



2023 Annual Report for the 2022 School Year



I have no greater joy than to hear that my children are walking in the truth – 3 John: 4 (NIV)

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The following report is prepared according to the School's Annual Reporting Policy and the NSW Government's Education Act. It provides general information to the community about the School's ethos and character and its performance in Academic and Financial terms. More specific information can be obtained by contacting the school directly.

Published June 2023

MESSAGE FROM THE SCHOOL PRINCIPAL

Berowra Christian School becomes Pacific Berowra Christian School

2022 was a very significant year in the life of Berowra Christian School.

Having begun in 1986, as a ministry of Berowra Baptist Church, a decision has been made to amalgamate our school with the Pacific Group of Christian schools. This decision was the culmination of a two year process, and the School Board worked very hard to ensure this was done carefully and professionally to seek the best outcomes for the school both now, and also for the future.

As Principal, I'm very grateful to our Board- it's Chairman, David Cowdery, the Pastor of Berowra Baptist Church, Christine McPherson our Board Secretary Alan Reynolds and board member Felicity Hollins who all worked very hard in a unified way to follow due diligence and seek the best outcomes for our school community.

On Monday November 7, friends and families from the Berowra Christian School community joined representatives from the Pacific Group of Christian schools to celebrate the union of our schools.

For Berowra Christian School it means being part of a larger group of Christian schools, with a broad experience of Christian education, and in particular growing a small school into a large one.

Our vision is to establish a K-12 school in Berowra- Pacific Berowra Christian School.

This will mean more children have the opportunity to experience a Christian education... a good thing! There are many changes and adjustments ahead but, like most most things that are worthwhile in life, I believe the short-term challenges will be worth it in the long run.

Berowra and its surrounding suburbs have around 12,000 residents, but no high school. If a Christian K-12 school can be established this would be great for the Berowra community.

The news of the change has been very well received by our school community. In particular, parents are very excited about what it means for the future education of their children.

Finally, I'm very thankful to all the Berowra Christian School staff who continue to work hard to adapt to the many changes that this future growth brings.

Steven Dodd
Principal

MESSAGE FROM THE SCHOOL BOARD CHAIR

May 2023

NESA Annual Report for 2022 – Berowra Christian School Chair

Berowra Christian School was formed in 1986 as a ministry of Berowra Baptist Church. In the years since, the school has flourished through several seasons of change. Over that time, we have seen generations of students “Grow up into Christ” in a fulfilment of the original purpose and vision.

The school is well into its fourth decade of continual service to God and the Berowra community. With the changing operating environment, it was considered appropriate over the last two years to pause and review the strategic direction for the school. The intent of the review was to establish strategic goals, and then query, listen, and assess the best way to continue to deliver and improve on those goals.

Following an extensive and thorough process involving key stakeholders, it was determined that the best way forward for the school to be able to grow and thrive into the future is to merge with the Pacific Group of Christian School (PGCS). We were thrilled to announce that the merger was agreed in late 2022 and completed in early 2023. The entity is now solely owned by PGCS and trading as Pacific Berowra Christian School (PBCS). A new board has been appointed, and the staff and administration team, including the principal Steve Dodd will continue to serve, with two significant exceptions.

We would like to express our gratitude for the untiring service of Anita Mackay, who has served as the bursar since 2005 and has announced her retirement from mid 2023. Anita’s dedication and commitment to her role has contributed immensely to the financial sustainability and quality governance of BCS.

Sue Hendrie, who has served as Office Manager for 18 years has also announced her retirement. We are grateful for Sue’s servant heart and her friendly welcoming approach to our community.

We had no changes in the board up until completion of the merger and strong attendance at all meetings. I am extremely grateful for the professionalism and strategic lens that my fellow directors were able to apply during their ongoing tenure as a board, and during the transition phase.

The outgoing board counted it is a privilege to serve BCS in this way. We pray for God’s blessing over the exciting times ahead for PBCS during the transition and strategic development.

David Cowdery (retired chair)

on behalf of the outgoing board (Steve Dodd, Christine McPherson, Alan Reynolds, Felicity Hollins and myself)

MESSAGE FROM THE PARENT'S AND FRIENDS ASSOCIATION PRESIDENTS

The Parents & Friends Association(P&F) of Pacific Berowra Christian School(PBCS) is an Association made up of existing parents of students at PBCS . The P&F works to serve the school community and represent the interests of the school and parents. Our aim is to work in partnership with the school and the community to promote the interests of PBCS and to achieve the best possible outcomes for students at the school.

The on-going impact of Covid-19 meant that several activities the P&F would typically run could not proceed in the same way. However, with the thanks to many creative and motivated parents(and with restrictions easing as the year progressed) some great activities were provided by the P&F in 2022. These include:

- Coordinating Fresh Food Friday
- Coordinating hot cross bun deliveries for Easter celebrations.
- Providing and running a canteen and BBQ lunch at the Athletics carnival
- Coordinating and running the PBCS disco
- Coordinating the annual Mum's night out
- Coordinating the annual Dad's night out
- Funding the Father's day breakfast
- Assisting with the coordination of the Hornsby Kuring-gai Women's Shelter and Fete
- Hosting and coordinating termly P&F meetings
- Coordinating and liaising with Class Parents regarding on-going events and assisting with communication between parents and the school.
- Liaising with the prayer coordinator for on-going prayer support.
- Coordinating and producing the annual school yearbook.
- Providing many volunteer opportunities for parents to engage in and support the school

On behalf of the P&F, we would like to thank the wonderful staff at PBCS, the Berowra Baptist Church and the many parent volunteers for tirelessly giving up their time to allow all these activities to take place.

In particular, we would like to give a special thanks to those who coordinate sub committees including the Uniform Shop Coordinator, Fresh Food Friday Coordinator, Prayer Group Coordinator and Yearbook Coordinator. We are so grateful for the time given and on-going commitment provided to bless and support both parents and students at PBCS.

As we look to 2023, we are grateful to see many of the Covid-19 restrictions have eased and are hopeful that the many planned and cherished P&F activities will continue next year.

Cassie Pethybridge, Poleen Hepburn and Sonya Pell
P&F Presidents

MESSAGE FROM THE BEFORE AND AFTER SCHOOL CARE CO-ORDINATOR

King St Kids OOSH

The BCS Before and After School Care service, **King St Kids OOSH** continued to serve the school community in its essential role throughout the year of 2022.

The number of children participating in the before and after school care program gradually climbed throughout the year, meaning that most afternoons saw an increase in size with children from all age ranges represented. We continued to sustain financial support from the Government Funded Inclusion Agency by maintaining our Strategic Inclusion Plan, involving ongoing strategies to see the inclusion of all children at OOSH. Inclusion Funding has helped particularly in enabling us to roster an extra Educator on most afternoons. Parents were also pleased to take advantage of the Government's BASC voucher scheme (Before and After School Care scheme) which enabled every family in NSW with primary aged children to receive \$500 per child towards school aged care between July 2022 and June 30, 2023. This scheme enabled many families to give their children access to the many fun activities organised by KSK OOSH, as well as allowing them to benefit from the social connections that develop through participation in OOSH.

A stable and committed group of capable Christian Educators continued to sustain our service, operating as the backbone of all that is achieved at KSK. Their positivity, collaboration and professionalism contribute to the high standard of our service. King St Kids continued to be coordinated by Annabel Dodd, with Stephanie Connors as Educational Leader. Stephanie's positive contribution to Quality Area 1, 'Educational Program and Practice', through her implementation of ideas and activities, as well as mentorship of the team has been invaluable. Steven Dodd continued in the position of Nominated Supervisor. The other Educators employed during 2022 were Carolyn Esson (permanent part-time), Verity Heath (Term 1 only), Elliot Lynch, Frasier Tucker (Term 1 and 2 only), Samuel Grimmond, Poleen Hepburn (Term 1 only and then occasionally in an emergency), Rachel Davidson, Suzanne Bayliss and Danny Geng who began with us in Term 4. During the year Rachel and Suzanne both completed the required training to become RPICs, (Responsible Person In Charge) enabling more flexibility with rostering. We continue to enjoy employing people, such as Danny, who are ex-students of BCS, an encouraging testament to our school. Sadly, we said goodbye to Stephanie and Sam at the end of 2022 as they moved onto other employment. Their dedication to our team over many years has been greatly appreciated.

Connections with families and the community continued throughout the year as we gradually enjoyed welcoming families back into our midst after the isolation of the covid-19 restrictions. We continued our tradition of welcoming families to share their pets with the children during 'Pawsome Pet Week' in Term 1, and invited children to bring scooters to ride at school in 'Wheels Week'. In May we again conducted an after-school bike outing for senior students (Hot Chip OOSH Bike Trip) riding to the local Darcies Café for afternoon tea during our "Out and About" week. We again welcomed all the Mums into our OOSH room on Mother's Night to share in some cooking the children had done and to receive a gift they had made. OOSH Educators were also key to the running of the Father's Day breakfast in Term 3.

The "Art After School" program, hosted by OOSH continued throughout 2022, running on Monday afternoons and attracting many children to OOSH. Annabel Dodd and Samuel Grimmond continued to run the program which saw children participate in art activities such as tie-dye T-shirts, clay work, printmaking, painting, drawing, mixed media and sculpture. Up to 22 children each term attended the sessions with children from Kindergarten to Year 6 participating.

Throughout the year the KSK OOSH team participated in regular staff meetings as well as professional development both online and in person. In March, Stephanie and Suzanne attended the Network of Community Activities annual conference which enriched them with many new ideas that they passed onto our team. Network, the peak body for OOSH services in NSW, continues to be a great support to our OOSH service.

CONTEXTUAL INFORMATION ABOUT BEROWRA CHRISTIAN SCHOOL - RICH HISTORY

Since its inception in 1986, Berowra Christian School has been dedicated to providing families with an outstanding Primary School experience, where children's learning is founded on a knowledge of God, His world and their place in it.

We are a K-6 school with an enrolment of around 70 students serving the northern Sydney wooded ridges between Hornsby and the Hawkesbury River. Our teaching staff are fully qualified professionals who are deeply committed to the holistic development of each child in their care. A comprehensive school sporting program, choir, debating, accredited camping programs, excursions, drama, school band and community service constitute some of the opportunities available. Students are encouraged to discover and develop both individual and collaborative interests and abilities.

Service has been integral to the life of the school. Students are encouraged to serve each other, partners and charities in our local area. The school has been blessed through supporting many National and International charities and our Year 6 senior students lead this work as part of their service.

For 35 years, BCS has fostered strong links with community groups local and abroad, as well as families and students current and past.

BCS is a founding member of Christian Schools Australia and Christian Schools Sports Association. In 2017 we joined the NSW Association of Independent Schools.

In 2022, the School Board decided to become part of the Pacific Group of Christian Schools. This transfer in ownership took place on 9/3/23.

PROFESSIONAL LEARNING AND TEACHER STANDARDS

During 2022 each staff member undertook 3 days in-service on:

- Child Protection Protocol
- Work Health and Safety
- First Aid qualification
- CSA State Conference

Individuals also attended courses specific to Classroom Development Programs including

- Autism Workshops/ Support strategies for students with an Autism Spectrum Disorder
- New English Syllabus
- ATSI Perspectives in HSIE
- Implementation of new K-2 Maths syllabus
- Art Conference
- National Policy Forum
- Principals' Retreat
- National Leaders Summit
- Foundation Workshop
- Navigating hard conversations
- Principals Retreat

This amounted to course costs of about \$10,900 and salaries of \$35,900, creating an average Professional Development cost of approximately \$6,800 per staff member.

In 2022 there were 7 teachers responsible for delivering the curriculum. All staff are accredited as 'Proficient Teacher'.

Reports are compiled with A-E grades required by Department of Education Employment and Work Relations.

WORKFORCE COMPOSITION

All staff at **Berowra Christian School** are practising Christians of evangelical persuasion who subscribe to the school's Statement of Faith. They are committed to teaching from a Christian world view and are highly dedicated and well trained.

All classroom, part-time and support teachers (including Teacher's Aide) **have teaching qualifications from a higher education institution within Australia** or as recognised by the National Office of Overseas Skills recognition guidelines; ie category (i) teachers as defined by the Act. They hold predominately bachelor degrees or higher, plus Dip Ed or equivalent.

In 2022 there were: *2 full-time teachers (including the Principal)*
 5 part-time teachers (total 2.96 FTE)

The retention rate for staff from 2021 to 2022 was complete with all staff retaining substantially the same work load. Staff attendance stood at 94%, not including Long Service Leave or Leave Without Pay. Average teaching experience exceeds a decade, ranging from five to over thirty years. Teachers are assisted by part-time specialists in Music, ESL, Special Education and Gifted and Talented programs. There were no known indigenous staff.

STUDENT ATTENDANCE AND MANAGEMENT OF NON-ATTENDANCE

Attendance is to be recorded daily, electronically in a roll maintained by the teacher, who should be informed of any impending absence. If a student is unexpectedly absent, the parent/guardian should notify the school early in the day, either in person, by telephone or written note. If the school is not notified, the parents will be contacted by the school. In the absence of a written note, a Notification of Absence of Child Form is sent to the class teacher to be retained in the roll. These forms and any notes from parents are kept for twelve months. Parents of children absent from class at commencement for whom no note is received are contacted by the office. Teachers are responsible to inform the office of absences by 9.30am using the Class to Office Absentee Slip. Unexplained absences are followed up until a satisfactory explanation is achieved: in the first instance by the office secretary, then under direction of the Principal or their agent if more than two hours has elapsed. Any absence from school requires a signed and dated letter from the parent/guardian in advance according to the Certificate from Exemption Policy.

The student's attendance record is noted on the mid-year and end-of-year reports, a copy of which is kept on each student's file. Consistently poor attendance levels will be discussed with the student's parent/guardian. Rolls are to be submitted to the Principal for review at the close of each term. They remain the property of the school, being retained and archived at the close of each year. Roll marking procedures are to be carried out by the class teacher according to the recommended codes as provided to each class teacher.

Student attendance throughout 2022 was 88.0% made up by

- Year 1 (85.3%)
- Year 2 (92.7%)
- Year 3 (86.1%)
- Year 4 (87.8%)
- Year 5 (85.5%)
- Year 6 (89.2%)

Non-attendance is monitored by the requirement for early advice, followed by further contact in the case of unexplained absence by 9.30am. Qualification is required for extended absences.

ENROLMENT, POLICIES AND CHARACTERISTICS OF STUDENT BODY

Policies remain substantially the same as the last report with the next review in January 2023. Stakeholders can access the full texts via the Parent Handbook, School Website or by contacting the school office.

In 2022 the school continued its pastoral plan to meet the needs of the children by dividing grades to produce classes that follow NESA Stages. Seeking to provide the best social and academic opportunity, 2022 classes were Kindy, Year 1-2, Year 3-4 and Year 5-6. The majority of children speak English at home, with Chinese, Afrikaans and Spanish languages also represented. At census date in 2022 the enrolment stood at 62. The maximum allowable enrolment of 120 remains, with ceilings being 28 in composite classes and 20 in Kindergarten.

School Enrolment Policy remains the same as last year in stating that:

Berowra Christian School is open to all children whose parents are seeking to give them an education which is consistent with the aims and objectives of the school, provided the school has the resources to meet the child's particular needs, and subject to the availability of places.

It is the school's aim to have broadly equal numbers of boys and girls in each year level. The School Board is responsible for setting the enrolment policy and is the final avenue of appeal in all matters relating to it. It is expected that families enrolled in the school will have an active association with a local church. At present, around 25 churches are represented.

ENROLMENT POLICY

Berowra Christian School welcomes applications for enrolment from students whose parents/guardians are seeking education for their child/children within a Christian context.

Because of the Christian philosophy of the School, it is assumed that enquiring families share the Biblical values and beliefs on which the school is based and strive to encourage these values and beliefs in their children through their own example. The school would expect parents to be committed Christians or, if no active church affiliation exists, such enrolment applications will be considered and processed on the condition that clear support for the Christian philosophy and activities of the school is confirmed with a signed statement. Should parents/carers not both agree, assent must be given supporting the school's aims. The School Board is committed to preserving the true character of Christian community across the school.

The school seeks to provide equal opportunity for all applicants from families seeking a Christian education regardless of Church or denominational affiliation, and the School also endeavours to aid disadvantaged students where possible. Discounts on fees may be offered where parents are able to demonstrate that their family is experiencing major financial hardship.

An "Application for Enrolment" form needs to be completed and forwarded with the required enrolment fee, a reference from a church elder or other person who has known the family for a number of years, a copy of the child's birth certificate, immunisation record and a recent school report (if applicable). A school-parent interview (usually with the Principal) is scheduled, followed by a child assessment interview to determine the child's readiness for school. At this assessment parents are required to bring along any pre-school or health professional reports that may help the school understand any specific needs the child may have. An Acceptance of Offer of Enrolment needs to be returned prior to commencement noting that parents:

- ▶ undertake, by example and instruction, to encourage their child in the establishment and growth of a personal relationship with the Lord Jesus Christ
- ▶ support the decisions and aims of the School, ensuring their child abides by the conditions, regulations and assessment criteria of the school, attending at all times as required by law
- ▶ support the School in its aim to foster a spirit of co-operation and encourage the pursuit of excellence in all areas of endeavour, including the active and willing participation of their child in all aspects of School life, including Christian teaching
- ▶ accept the discipline policy of the School, and the School's discretion in the event of their child's failure to comply, in its recommendation for suspension or termination
- ▶ agree to pay fees promptly by due date, and to contact the School as early as possible if they encounter hardships
- ▶ agree that, since the School has a policy of not collecting an enrolment guarantee upon entry, they will be required to give one term's notice of termination of enrolment or pay that extra term's fees.

The School Board is committed to fair and just process based on procedural fairness and integrity. **For a student to be eligible to continue to be enrolled at Berowra Christian School, the School Executive must be satisfied that:**

- ▶ The student and their family are maintaining their full support for the Christian philosophy and ethos of the school;
- ▶ The family and student are meeting the requirements outlined on the original enrolment agreement e.g. Uniform compliance, fee payment, following communication procedures;
- ▶ The student participates fully in all extra-curricular activities arranged by the School including, but not limited to: School athletics, swimming, and cross country carnivals, Thanksgiving service, excursions and camps, unless granted an exemption by the Principal for compelling reasons.
- ▶ The family acknowledges that if they choose to withdraw their child from the School, a minimum of ten weeks notice must be given, or, if ten weeks notice is not received, then a full term's fee must be paid in lieu of notice.
- ▶ The activities of the student and/or family are not likely to bring significant criticism upon the School, or create disharmony or distress, for either staff, students or the School community;
- ▶ The student's behaviour and attitudes are such that it does not unduly interfere with the ongoing physical safety, spiritual and emotional wellbeing of other students in the school;
- ▶ There is strong acceptance by the student and the family of the authority of the School in organisational, educational, disciplinary and other school matters.
- ▶ Full disclosure of relevant medical and/or other conditions has occurred.
- ▶ Subsequent assessments carried out as part of ongoing school process indicate the school is able to meet the needs of the child.

Decisions are made prayerfully after informed consideration based on consultation with parents and staff and other affected parties.

If, following careful consideration of the evidence, a decision is made by the school executive that a student should not be enrolled for any of the above reasons, the family will be informed that the student has been excluded, along with an explanation. If the family of the student wishes to question the exclusion, an appeal against the decision, in writing, may be lodged with the School Board within seven (7) days of the date of notification of the exclusion. After the written response from the family is received, that Board will then make a final decision, giving due consideration to the matters at hand and the merits of the case. The results of the appeal will then be conveyed in writing to the family in question.

In future, changes may be made to the [Conditions for Continued Enrolment](#) at the absolute discretion of the School Board, and notification of the changes will appear in the School Newsletter for two consecutive publications.

SUMMARY OF STUDENT WELFARE & DISCIPLINE POLICIES

Berowra Christian School continues to be recognised as a safe, supporting environment, where students are valued and cared for. To ensure that this continues the School Handbook contains a raft of policies concerned with the care and protection of children, antibullying, their educational and welfare boundaries and support mechanisms. It also contains our Complaints and Grievances Policy. The School Parent Handbook is provided to all families in January each year.

Key documentation relating to this area include:

1. **Child Protection Policies**, which articulates adult responsibility for the care and protection of children from any form of abuse or neglect, especially those matters pertinent to recent legislation and procedural fairness. Principles of policy development and duty of care guidelines are outlined with clarity, along with investigative protocols and procedures for dealing with allegations.
2. **The Discipline Policy**, which focuses on the development of a safe and caring environment by setting boundaries with rewards and sanctions. The Discipline Policy is available in the Parent Handbook. A number of methods are used to reinforce the positive attitude of the students in the school including verbal words of encouragement, TREK cards, certificates of recognition, and sharing of excellent work samples with other students. When there are situations which need correction and intervention, the teacher will follow the school's procedure to maintain the correct behaviour and positive attitudes. Communication between the teaching staff and the parents about the child's behaviour and work ethic ensures that students are receiving a consistent message about the standard that is expected. As part of the Discipline Policy, the School follows rules of procedural fairness in the implementation of the discipline policy.
Berowra Christian School prohibits the use of corporal punishment and does not authorise or endorse the implementation of corporal punishment by others on its behalf.

SUMMARY OF CONFLICT RESOLUTION (COMPLAINTS AND GRIEVANCES) POLICY

From time to time a parent may have concerns over their child's relationship with another student or teacher, as well as concerns in relation to other aspects of their child's education. Should a parent wish to address this we would want them to follow the appropriate grievance process. In general terms, this procedure means that initial contact is with the teacher involved, and if required, then to the School Coordinator or Principal and ultimately the School Board.

This policy and all contact details can be found in our Parent Handbook.

SUMMARY OF BULLYING PREVENTION POLICY

In 1 Peter 5 we read that we are to be shepherds to God's flock who are under our care. The Bible also reminds us of Christ's words "a new commandment I give you: love one another. As I have loved you, so you must love one another." John 13:34. It is therefore essential that we do everything to ensure that Berowra Christian School is safe both physically and emotionally for students.

Prevention through education is the most effective way of dealing with bullying. The Principal conducts an assembly talk at the beginning of each year to help students define, identify and respond to Bullying in a proactive way. An information sheet summarising this talk (including identifying what bullying is, what to do if you see or experience it and who to tell), is sent home in Term One each year to all families. In addition to this the School conducts two bullying surveys each year to monitor students experience with Bullying. Again this year, reports of bullying were very limited. The full policy is available by contacting the Principal.

When bullying does occur, Berowra Christian School takes the incident seriously and investigates the matter. If the incident is validated, the School will take action accordingly. It is the School's intent that all reports of Bullying are followed-up to a point of resolution and all parents of children involved will be notified. This policy in full can be found in our Staff Handbook and is available on request.

TEACHING AND LEARNING

Berowra Christian School follows the NSW Board of Studies requirements and covers the Six Key Learning Areas (KLA's) of English, Mathematics, Science and Technology, Human Society and Its Environment (HSIE), Creative Arts and Personal Development, Health and Physical Education (PDHPE). Berowra Christian School continues to seek ways to encourage children to 'grow up into Christ'. This phrase from Ephesians 4:15 guides all our school programs and aims.

To this end, Christian Growth and Development is a key part of our PDHPE program and this is applied across the curriculum by

- ▶ Encouraging daily prayer and class devotion
- ▶ Conducting assemblies with directed themes according to Scope and Sequence and learning verses (Term 1 – Matthew 28:1-10; Term 2 – Matthew 13:3-9
Term 3 – we were in lockdown; Term 4 – we were unable to allow group recitations).
- ▶ Presenting weekly Bible Study lessons in age appropriate ways across the grades
- ▶ Fundraising for those in need including Bible League, Lifeline and Mission Australia.
- ▶ Building relationships with community groups (senior citizens, local pre-schools, playgroups)
- ▶ Visiting local nursing homes to sing Carols at Christmas. (cancelled due to covid-19)

Also as part of the PDHPE program, **Berowra Christian School** enjoyed two wonderful sports carnivals. Every Yr 3-6 student took part in the Swimming Carnival in February which took place at Hornsby Aquatic and Leisure Centre in Term 1. Our Cross Country and our Athletics Carnival were held in Term 2.

During the year, other opportunities arose for BCS students to extend their skills in the PE area which included:

February	- CSSA Zone Swimming at Warringah Aquatic Centre
May	- CSSA Cross Country at Sydney International Equestrian Centre
August	- Zone Athletics at Narrabeen Sports Academy

Personal Development In 2022 again we benefited from the School Chaplaincy Program. Ms Chorley Robinson assisted with pastoral care and targeted programs in our school to help develop relationships. We also benefited from a visit from the Life Education Van.

Creative Arts Our school band and choir were run by Mrs Naomi Parry and our music teacher Mrs Rebekah Kim respectively. Individual music lessons are now available during school hours for a wide variety of instruments.

Children took part in our Thanksgiving Service and each student was acknowledged with their Certificate of Recognition. Each class presented a 'class item' at the service.

Visual Arts is highly valued in the Berowra Christian School community. Children from Years 3 to 6 take part in weekly lessons given by our specialist Art teacher Mrs Annabel Dodd with K-2 being ably taught by their class teachers Mrs Jodi Dagan and Mrs Rebekah Kim. In addition to the K-6 Art program children participated in the Harmony Day Poster Competition but Operation Art - run in conjunction with Westmead Hospital and the Department of Education Arts Unit had to be cancelled due to covid-19.

Debating

Our Interschool Debating Competition commenced again after a break due to Covid 19.

Excursions, Incursions and Camps

Covid-19 greatly limited all excursions in 2022. Year 3-4 enjoyed an overnight trip to Galston Crusader Camp in June. An excellent first camp experience. Year 5-6's trip to Canberra and the Snowy Mountains was a great success. Year K-2 visited the Old School House Museum.

INITIATIVES PROMOTING RESPECT AND RESPONSIBILITY

Berowra Christian School is committed to promoting respect, compassion and responsibility to the school community, comprising of the students, their families, teachers and the broader community.

TREK Values & Assembly Messages

Respect and Responsibility initiatives were addressed in many ways in the school. Our 4 key School values of Truth, Respect, Effort and Kindness (TREK) were taught, encouraged and rewarded throughout 2022. Assembly and class themes continued to address consideration for others and the need for appropriate respect for authorities in our community. All these are taught with a Biblical foundation.

Anti-Bullying Messages

As part of the NSSF framework we have an Anti-Bullying Policy. This is a pro-active initiative that runs during the year. Assembly and class talks are given and communication sent home. In 2022, the bi-annual Bullying Surveys continued to monitor the amounts of bullying being reported by students. This is very encouraging as this is the 17th year in a row, since surveys began, that bullying has shown to be stable with few incidents reported and all followed up promptly.

Experience Leadership Program

As students move through Berowra Christian School they are given many responsibilities and opportunities to show leadership. Each Year 6 student has the opportunity to be a Prefect, and in 2022 each Year 6 student remained a prefect for the entire year. As a prefect there are many responsibilities that accompany this position. In 2022 this involved leading groups, school errands, fundraising, peer support, public speaking, leading assemblies and prayer. Through this daily leadership and assembly duties, students continue to build confidence. They had opportunities to set an example and be accountable for their actions, resolve conflict peacefully and learned to contribute to the welfare of society.

Partner Program

Each student in the school is assigned a partner for the year. Normally a Year 6 student is partnered with a Kindy student, Year 5 with Year 1, Year 4 with Year 2 and year 3 with each other. Through this program the older students have the opportunity to lead and serve the younger students throughout the year. The scheme enables the school's secure environment to be strengthened and this is particularly important because of the support given to Kindergarten students when they start school.

Student Led Initiatives

Year 6 students continued to take a leading role in promoting school fundraising events including the running of the Year Six Stalls as part of their end of year celebrations and community fundraising. They were also involved in special community events including the Pacific Merger Celebration and Grandparent's Day. However, some other usual activities, such as nursing home visitation, were unable to take place due to continuing COVID-19 concerns.

STUDENT OUTCOMES IN STANDARDISED NATIONAL LITERACY AND NUMERACY TESTING

Student Performance

In 2022 the school year was relatively standard compared to the two previous years. There were still some interruptions due to COVID-19, but they were minimal. It was pleasing to see that our student performance was generally quite sound. It was great to see how well the students worked across all our classes, in a wide variety of assessments. Many of our students achieved some very good results in our school-based assessment tasks as well as NAPLAN for Years 3 and 5. Like in previous years our assessments included class assessments and observations, as well as in-school standardised assessments. This year we did not have anyone compete in the English, Mathematics or Science UNSW Competitions for Years 3-6.

Participation in the different assessments helps to identify students who may be struggling, particularly in the areas of Literacy and Numeracy. Part of our academic focus is ensuring that each child achieves their best. These assessments also help to highlight specific areas that may need addressing across the years. Some of our students require additional support and this is given through the Special Education Teacher and the Teacher's Aide. Individualised programs are developed in conjunction with the classroom teachers to help target a student's specific area of need, as well as providing in-class support when necessary.

In 2022, BCS took part in the National Assessment Program Literacy and Numeracy (NAPLAN) for Years 3 and 5. This was a positive and productive experience once again for our students. This year we transitioned to the NAPLAN online platform for the first time, which the students managed quite well. All assessments were completed online except for the Yr3 writing, which was handwritten. They continue to perform to the best of their ability and did well compared to other local schools, with our averages above or close to in each area, particularly Year 5. Our average scores for Year 5 were above the State average for all areas except Writing. It is important to note that this was the first time typing responses. Our average scores for Year 3 were above the State average for all areas except Grammar, and slightly below for Writing. More than 50% of our Year 5 students scored within the top two bands for Reading, Spelling. 34% were in the top two bands for Numeracy and Grammar. More than 50% of our Year 3 students were in the top two bands for Writing and Numeracy, with 44% in the top two bands for Grammar. Overall, our average results had more than 82% of students score in the top four bands for Year 5; and more than 90% of students score in the top four bands for Year 3. Based on these results, our main area of improvement we could look at in year 5 would be Writing, and in year 3 would be Spelling. We are at or above expected growth for all areas except Grammar & Punctuation. There was no growth comparison this year from year 3 to year 5 because NAPLAN was not completed by these students in 2020. Once again it was pleasing to see that no students were below national minimum standards.

As well as these assessments, we complete our own additional testing on all students K-6, mid-year and end of year. We also complete observations and assessments informally throughout the year. There were no unexpected or surprising results in these assessments. All these results and observations provide the school with detailed information about individual student performances and help us identify areas of need across the school. The standardised tests we use focus on Reading, Spelling and Numeracy for students across the years and showed that most students did well. The comparison of tests from May to October showed that many students across the school made gains in most areas.

It is encouraging for the school to see such great participation and results across various assessments throughout the year, especially considering that we work with such a varied range of abilities in our children, both behavioural and academic.

PARENT, STUDENT AND TEACHER SATISFACTION

During 2022 various opportunities were given to parents, staff and students to give feedback about various aspects of life at Berowra Christian School.

Parents Feedback Survey

In Term 4 all parents were given the opportunity to provide feedback on various aspects of their child's education in our annual online survey.

Exactly 55% of families responded, which was a good representation.

Some key Findings from the 2022 Survey:

- 100% of respondents were satisfied with the safety and supportiveness of the school.

- 100% of respondents agreed with the statement "The school has good systems and processes which make communication with teachers and leaders easy."

- 90% of respondents were extremely satisfied with the school's academic performance.

One area of the survey asked respondents to identify words that describe the feel of Berowra Christian School –

- 70% said **supportive** vs 51% across all CSA schools nationwide,

- 70% said **nurturing** vs 36% across all CSA schools nationwide,

- 65% said **Christ centred** vs 46% across all CSA schools nationwide.

School Student Bullying Survey

Since 2005 all students, (K-6) have been surveyed anonymously twice a year (each semester) to monitor the level of bullying in the school. This is a procedure in our policy. Along with regular education it is important for empowering victims, collecting data and creating a culture that disapproves of bullying – essential to minimise bullying in schools and workplaces.

Survey results remain consistently low. Survey results help staff be aware of both actual and perceived incidents of bullying.

In 2022 there were no serious incidents of bullying.

Staff Satisfaction

Berowra Christian School is a wonderful place to work. BCS has an experienced, passionate and stable team of teachers and administration staff who love coming to work each day. An average tenure of 17.5 years at the end of the 2022 school year is a sound indicator of the level of staff satisfaction at Berowra Christian School. Feedback during annual staff appraisals confirms this high level of staff satisfaction.

SCHOOL DETERMINED IMPROVEMENT TARGETS FOR 2022

For 2022, the school improvement aims were:

- ▶ To complete the playground equipment upgrade with new alloy seating and tables.

Achieved – All the old timber seating has been replaced with safer, more durable and aesthetically pleasing alloy furniture which includes the addition of a covered shelter table.

- ▶ To work with the School Board to create a long-term strategic plan for the school in terms of a sustainable way forward for the School and its Board.

This work has begun with the creation of an Expression of Interest process by our School Board for a new governance model. The role of the church and a potential new ownership model are being considered with a decision to be made in 2022.

- ▶ To reinvigorate the BCS Parents and Friends group which was impacted during 2020. Due to Covid-19, the P&F was unable to meet which meant there was no mentoring for transition from the 2019 leadership team to those who stepped up in 2021.

Achieved - This was accomplished with a new team of Parents and Friends volunteers. The role of President was revised and responsibilities are now shared among three people. Other roles such as Treasurer, Uniform Coordinator, Classroom Parent Coordinators, Secretary, Prayer Coordinator and Events Coordinators remain the same and were all filled with new and enthusiastic volunteers.

The P&F met once we were able to gather again in Term 1 and reinstated several programs and school support systems. This included re-establishing a volunteer to run our Uniform shop, Monday Prayer Group, Fresh Food Fridays and the organisation of a School Disco in Term 2.

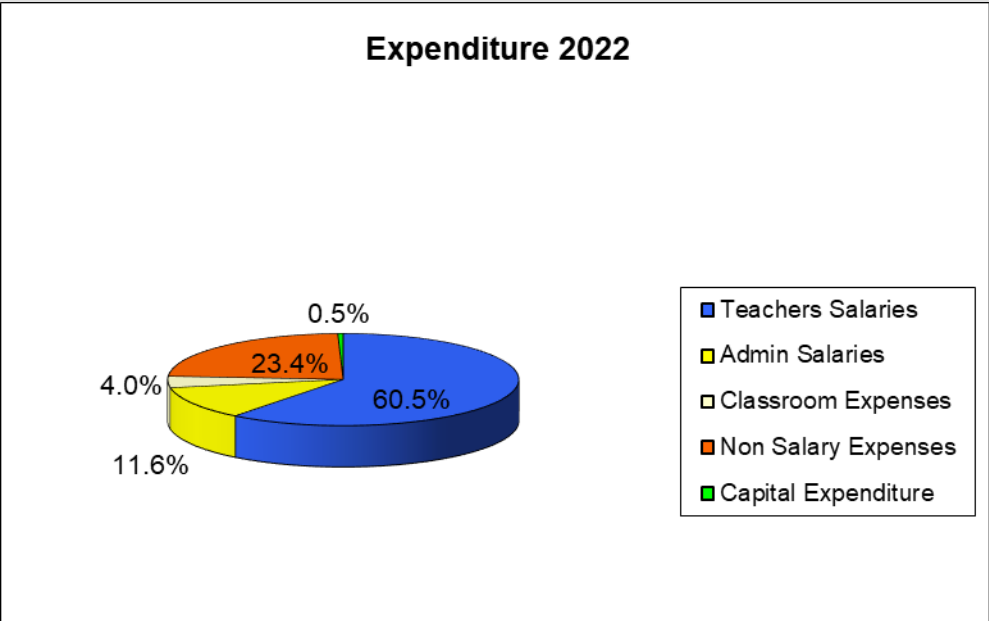
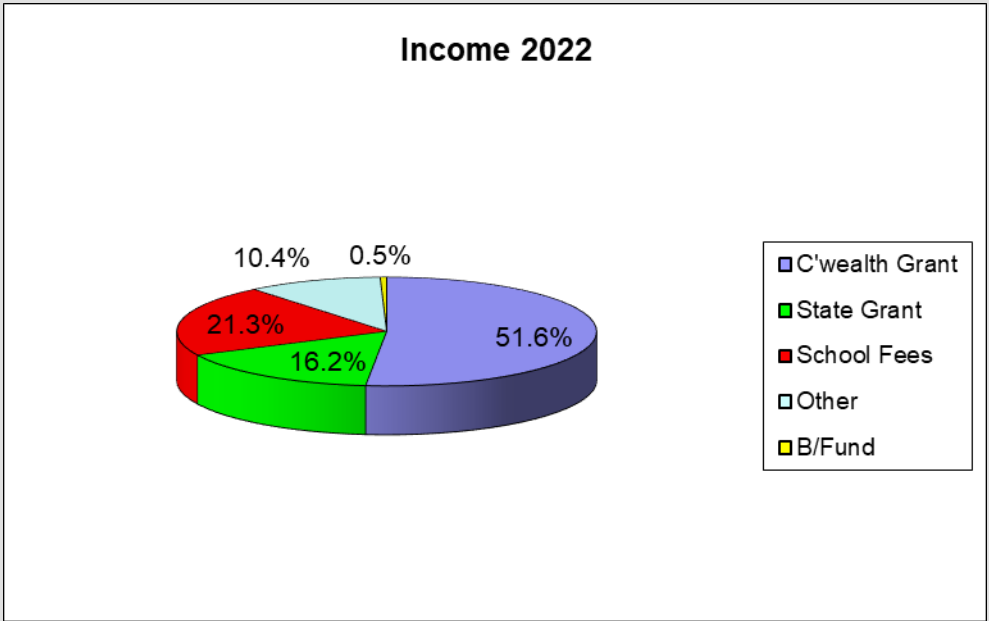
School determined improvement targets for 2023:

- ▶ With the BCS Board, complete the process of evaluating and implementing a new Governance model that ensures the school is able to grow and fulfill its vision for the future. The final decision is to be made during 2022.

- ▶ Ensure all relevant K-2 staff are trained and familiar with the new K-2 English Syllabus so that it can be introduced in 2023.

- ▶ Update our school uniform with a fresher, more modern look, that allows girls to be active in the playground and while using the play equipment.

- ▶ Improve the use of our social media (Facebook) to promote the school and enhance communication with school families.



Individual policies and Statement of Faith are available on request at the school.

CONTACT DETAILS

BEROWRA CHRISTIAN SCHOOL

PRINCIPAL - Mr Steven Dodd

Cnr Berowra Waters Road & King Street, Berowra 2081

PO Box 425, Berowra Heights 2082

Ph 9456 2444

E info@pacificberowra.nsw.edu.au
accounts@pacificberowra.nsw.edu.au

W www.bcs.nsw.edu.au

