April – 5 April 2024	Elective PD	6.5 hrs
ACE Education Leadership Summit	8 – 9 <sup>th</sup> October 2024	Elective PD	10 hrs
Professional Reading	2024	Elective PD	4 hrs
<b>JUDITH SEARLE</b>			
NSW Christian Educator's Conference	4 April – 5 April 2024	Elective PD	6.5 hrs
ACE Education Leadership Summit	8 – 9 <sup>th</sup> October 2024	Elective PD	10 hrs
Professional Reading	2024	Elective PD	4 hrs
School of Tomorrow Educator's Workshops	Regular staff meetings	Elective PD	2 hrs
<b>MAHALIA MEDINA</b>			
NSW Christian Educator's Conference	4 April – 5 April 2024	Elective PD	6.5 hrs
Professional Reading	2024	Elective PD	4 hrs
School of Tomorrow Educator's Workshops	Regular staff meetings	Elective PD	2 hrs
Physical Education - Essential Skills for primary teachers	28 June 2024	Accredited PD	3 hrs
<b>RACHEL ARELLANO</b>			
NSW Christian Educator's Conference	4 April – 5 April 2024	Elective PD	6.5 hrs
Perceptions: Autism and Asperger's Syndrome	10 January 2024	Accredited PD	0.5 hrs
Mastering Blending and Segmenting	21 February 2024	Accredited PD	1 hr
Learn how to apply the six Bricks Methodology in your Class	31 July 2024	Accredited PD	1 hr
Adapting Speech Pathology Strategies for the Classroom	31 July 2024	Accredited PD	1.5 hrs
Use the Six Bricks Methodology to Build Numeracy and Basic Mathematical Skills	31 August 2024	Accredited PD	2 hrs
Understanding Autism: What teachers need to know for their classroom	31 August 2024	Accredited PD	2 hrs
Building Early Literacy Skills: Phonological Awareness and Phonic Knowledge	30 September 2024	Accredited PD	3.5 hrs
Professional Reading	2024	Elective PD	4 hrs
School of Tomorrow Educator's Workshops	Regular staff meetings	Elective PD	2 hrs
<b>DENISE CRONIN</b>			
Creation Science	5 April 2024	Elective PD	3 hours

NSW Christian Educator's Conference	4 April – 5 April 2024	Elective PD	6.5 hrs
Physical Education – Essential skills for primary teachers	28 June 2024	Accredited PD	3 hrs
Establishing a quality speech program	13 July 2024	Elective PD	1.5 hrs
Learn how to apply the six Bricks Methodology in your Class	31 July 2024	Accredited PD	1 hr
Use the Six Bricks Methodology to Build Numeracy and Basic Mathematical Skills	31 July 2024	Accredited PD	1 hr
Supporting Speech and Language Disorders: How You Can Help	31 July 2024	Accredited PD	1 hr
Leading Forward, Positive Opening exercise time, Building Solid Math skills	12 October 2024	Elective PD	1.5 hrs
Professional Reading	2024	Elective PD	4 hrs
School of Tomorrow Educator's Workshops	Regular staff meetings	Elective PD	2 hrs

## STUDENT POPULATION OF THE SCHOOL

In 2024 there were 46 students enrolled across Kindergarten to Year 12. These students are drawn from a large radius across the Sydney and Wollongong metropolitan areas and represent a diverse mix of cultural backgrounds. Southern Cross Baptist School values this diversity which brings a rich appreciation of the value that God places upon each and 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:

Overall Attendance: 97%

Overall Proportion of Students Attending at Least 90% of the Time: 92%

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 two graduates in 2024. They were both accepted into Sydney universities to study in the medical field.

## **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 2024**

- Initial concept phase of new building
- Greater number of students enrolled in private music tuition
- Attendance at our annual educator's conference
- Participation in high school zone sporting events
- Participation in a combined schools sport carnival for K-12
- High school visit to Canberra
- All school buildings painted
- Outback missions trip to Broken Hill

#### **Priority Areas for Improvement in 2025**

- Produce final plans for expansion which will include more classroom space, a larger kitchen and a tech room.
- Paint murals on outdoor walls to add an extra visual element to the playground
- Develop an alumni program
- Expand staffing
- Filtered and cooled water supply for all students
- Installation of full size professional basketball goal

### **PROMOTION OF RESPECT AND RESPONSIBILITY**

The ethos of the school has a very significant emphasis on developing respect and responsibility. It is taught and promoted quite 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.

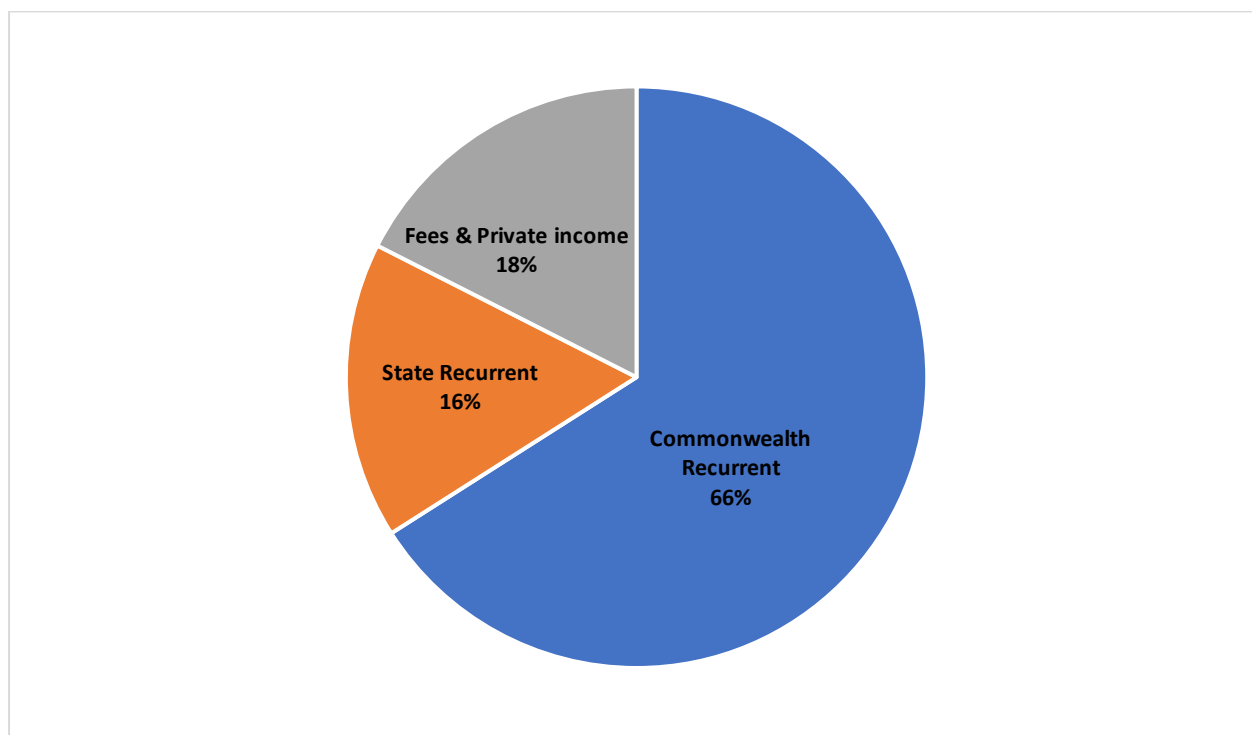
## **PARENT, STUDENT AND TEACHER SATISFACTION**

The verbal and written feedback from parents consistently expresses appreciation and commendation for the direction and values of the school. Much of the student population frequently expresses 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 significant 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.

# SUMMARY OF FINANCIAL INFORMATION – 2024

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.**

