



Snowy Mountains  
Christian School  
Annual Report 2019



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**Core Vision:** To provide the opportunity for a Christian education to all families on the Snowy Monaro.

**Core Purpose:** SMCS exists to prepare children for life by training them in partnership with their parents, to grow in character, skills and knowledge; realising their full potential in Christ to serve, as they understand more of God's truth in an atmosphere of God's love and mutual respect.

**Core Values:** Each Core Value springs out of a Christ-centred worldview where every thought, word and action is consistent with the person of Jesus Christ.

**LOVE** - Love God and each other.

**RESPECT** - Respect each other in word and action

**TRUTH** - Grow in the knowledge of the truth

**INTEGRITY** - Possess and express integrity

**School Motto:** 'In Christ we strive for Excellence'

**Philosophy:** We see our role as a partnership with parents to educate their children. The Bible clearly states that children should be brought up to base their lives on the commandments of God and to learn to love God with all of their heart, soul and mind. We also seek to make Christ known to the Cooma Monaro region.

At SMCS, we aim to nurture the whole person - intellectually, spiritually, physically, emotionally, and socially. Students are actively challenged to become active participants in their own educational journey.

It is our aim and prayer that every student will have a positive experience at school, through developing healthy relationships, achieving their personal best, maintaining physical and emotional well-being, and developing a greater understanding of Christian faith and character.

**Biblical Focus for 2019:**

**Genesis 1:31** 'And God saw all that He had made, and it was very good.'

# Introduction to Snowy Mountains Christian School

Snowy Mountains Christian School (SMCS) lies at the heart of the Snowy Monaro region and since 1997, has taught students through a Biblical worldview about this world and how to impact it for the glory of God.

In 2019, the Principal Mrs Ella Meyer, teachers and staff engaged in nurturing the spiritual, academic, emotional and physical wellbeing and character of 85 students from Kindergarten to Year 10. Through smaller class sizes, rigorous pedagogy and nurturing relationships between teachers, parents and students, students have progressed in their studies in accordance with the NSW Education Standards Authority (NESA) curriculum. Each area is taught from a Christian viewpoint, bringing all of the Bible to all of life. Through activities and events such as serving on the Student Service Council; Book Week activities; international competition papers; performing at the Music, Drama and Dessert Night; enjoying school skiing; camp adventures and many more activities, students were given opportunities to learn, develop and apply skills beyond the classroom and into the world, making their mark on the world.

The School relies heavily on the warm community by which it is supported, including the many people who volunteer their time whether it is on the School Board, in the library, tending the school grounds, or listening to students read. It is with gratitude that we acknowledge and thank these people.

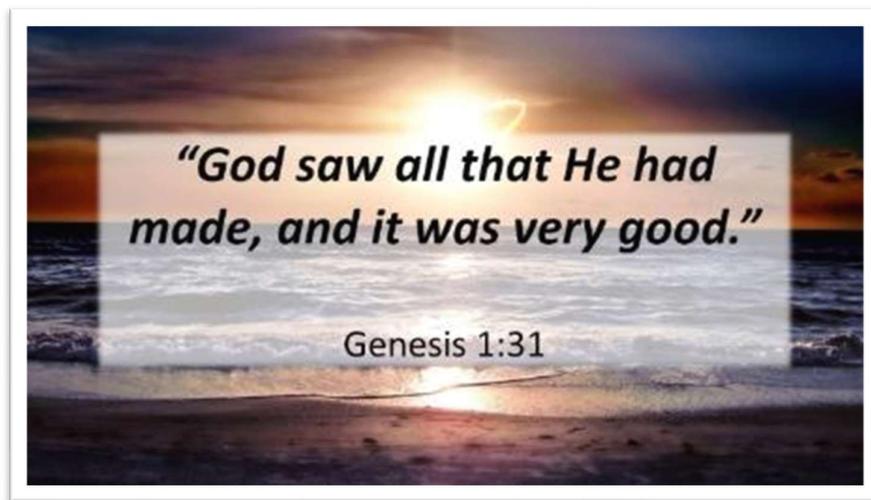
- Biblically Faithful – Academically Rigorous -
- Culturally Engaging Education -

# Principal's Message

Snowy Mountains Christian School has been providing Christian Education to the Snowy Monaro region for over 23 years. As a school, we are committed to authentic Christianity, to personal excellence in education and to genuine community. All curriculum and policy materials are founded on a Biblical worldview. Christian values and principles are the beginning point, and subsequently woven through every dimension of learning. The school is a dynamic community of partnerships between parents, staff and students, fostered through open communication and active parent involvement.

Each year, Snowy Mountains Christian School (SMCS) has a focus verse for the year. The 2019 focus verse was from Genesis 1:31

*'God saw all that He had made, and it was very good.'*



During the year we looked at God's broad and varied creation and in response, our task to care for it. All students participated in a "Working with Waste" Day. This involved completing a variety of activities that looked at how we manage waste, re-use waste, re-purpose waste and care for the environment, water quality, sustainability and various activities that assisted them to be people who serve our community in positive, helpful ways.

The staff are an integral part of SMCS. They are the people who, day by day, work with the students in the classroom and elsewhere around the school. The Lord has blessed us with a group of very competent and committed Christian staff – in both the teaching and non-teaching areas. Their work has continued to make SMCS a school where young people can be nurtured in a safe and caring learning environment that seeks to honour God in all that is done. It is a pleasure to work alongside such a capable and godly group of people.

Each staff member seeks to be faithful, available and teachable. SMCS is a community of learners and staff model this through their own learning and professional reading. The warm, nurturing relationships between staff and students enrich the learning experiences and contribute to a positive and vibrant learning environment. Each child is valued as a precious member of our school community.

In 2019, two new teachers joined the school community: Mrs Emily Shumack for Primary School, and Mr Jared Male for Secondary Maths and Science. Both teachers have brought new ideas and a wealth of experience to the school. They are a blessing to the whole school community.



During the year, SMCS was accredited for five years with the NSW Education Standards Authority (NESA). This was a huge achievement for the staff, and it affirms what they are doing and doing very well.

Every second year, SMCS presents a whole school musical. This year, the students performed the musical "Not your average Joe". This musical re-created the Biblical story of Joseph within a 1960s context.



Service is a very important component of our learning, and our response to God's instruction to love our neighbour as ourselves. SMCS has a Student Service Council, led by the students, which plans and facilitates acts of service and care for the rest of the school and local community. This year, the students from Yr.7-10 visited the Yallambee Lodge Nursing Home each Friday. They spent time playing music, board games, cards and gardening with the residents. The students are learning to care for others, and especially to help those who are unable to help themselves.

Each year, the students enjoy a variety of regular activities:

- Public Speaking Competition
- Cross country, swimming and athletics sporting days
- Grandparents and Special Friends Day
- Book week
- Sailing lessons at Eden for Years 9 and 10
- Annual snow skiing program
- Primary and Secondary Camps
- Middle School camp out

God continues to bless SMCS in so many ways and our students have had a rich variety of learning experiences. We look forward to seeing the growth in all our young people as we continue to deliver Christ-centred education, which is Biblically faithful, academically rigorous and culturally engaging. We thank God for His strength, protection, wisdom, guidance and grace and seek to bring all of the Bible to all of life.

We give thanks to God for another great year at Snowy Mountains Christian School.

'Not to us, O Lord, not to us, but to your name be the glory because of your love and faithfulness.'

Psalm 115:1

*Mrs Ella Meyer*



# Board Chair Report

At Snowy Mountains Christian School, we aim to nurture the whole person – intellectually, spiritually, physically, emotionally and socially. Students are actively challenged to become active participants in their own educational journey.

It is our aim and prayer that each student will have a positive experience at school, through developing healthy relationships, achieving their personal best, maintaining physical and emotional well-being, and developing a greater understanding of the Christian faith and character.

The desire of the Board is to see this modelled to our students from the Principal, and the staff to our student. Issues of faith are not only taught but caught through the passion of our staff.

Were we successful in 2019? Absolutely, in ever increasing ways.

Ella has done a tremendous job in nurturing the devotion life of the staff as a corporate body. Her ability to meet the day to day challenges of operating the school is exemplary.

The new Board members appointed at the last AGM in 2018 are growing in their knowledge, abilities of school governance responsibilities. Their eagerness is a delight to see.

From the financial summary, you can see that the school is travelling well.

It is a pleasure to be able to serve our community in this way.

In His Service,

John Vanderhout.

On behalf of the School Board.

Snowy Mountains Christian School

# Student enrolments and attendance

The total enrolment for all our students from Kindergarten to Year 10, at the Commonwealth Census date in August 2019, was 85 students, with 54 students in Primary and 31 in Secondary. Our records indicate that we have one student of indigenous background enrolled at the school

The average attendance rate in 2019 was 90.37%, slightly lower than for 2018: 90.56%

The attendance record of each student is monitored by their classroom teacher and a record of attendance is kept within the school management system. Any absences without a written explanation from home are to be followed up by the classroom teacher. Persistent non-attendance, for reasons other than known illnesses or approved activities, is referred to the Principal.

**Student Enrolments by Class for all 2019**

<i>Class</i>	<i>No. Enrolled</i>	<i>Attendance (%)</i>
Kinder	2	87.26
Year 1	14	90.06
Year 2	6	91.78
Year 3	4	96.13
Year 4	7	95.08
Year 5	11	93.84
Year 6	10	87.58
Year 7	13	91.73
Year 8	5	93.89
Year 9	8	82.62
Year 10	5	84.09
<b><i>Total</i></b>	<b><i>85</i></b>	<b><i>90.37</i></b>

Snowy Mountains Christian School seeks to cultivate a school community with a Christ-centred world view, founded on biblically based beliefs, values and behaviour. The School desires to nurture, train and educate students in an environment that acknowledges their strengths and weaknesses in character and academic achievement. It seeks to develop the student to their full potential, using innovative educational experiences to do this.

Changes to the policy in 2019: Changes occurred in 2019 to update and include the continuation of enrolment.

**Snowy Mountains Christian School's Enrolment Policy is available to view on the website**

(<https://www.smcs.nsw.edu.au/newsletters-documents>)

**Copies are also available from the school office.**

### **Post-school Destinations**

Of our five Year Ten students, four have enrolled in senior Secondary studies at other schools and TAFE.

### **Management of non-attendance**

SMCS utilises electronic rolls and these are marked each day.

A student absentee sheet is issued to staff. A student is required to provide a note from parents/guardians for both partial absences and full day absences. If a note is still not forthcoming:

- a) The parent/guardian is called and asked to submit a note.
- b) A letter is sent to the parent (Unexplained Absence Note) to again remind them of their child's absence on that particular day, or period of time. This is photocopied and kept with the student absences and archived during the year.
- c) The teacher informs the Principal that no note has been submitted.
- d) The Principal calls the parents/guardians & informs them that if a note is not forthcoming the next day, a letter will be sent informing them of the absence & that their child is Absent Without Reason (Unexplained Absence).
- e) Dependent upon the outcome, the Principal will then inform NSW Department of Family and Community Services of the absence.

At the end of each term, teachers are to record all absent days (full days). These are to be noted on each student's report at the end of Semester 1 & 2. Family and Community Services will be notified at any time if staff/Principal are concerned for the welfare of any child at the school.

# Sport Report

We have had a successful year in sport this year, both here at school and in representation at various carnivals. In 2019 we continued with the two sports houses. These were blue house – Liddell and green house – Gould. Both sports houses were named after prominent Christian sports stars – Eric Liddell and Shane Gould. Having two sport's houses makes the carnivals more competitive as the talent was spread as evenly as possible.

School sports covered many areas, including Athletics - track & field skills, Skiing, Cross Country, Swimming, Sailing, AFL, Cricket, Rugby Union, Rugby League and Tennis. Each of these sports had a specialised coaching with our students. Some of these were made possible by the successful application of the Sporting Schools Grant.

Term 1 again saw our K-6 students participate in an intensive swimming program run by Michelle's Swim School. This was a very successful program, with many of our students progressing well and some of the older students earned their first life-saving award – the Bronze Star Medallion. During Term 3, the Primary students enjoyed playing tennis and the accompanying professional coaching in our own MPH.

This year, many of our students participated in the local summer sports such as athletics, cricket, six-a-side soccer, swim club and squad. Winter sports included basketball, AFL, skiing, soccer, rugby league, rugby union and netball competitions. For the third year Mrs England coached a successful Primary netball team; which took part in the local school's gala day as organised by Cooma Netball Association.

In February we held a very successful school swimming carnival. It was terrific to see the participation level of all students, regardless of swimming ability. We saw eight records fall this year. The winning house was Gould. We also sent 7 Primary students and 4 Secondary students to represent SMCS at Zone in Nowra. Three of these students were highly successful and participated in the State Swimming Carnival.

At the school cross-country it was good to see our students compete with a positive attitude. It was the fourth year for our SMCS, 12 to 16-year-old Secondary students to run the cross country in North Ridge Reserve. The students really enjoyed running in this environment. Overall, it was a successful day with six new records set. The winning house of the Cross Country was Gould. We took a modest team of students to the CSSA State Cross Country Carnival.

It was great to see the level of participation at the school Athletics Carnival. Ten records were broken. We were blessed with a lovely day, and this always makes for an enjoyable competition. The winning house for athletics was Liddell. We had a combined team of 19 students from Primary and Secondary go the CSSA Zone Athletics Meet in Wollongong.

In 2019 we ran a five week ski program, and had over 20 students participating each week. This included one, four hour session with four instructors catering to the students levels each day. Their skill level improved dramatically during this time. It was beneficial to hire a bus to take the whole group safely up and down the mountain.

In 2019 the overall House Shield was won by Gould, this included winning the Public Speaking Competition, Swimming and Cross Country.

SMCS has a wonderful parent community who continuously support sport. It is a big commitment by parents to take time out to allow their children to attend carnivals, both at school and in transporting our representatives to zone and state carnivals. For many, it is a long way to travel, as most of these carnivals are held in Sydney and its outlying areas. Without the continued support of our parent body, many of our students would not be able to take advantage of the opportunities to compete at higher levels.

Yours in Christ's Service

Dani Wadland

Sports Coordinator



# Significant School Events 2019

SMCS Swimming Carnival	Year 9/10 Sailing Camp	Zone Swimming Carnival in Nowra	Years 3-6 sleepover at school	State swimming carnivals	SMCS Cross Country	NAPLAN
Annual Public Speaking Competition. This is one aspect of the school's leadership training for the students and commences from Kindergarten through to Year 10.	Athletics Carnival	Year 7 Taste and See Day	Premier's Reading Challenge	Kindergarten Information Afternoon	SMCS Working Bees in Term 2 & 4	ANZAC Day March where the students represented SMCS by marching in the ANZAC Day march and laid a wreath.
CSSA State Cross Country	Visits to Yallambee Lodge	PASS - Archery	Snowsports program	Remembrance Day	Annual MADD Night. The annual Music and Dessert, Dance and Drama Night was held in November and it was a wonderful night to celebrate and share the gifts God has given to each person in the school. It is wonderful to see all of the many ways that God has gifted our school community.	Bell Shakespeare Incursion
"Not Your Average Joe" The Musical	Zone Athletics Carnival	5/6 Excursion to Parliament House	Participation in the Australian Rostrum for ACT	Gymnastics lessons for Sport		School Bushdance
A visit from Tour De Cure	Working with Waste Day	Year 5/6 Cricket Gala Day	Book Week	CSSA State Athletics	CIS Athletics	Kinder Start Program
PASS Duke of Edinburgh Explorations	High School Camp - Sydney	Grandparents & Special Friends Day - This is a special annual event which is important to each student in the school. We are reminded of the importance of family in the lives of each person and enjoy being together, young and old, for this day	Years 3-6 Camp	Middle School Camp out	New carpet in the Link area	Work Experience Week
Presentation Night	Year 6 Graduation & lunch		Received 5 Years Accreditation from NESA	Year 10 Graduation	Year 10 Formal	Questacon visit for Primary Students

## School Musical – ‘Not Your Average Joe’

In Term 3, the whole school body was involved in producing the musical ‘Not Your Average Joe’. This is the second musical we have performed written by the company ‘Big Little Stuff’. This musical was a modernisation of the story of Joseph from Genesis, chapters thirty-seven to forty-two.

We had a full, main cast of over twenty students, which comprised of both Secondary and Primary students. Each Primary class sang at least one accompanying song. It was excellent to see students dancing their own choreography during these performances. Performances were held over two nights to packed audiences.



## ICAS Assessments 2019

Each year, Snowy Mountains Christian School students are given the opportunity to enter in the UNSW Assessments designed to recognise and reward academic excellence. Millions of students participate in ICAS around the world. These assessments are now online and are designed to recognise and reward academic excellence. In these assessments, students are challenged to apply a deeper, integrated and thorough level of learning. To ensure an engaging and beneficial experience for all students, the assessments are developed annually for each subject in every year level.

In 2019, Snowy Mountains Christian School had four students, ranging from Year 3 to Year 8, enter the ICAS assessments. These addressed Mathematics, Science, Spelling Bee, English and Writing skills. The students achieved a Distinction in Writing, a Credit and three Participation Awards in Mathematics, a Credit and Participation Award in Spelling, a Participation Award in English and a Participation Award in Science.

# School Developed Improvement Targets

The School Vision, Purpose and Core Values were strengthened by:



Successful NESA Registration and Accreditation.



Development of school focus verse into the various aspects of school and life; develop greater understanding of the stewardship of God's good creation and development of sustainable ways to deal with waste at SMCS.

The focus verse for 2019:

**Genesis 1:31** 'And God saw all that he had made, and it was very good.'

- o 'Working With Waste' Day in Term 1, involving Bournda Environmental Educational Centre, Cooma WaterWatch and Snowy Monaro Regional Council. SMCS also implemented sustainable ways of dealing with waste such as soft plastic recycling to increase awareness of product use.
- o Purchase of 30,000L water tank



Explore ways to increase our service to the school community and the Cooma community.

- o High School students served at the Nursing home, Yallabee Lodge, located next door to Snowy Mountains Christian School. The students learned to care for others, and especially to help those who are unable to help themselves.



Continued spiritual growth of staff and students: Chaplain, Christian living and Professional reading collaboratively

- o Christian perspective lessons
- o Assistance of two voluntary Chaplains. The Chaplains worked with, met with and supported the staff and students face to face, in the classroom and in the playground.
- o Staff devotions and regular professional reading from a Christian World View



Supporting and encouraging each other.

- A variety of assembly talks with guest speakers
- Each Semester, a Learning Conference comprised of the parent, student and teacher, was held to provide feedback and collaboratively plan for student's future learning goals.
- Introduced class encouragement awards from the Principal
- Introduced Annual Community Encouragement
- Kids Hope Australia Mentoring Program



Continued financial sustainability

- Financial Viability Assessment
- Federal Reporting in line with Gonski Funding and NCCD
- Successful applications of national and local financial grants



Increase student enrolments

- Increased partnerships with Pre-Schools
- Increased partnership with Home Schooling Network
- Increased Radio and Newspaper advertising and marketing

## Other goals' progress in 2019:

### Property Progress:

- Air conditioning and heating was installed in the staff office
- Advertising elements purchased such as teardrop banners
- Carpet tiles installed in the Link area
- 30,000L water tank was purchased with the aid of a local grant
- Painting of primary classrooms
- Classroom resources such as whiteboards

### Completed IT progress:

- Moved School Management System to the Cloud
- Upgraded some staff computers
- Increased the usage and proficiency of Office 365
- Increased use of Spiceworks as the Helpdesk for SMCS
- Replacement of classroom electronic screens in Primary classroom

### Marketing:

- Increased use of school website
- Increased use of Facebook
- Newspaper and Radio advertising has been very successful
- Increased community invitations and attendance.

### Annual Presentation Night

- Principal visited churches in the region
- Principal and Office Administrator visited Pre Schools in the region
- Invitation to Pre Schools to attend school Book Week Activities
- Strengthened ties within community, for example Snowy Hydro Limited and the Cricket Club, to allow use of School facilities.

### Fundraising:

- Bulb Fundraiser
- Lunches ordered online and provided by Cooma School Lunches
- Student Fundraising for Camps and Year 10 Farewell

## Goals for 2020:

### Prioritising Prayer

- As a Christian School, we want to acknowledge and state our utter dependence on God. This is shown through staff devotions, regular prayer for the school and assemblies.
- With the onset of the Covid-19 virus, we want to create meaningful ways to connect in prayer with the members of the school community.

### Prioritising Staff and Student Wellbeing, particularly following the Environmental and Societal Disasters, that is: Bush Fires, Drought, Floods, COVID-19

- Creation of communication and learning platforms
- Developing mentoring program, 'Inspire'

### Pedagogy

- Primary Professional Development for Literacy and Numeracy
- After hours tutor program
- Continue effective communication
- Explore requirements and possibilities for expanding the school to include Year 11 and 12 in the future.

### Property

- Purchase of Front Road Reserve on Mittagang Road
- Improve impression from Mittagang Road

### ICT

- Upgrade 15 student and staff computers
- Continue use and proficiency of Office 365
- Upgrade school server

### Advertising and Marketing

- Regular communication with churches in the region
- Facebook and Website maintenance
- Appointment of a Publicity Officer

### Community involvement

- Play Time
- Pre Schools
- Yallambee Lodge
- Snowy Hydro Water Day



# Student Service Council Report

The focus of the Student Service Council (SSC) is for students to serve the school community and to represent Snowy Mountains Christian School (SMCS) at broader community events. It is a place for students to develop servant leadership and to hone their leadership, organisational and management skills.

During the year of 2019 we had eight students serving from Year 6 to Year 10. These students were elected by their peers and teachers. The group worked well as a whole and in pairs. Respect and fellowship between members were consistently present.

One way that the SSC seeks to serve the student body, is to organise end of term events which included activities, like movie afternoons and water fights.

A gold coin donation mufti-day usually accompanies each activity and the money raised went to the High School Sydney Trip, Primary School Camp and the World Wildlife Fund.

Members of the SSC also represented the school by praying as a part of the Cooma ANZAC Day Service and March, attended official community functions with the Principal, led Whole School Assemblies and greeted and escorted guests arriving at our school for special events such as the Open Day, and Grandparents Day. Students on the SSC also served at the Information Night, and MADD Night.

It was a privilege to facilitate the SSC and assist these students in the development of their leadership skills.

In Christ's service,

Andrew Shumack

2019 SSC Facilitator

# Staff

## Teacher Qualifications

All staff are committed Christians who subscribe to the school's Statement of Faith and all teachers and aides are committed to teaching from the perspective of a Christian worldview.

In accordance with NSW Education Standards Authority guidelines, all nine teachers reported in the 2019 Annual Census hold a recognised teaching qualification from a higher education institution within Australia (or a qualification recognised by the National Office of Overseas Skill Recognition). That is, they hold a degree in Education, or a degree related to their field of teaching with a Diploma in Education.

## Professional Learning

### Professional Courses Attended by Staff

Teacher and Staff professional development remains a high priority but, as has been noted in previous years, this can be difficult to arrange due to financial constraints and our geographical distance from larger cities. The school gratefully acknowledges that several activities were funded or subsidised by Commonwealth grants made available through the Association of Independent Schools.

All Staff undertook the following professional development activities:

- Development in Office 365
- Child Protection
- Duty of Care
- First Aid
- Team Working Together
- Traditional and Contemporary Families
- Creating student management practices that work

Individual teachers attended Professional Development courses in their specialised areas. On their return to school, they shared their learning with the rest of the staff at the next Staff Meeting.

## Workforce Composition

Total staff employed in 2019: 15

As reported in the 2019 Annual Census:

Qualified Teachers:	6.67 FTE (6 full-time teachers, 3 part-time)
Aides & ancillary staff:	2.26 FTE (6 part-time employees, not incl. 1 Library volunteer)
Average staff attendance:	91.84%

The non-indigenous full-time teaching staff as reported in the 2019 Annual Census, consisted of 1 male teacher and 5 female teachers, including the Principal.

Non-indigenous part-time teaching staff consisted of 1 male teacher and 2 female teachers, totaling a full-time equivalent of 2.30.

## Composition of the Non-teaching Staff

Non-indigenous part-time non-teaching staff consisted of 1 male and 5 females, totaling a full-time equivalent of 2.26.

## Indigenous Staff

No Aboriginal and Torres Strait Islander staff are employed in the school.

When updated to show 2019 data, this information is also available on the MySchool website at: <http://myschool.edu.au>



# Kids Hope Australia (KHAUS)

The Kids Hope mentor program has been a volunteer ministry of Cooma Baptist Church over several years, revived in 2018. In 2019, there were five mentors spending one hour each week with primary aged children selected by their teachers at SMCS.

At the completion of 2019, this program was completed, as the church expands its program for 2020. Cooma Baptist Church leaders have decided to withdraw from Kids Hope Australia, and instead support the development of a church volunteer program that will invite SMCS to request church support with a range of activities, including mentoring.

The new program is named Inspire Hope - Hope stands for Helping Other Possibilities Emerge. It is timely that the Safe Church materials about to be introduced at Cooma Baptist Church provide processes and forms that will ensure church volunteers are screened and trained for their roles in school and that secure records are maintained.

Inspire Hope will be run as a ministry of Cooma Baptist Church. The activities volunteers become involved in at SMCS depend on both the skills and interests of volunteers, and the type of support requested by SMCS.

Alison Howell  
Kids Hope Coordinator



# Finance Report

Snowy Mountains Christian School Limited (SMCS) recorded a surplus in 2019 of \$94,364 which was a significant improvement on the \$98,949 deficit in 2018 (difference of \$193,313). The surplus was due to an increase in enrolments, the contribution of Gonski 2.0 funding and the NCCD which increased Commonwealth Government funding to SMCS significantly. Increased tuition fees also added to the surplus in 2019. SMCS also continued to receive a significant grant from AIS NSW for Literacy and Numeracy.

There were 85 enrolments based on the August census, up from 79 in 2018.

SMCS's results for the year were as follows:

Income totalled \$1,516,600 and consisted of Commonwealth and State Government recurrent grants of \$1,203,851, tuition fees and private income \$212,441, AIS Grants of \$61,274, Fundraising of \$9,148, Donations \$29,325 and interest income totalling \$561.

Costs for the day-to-day operation of the school ('operating costs') totalled \$1,422,236 which comprised staff salaries and related on-costs of \$1,034,680, interest payments of \$17,146, non-salary expenses of \$324,400 with depreciation of \$28,610. SMCS undertook property improvements and acquisitions of \$17,400 which included ICT equipment, a water tank and new carpet.

SMCS also repaid one of its loans dating from 1998 in full.

Total current assets increased by \$64,829 during the year from \$83,330 to \$148,159 while total current liabilities increased by \$7,708 from \$233,338 to \$241,046.

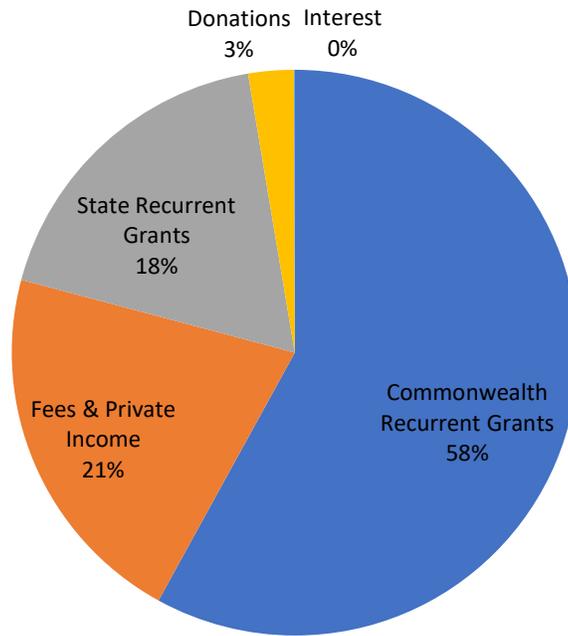
Net assets (total assets minus total liabilities) increased by \$94,364 from \$953,140 to \$1,047,504.

The long-term debt (non-current liabilities) decreased by \$40,745 from \$693,949 to \$653,204.

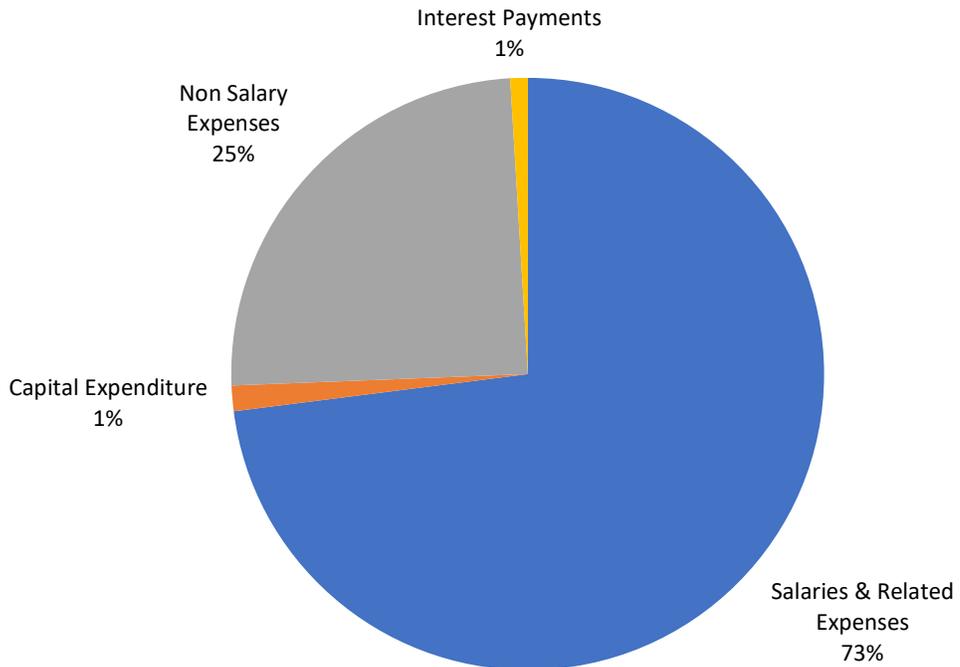
Cash held at year end after all school activities was \$148,159.

A detailed account of the financial performance of the Snowy Mountains Christian School Limited is contained in the audited 2019 Financial Statements which is available from the School Office.

## Income



## Expenditure



# NAPLAN results

## Snowy Mountains Christian School **NAPLAN RESULTS 2019**



### **READING**

Year 5	Avg Score to similar schools: 520
	Avg Score Nationally : 506
Year 7	Avg Score to similar schools: 516
	Avg Score Nationally : 546
Year 9	Avg Score to similar schools: 563
	Avg Score Nationally : 581

### **WRITING**

Year 5	Avg Score to similar schools: 484
	Avg Score Nationally : 474
Year 7	Avg Score to similar schools: 484
	Avg Score Nationally : 513
Year 9	Avg Score to similar schools: 532
	Avg Score Nationally : 549



### **SPELLING**

Year 5	Avg Score to similar schools: 514
	Avg Score Nationally : 501
Year 7	Avg Score to similar schools: 518
	Avg Score Nationally : 546
Year 9	Avg Score to similar schools: 548
	Avg Score Nationally : 582



## GRAMMAR

Year 5	Avg Score to similar schools: 513
	Avg Score Nationally : 499
Year 7	Avg Score to similar schools: 508
	Avg Score Nationally : 542
Year 9	Avg Score to similar schools: 549
	Avg Score Nationally : 574



## NUMERACY

Year 5	Avg Score to similar schools: 506
	Avg Score Nationally : 496
Year 7	Avg Score to similar schools: 529
	Avg Score Nationally : 554
Year 9	Avg Score to similar schools: 570
	Avg Score Nationally : 592

Snowy Mountains Christian School's results in the 2019 NAPLAN were too small a group for averaged to be considered for Year 3.

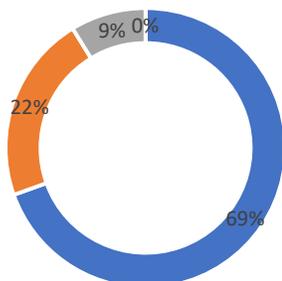
Year 5 results were non comparable for all subjects in regards to students with similar backgrounds. Reading, Writing, Spelling, and Grammar are above the national average, and Numeracy is close to the National average.

Year 7 results were close to average in regards to students with similar backgrounds for Reading, Spelling and Numeracy and below average for Writing and Grammar. Results in comparison with the National average, were well below the average in all subjects, except Numeracy, which was below the national average.

The Year 9 class results were non comparable for all subjects in regards to students with similar backgrounds. Results in comparison with the National average, were well below the average in Spelling and Grammar, close to the average for Reading and Writing and below the average in Numeracy.

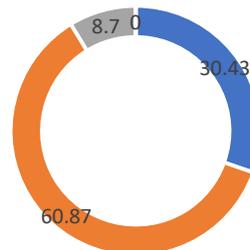
# SMCS Staff, Student and Parent Satisfaction Survey

SMCS provides a good Christian education for my child(ren)



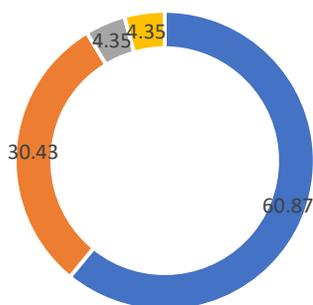
■ Strongly Agree ■ Agree ■ Neutral  
■ Disagree ■ Priority for 2020

I am satisfied with the range of educational and co-curricular programs available



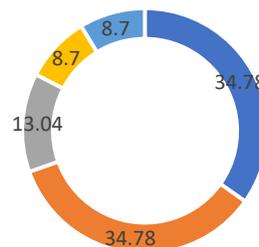
■ Strongly Agree ■ Agree ■ Neutral  
■ Disagree ■ Priority for 2020

I am confident in the teacher's capability



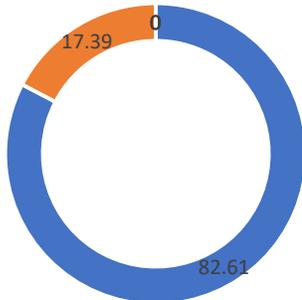
■ Strongly Agree ■ Agree ■ Neutral  
■ Disagree ■ Priority for 2020

I am pleased with the way student behaviour and discipline is dealt with



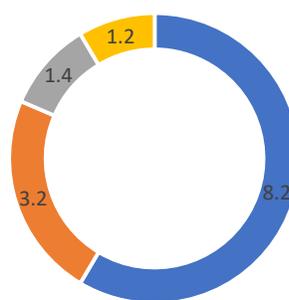
■ Strongly Agree ■ Agree ■ Neutral  
■ Disagree ■ Priority for 2020

I am satisfied with the office administration



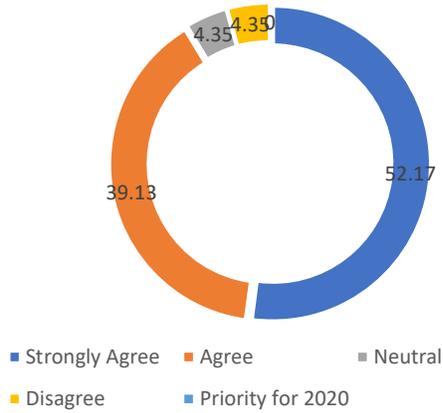
■ Strongly Agree ■ Agree ■ Neutral  
■ Disagree ■ Priority for 2020

I am satisfied with the communication I receive

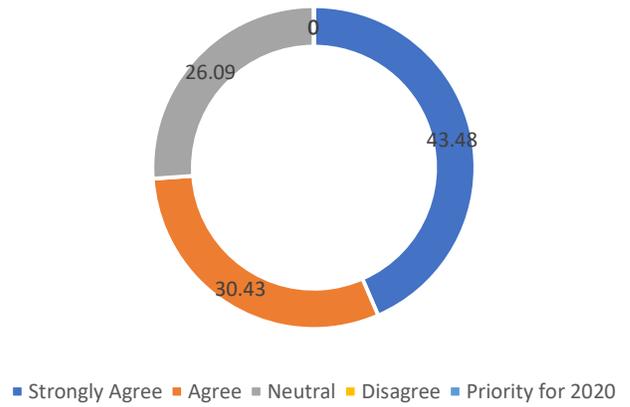


■ Strongly Agree ■ Agree ■ Neutral  
■ Disagree ■ Priority for 2020

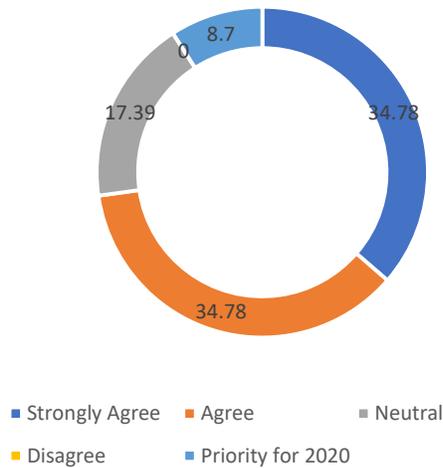
I am happy with the method of communication



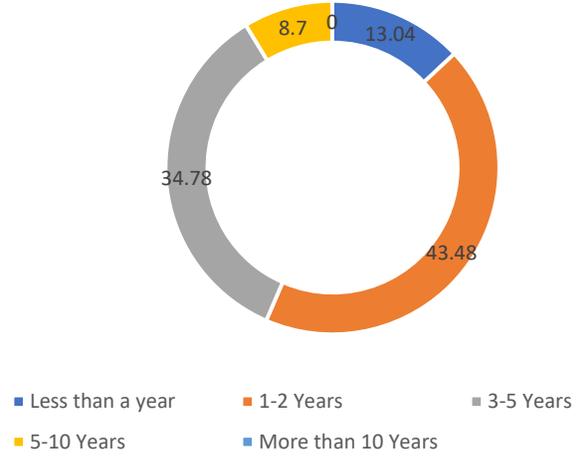
SMCS has a good reputation in the Snowy Monaro Region



I feel a sense of community



How long has your child/ren attended SMCS?



# Appendix 1- Policies

The full transcript of the following policies and procedures can be found on the SMCS website. Copies of these policies of Snowy Mountains Christian School can be obtained from the School Office.

Student welfare, pastoral care, anti-bullying, discipline and complaints handling is infused in all teacher-student-parent interactions and informs development of all policies and procedures.

## **Student Welfare Policy and Procedures:**

Student Welfare encompasses the mental, physical, spiritual and emotional well-being of the students. SMCS seeks to provide a safe and supportive environment founded on the Biblical principles of grace, mercy, justice, kindness and humility (Micah 6:8) and through this, the ultimate goal is the full restoration of relationship.

Student welfare incorporates both nurture and discipline in helping students progress from a strong, teacher guided experience to students taking responsibility for their own learning and behaviour. SMCS seeks to work in partnership with parents and carers to enable students to become responsible, respectful and reliable young people. This involves affirmation, example and correction.

Changes to the policy in 2019: There have been no changes to this policy in 2019.

## **Anti-bullying Policy and Procedures:**

SMCS rejects all forms of bullying behaviour including online (or cyber) bullying and seeks to provide safe, inclusive, and respectful learning communities that promote student wellbeing. Bullying can involve humiliation, domination, intimidation, victimisation and all forms of harassment including that based on sex, race, disability, sexuality or transgender. No student, employee, parent, caregiver, or community member should experience bullying within the learning or working environment of SMCS.

SMCS seeks, within school, to build a safe, supportive, positive and caring Christian environment in which we acknowledge that each human being is unique and created by God and therefore of immense value. This can be achieved by:

- Training Staff to understand the forms of bullying, identifying and documenting incidents of concern, and acting upon situations promptly.
- Encouraging parents to inform SMCS when incidents occur and to support, in partnership, the strategies mutually agreed to prevent any further incidents.
- Informing students that it is not acceptable to bully anyone and teaching and encouraging them to tell the teacher or their parents/carers how they are feeling and what is causing them to feel that way. Break the code of silence and encourage others to make a stand against bullying.

Changes to the policy in 2019: There have been no changes to this policy in 2019.

### **Nurture and Discipline Policy and Procedures:**

This policy is designed to give SMCS students and parents an understanding of the school's expectations in relation to students' conduct in, and on behalf of, the School and to give staff detailed guidelines and management options regarding the nurture and discipline of students.

It is understood that children often do behave childishly and foolishly. The policy and procedures aim to grow each student in their personal maturity. Snowy Mountains Christian School also does not explicitly or implicitly sanction the administering of corporal punishment by non-school persons, including parents to enforce school discipline.

All incidents are recorded, and serious concerns involve partnership with the parents/carers to formulate a plan or contract to manage the behaviour. When behaviour is outside the school expectations and Student Code of Conduct, the incident is investigated, and procedural fairness is to be displayed. Usually behaviour matters are resolved quickly, and relationships restored. However, when more serious incidents occur, parents/carers are involved in the process. All parties must be heard and dealt with fairly:

The 'hearing rule':

The hearing rule includes the right of the person against whom an allegation has been made to:

- know the allegation related to a specific matter and any other information which will be taken into account in considering the matter;
- know the process by which the matter will be considered;
- respond to the allegations; and
- know how to seek a review of the decision made in response to the allegations

The 'right to an unbiased decision' includes the right to:

- impartiality in an investigation and decision-making
- an absence of bias by a decision maker

All parties to an investigation are also directed to maintain in strictest confidentiality the matters under investigation.

All incidents are recorded, and serious concerns involve partnership with the parents/carers to formulate a plan to manage the behaviour.

Items that are banned from SMCS fall into one of two categories:

- those that are potentially harmful
- those that could cause distractions or disruptions

Some items that are banned include:

Knives, fireworks, firearms, sharp implements, weapons, replicas of weapons, offensive material, cigarettes, drugs, alcohol, laser pointers, trading cards or toys to trade, chewing gum or bubble gum, permanent markers, spray cans (including spray deodorants or hairspray).

Changes to the policy in 2019: There have been no changes to this policy in 2019.

## **Grievance Policy and Procedure:**

From time to time a parent may have concerns over their child's relationship with a teacher or other aspects of their child's education. SMCS values the partnership with all people in the school community. All members of the school community are liable to say and do things which may cause others some discomfort. We need to be free to work through this process no matter what the role of those involved is in the school.

The school believes it is important that these issues are raised in a way that will facilitate open and honest discussion, with a view to bringing understanding and resolution for all parties involved. The School is committed to handling grievances in line with biblical principles and encouraging all parties to act in a way that reflects the fruit of the Spirit as outlined in Galatians 5:22-23: "love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control"

In keeping with the school's desire to act in a way that reflects the fruit of the Spirit, it is imperative that parents and staff members who have grievances behave with professional integrity at all times and refrain from discussing these grievances with third parties at any stage of the process (unless the third party is the mutually agreed support person outlined below), otherwise the issue may become more difficult to resolve.

Should a parent wish to address this, we would want them to follow the appropriate grievance process.

Changes to the policy in 2019: There have been no changes to this policy in 2019.

## Child Safe Policy and Procedures

The safety, welfare and wellbeing of children, including protecting children from child abuse, is the paramount consideration in decision-making at Snowy Mountains Christian School (The School). The School seeks to create a safe and caring environment where Christian values inspire and affirm the highest standards of ethical conduct in relation to the care, support, and welfare of the students entrusted to it.

The Entity (Snowy Mountains Christian School) has the following preventative strategies in place:

- A Staff Handbook, incorporating the Employee Code of Conduct, to set out clear guidelines for appropriate and inappropriate behaviour.
- Clearly defined roles for employees within the Entity
- Pre-employment screening procedures in addition to the WWCC clearance such as checking references and backgrounds checks
- Information provided to families and the community about child protection strategies adopted by the Entity. This can be seen in the Policies and Procedures of the Entity, the Parent Handbook and on the SMCS website.
- Annual training (one week before Term 1 and one week before Term 3) and induction procedures for employees in best practices to ensure a safe and secure environment for student wellbeing
- Regular Executive Staff meetings to review any matters arising and to identify contributing factors to minimise the chance of reoccurrence with 'Child Safe' as a standing item
- Regular Staff meetings with 'Child Safe' as a standing agenda item are helpful and employees are encouraged to ask questions and contribute to the continuous improvement of child safe policies, procedures and practices in the workplace

- Parent-Student-Teacher conferences and school information events
- Formal and informal communication such as newsletters and class communication
- Precautions, restrictions and code of conduct when online learning platforms (Class Dojo, Office 365) are utilized
- Parents and students have access to Child Safe Policy and other relevant school policies as well as the Parent Handbook
- Parents have access to and receive Office of the Children’s Guardian’s resources.

Complaints Management and Reporting: At Snowy Mountains Christian School, the Principal is the Child Safe Contact Person. A child or young person, or any employee can make a complaint or raise a concern by:

- Face to face meeting (with the Child Safe Contact Person)
- Phone call (with the Child Safe Contact Person)
- Email (Child Safe Contact Person email)
- Letter (to the Entity)

The Child Safe Contact Person will follow the following steps when managing complaints:

1. Listen to the person making the complaint and document the complaint
2. Notify The Office of the Children’s Guardian and follow steps for making a report
3. If the complaint involves inappropriate behaviour and a breach of the Code of Conduct, the Head of the Entity will make a decision and take action in accordance with the internal discipline procedure.

Training, support and supervision of employees: The Entity, SMCS, promotes respect, fairness and consideration for all workers. It is expected that all employees to be caring and compassionate people who take an interest in the wellbeing of students, and who set appropriate boundaries for employee-student relations.

June 2019: Updated in line with NSW Ombudsman Checklist, Legislation and Code of Conduct.

March 2020: Renamed and updated in line with Children’s Guardian Act 2019

The full transcript of this policy can be viewed on the SMCS website and a hard copy can be obtained at the School Office.



## Snowy Mountains Christian School 2019