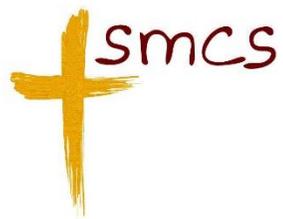


# Snowy Mountains Christian School

## Annual Report 2018



- 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 2018:** Matthew 6: 19-21  
"Do not store up for yourselves treasures on earth, where moths and vermin destroy, and where thieves break in and steal. But store up for yourselves treasures in heaven, where moths and vermin do not destroy, and where thieves do not break in and steal. For where your treasure is, there your heart will be also."

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# **Introduction to Snowy Mountains Christian School**

Snowy Mountains Christian School (SMCS) lies at the heart of the Snowy Monaro region and, for the past 23 years, has taught students through a biblical worldview about this world and how to impact it for the glory of God.

In 2018, the Principal Mrs Ella Meyer, teachers and staff engaged in nurturing the spiritual, academic, emotional and physical wellbeing and character of 79 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 (SMCS) has been providing Christian Education to the Snowy Monaro region for over 23 years. It is committed to authentic Christianity, to excellence in education and to genuine community. All curriculum and policy materials are founded on a biblical worldview, and Christian values and principles are 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. 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 community.

The staff are the most important part of Snowy Mountains Christian School in that 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. Each member of staff seeks to be faithful, available and teachable. SMCS is a community of learners and staff model this through their own learning and professional reading.

Each year, SMCS has a focus verse for the year. The challenge is ensuring the meaning, context and purpose of the focus verses are true to God's Word. 2018 Focus Verses were from Matthew 6: 19-21;

“Do not store up for yourselves treasures on earth, where moths and vermin destroy, and where thieves break in and steal. But store up for yourselves treasures in heaven, where moths and vermin do not destroy, and where thieves do not break in and steal. For where your treasure is, there your heart will be also.”

To prepare our thinking regarding this focus, the staff read 'Counterfeit Gods' by Timothy Keller. The Bible tells us that the human heart is an “idol-factory,” taking good things and making them into idols that drive us. In this book Timothy Keller exposes the idols that permeate human hearts and cultures. He identifies the nature of idolatry and examines specific idols that rule over individual people and nations.

In Chapel, the talks looked at 'treasure' and 'worship/idols', asking questions like:

What does a treasure look like? How can we know what a treasure is or not? Anything can be a treasure. We can identify a treasure by looking at the things we think about, spend our time on, spend our money on, our priorities in life.

Each year across Australia, the Children's Book Council of Australia brings children and books together celebrating CBCA Children's Book Week. The theme for Book Week 2018 was '**Find your treasure.**' Our aim was to help our students to find their treasure in Christ and in His Word.



2018 saw the High School students go on their inaugural camp to Tasmania. They went by bus and then boat, travelling on the Spirit of Tasmania. They then spent 8 days travelling around the island, learning about Australia's past and about the geographical features of the coast. They also learned to serve each other and the members of the Poatina community. This camp was so informative and life-changing for those who attended.



2018 was another exciting year in the life of SMCS. The evaluation and development of a new strategic plan helped the school move forward in many ways. The school strives to always further improve academic delivery and standards across its campus. SMCS obtained a grant from The Association of Independent Schools for Embedding Excellence two years ago and this grant has continued to offer professional development for our K-6 teachers. In doing so, the school has focused on mapping student assessment, through the implementation of Early Reading (LNAP).



Sadly, we said farewell to Dr. Graeme Baxter and his family, who left to move to Perth for family reasons. He led the High School section of the school and nurtured the love of Maths and Science in the lives of the students. We will all remember his singing at the school MADD (music, art, drama, dance and dessert) nights.

We also said farewell to Mr. Sean Huggan who joined us for a short time as chaplain. He assisted in chapel and Christian Perspective lessons.

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 and Book Week
- Sailing lessons at Eden for Years 9 and 10
- Annual snow skiing program
- Primary Camp
- 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.



'Not to us, O Lord, not to us, but to your name be the glory because of your love and faithfulness.'  
Ps. 115:1

# Board Chair Report

The Snowy Mountains Christian School has completed its 23<sup>rd</sup> year and it has been a great year! SMCS has experienced a growing cohesion and harmony within the school, with a growing respect within the community. The Board is delighted with the performance of the Principal and school executive. A major undertaking this year has been updating the Site Development Plan as the previous plan adopted in 1999 is nearing its completion.

We were sorry to farewell Dr. Graeme Baxter and the Baxter family who moved to Western Australia to be closer to family, but pleased to welcome Mr Jared Male from Bendigo as the new Maths/Science teacher in 2019. We were also pleased to welcome Mrs Emily Shumack who has accepted the position of Year 5/6 teacher starting 2019. The School has seen a continuing stream of new enrolments over the past six months and with the increasing contribution from the Gonski 2.0 Reforms, 2019 promises to be another good year.

The Board's composition has changed too. Mr John Vanderhout has stepped down after nearly six years on the Board, and I have had the privilege of stepping into the chairperson's role as a result. We are also delighted to welcome Mrs Alison Howell, Mr Malcolm Anderson and Mr Neil Poucher who have joined for the first time.

These are the day to day details relating to the effective functioning of an excellent school, but what of the bigger picture? The end of another year is an opportunity to reflect on the BIG achievements of SMCS and that means our students. More than 1000 students have passed through the doors of SMCS over the last 23 years and have gone into many walks of life including the A-Z of career paths...architecture and acting, become bakers and chefs, builders and bus drivers, entered commerce, become dieticians and doctors, electricians and engineers, farmers and fathers, gardeners & hairdressers. Done IT & international studies, become lawyers, mothers, musicians & ministers of religion, nurses and naval pilots as well as paramedics, physios and psychologists. Also radiotherapists, speech therapists, soldiers and shop assistants, not to mention teachers and technicians in media, communications and video!

And yet... the students are more than just these occupations! They have been encouraged to be leaders in their fields and although they are still working their way up in their respective disciplines, we know that they will ultimately achieve in their chosen vocations. This is not just because they were well taught by teachers committed to their craft but because they carry the seed of Christ in their hearts. To achieve this, SMCS requires that all teachers are committed Christians who "walk the walk and talk the talk" daily. We pray that we will be permitted to continue to do this because our children need to know the unshakable confidence they can have in Jesus Christ as their Saviour.

The recently released Mission Australia Youth Survey Report for 2018 records the responses of over 28,000, 15 – 19-year-olds across Australia. They identified mental health as the top issue of national concern for young people and it was the top issue in every state and territory. It is alarming to note that this has *doubled* in the last three years. As our society loses sight of its Biblical roots, we have a generation that is growing up with a lack of purpose and with little to hope for in the future, but as every teacher at SMCS will attest, *our* hope is in Jesus. He is the ultimate source of all meaning in the Universe. Every Professor of Antiquities will confirm that Jesus is the most documented person in all of history. He changed the course of history and even the calendar! The Bible is also the most published book of all time. Further, the message of many of the most eminent scientists, that echoes down the centuries, is that the Bible aided them in their scientific endeavours and there is no conflict between science and the Bible. So, we can have an unshakable confidence in the teachings of Jesus, the King of Kings and the Saviour of those who put their trust in Him. When our students place their hope and their future in Jesus, they will be on the road to discover meaning and purpose as they journey through life.

In His Service,  
Robert Wiles  
Board Chair  
On behalf of the 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 2018, was 79 students, with 52 students in Primary and 27 in High School.

The average attendance rate in 2018 was slightly lower than for 2017 (by 2.78%). The attendance record of each student is monitored by their classroom teacher and a record of attendance is kept at the school office and in software. 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.

The small school population promotes a family atmosphere and helps us to better cater for the individual needs of each student.

### **Student Enrolments by Class for all 2018**

<i>Class</i>	<i>No. Enrolled</i>	<i>Attendance (%)</i>
Kinder	10	91.84
Year 1	5	93.94
Year 2	4	97.2
Year 3	4	95.32
Year 4	7	92.36
Year 5	13	91.48
Year 6	9	93.62
Year 7	6	93.30
Year 8	6	69.94
Year 9	6	89.64
Year 10	9	87.50
<b>Total</b>	<b>79</b>	

**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 nine Year Ten students, nine have enrolled in senior secondary studies at other schools and TAFE.

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

SMCS has electronic rolls. The rolls are marked each day with the data recorded electronically. A student absentee sheet is issued to staff. A student is required to provide a note from parents/guardian for both partial absences and full day absences. If a note is still not forthcoming, the parent/guardian is called and asked to submit a note.

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 placed in the student's file.

The teacher informs the Principal that no note has been submitted.

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).

Dependent upon the outcome, the Principal will then inform 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 2018 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 sports 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, and Tennis.

Term 1 again saw our K-6 students participate in an intensive swimming program that is 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 earning their first life-saving award – the Bronze Star. During Term 4, the primary students enjoyed playing tennis with accompanying professional coaching in our own MPH.



Again in 2018, 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 second 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.



This year we held a very successful school swimming carnival. It was really great to see the participation level of all students, regardless of swimming ability. We saw many records fall this year. The winning house was Gould. We also sent 9 primary students and 7 secondary students off to represent SMCS at zone. Two students won Age Champion while one primary student went on to the state swimming carnival.

At the school cross-country it was good to see most students compete with a positive attitude. For the third year we organised for Secondary students 12 to 16 year olds to run the cross country in North Ridge. The students really enjoy running in this environment with new records being set. The winning house of the Cross Country was Liddell. 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. Again, many 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 modest team of 9 students from primary and secondary go the CSSA Zone Athletics Meet.



In 2018 we run a six-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. Mr Shumack and a number of committed parents took the students up the mountain each week.



In 2018 the overall House Shield was won by Liddell, this included winning the Public Speaking Competition, Athletics and Cross Country.

For the second time we had a student receive the Pierre de Coubertin Award. The Pierre de Coubertin Award is issued by the NSW Olympic Council and is given to a Year 10 student who demonstrates exemplary effort to achieve their personal best and displays qualities of fair play which inspires the involvement of others. Jordan Davis was the recipient in 2018.



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 here 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

- SMCS Swimming Carnival
- Year 9/10 Sailing
- Zone Swimming Carnival in Nowra
- Years 3-6 sleepover at school
- State swimming carnivals
- SMCS Cross Country
- ANZAC Day March where the students represented SMCS by marching in the ANZAC Day march and laid a wreath.
- 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.
- NAPLAN
- Athletics Carnival
- Year 7 Taste and See Day
- Premier's Reading Challenge
- Kindergarten Information Evening
- SMCS Working Bee
- 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.
- Indonesian Visit
- CSSA State Cross Country
- CIS State Cross Country Championships
- 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.
- Arty Action For Everyone
- School Skiing
- Philippines Visitors



- High School Bike Riding Excursion
- Year 4, 5 and 6 Bike Riding Excursion
- Zone Athletics Carnival
- Circus Challenge
- Book Week
- CSSA State Athletics
- CIS Athletics
- Canberra Zoo Primary School Excursion
- Kindergarten and Year 1 walking excursion
- Kinder Start Program
- Rural Fire Service Visit
- PASS Duke of Edinburgh Explorations
- Colour Run Fundraising
- High School Camp – Tasmania
- Years 3-6 Camp
- Middle School Camp out
- Questacon – Smart Skills Workshop
- PASS Shooting
- Snowy Monaro Regional Council visit
- Work Experience Week
- Leadership award ceremony
- Mechatronics Workshop with Dr Ken Meyer
- Presentation Night
- Year 6 Graduation and lunch
- Year 10 Graduation



# School Developed Improvement Targets

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

- a) The focus verse for 2018: “Do not store up for yourselves treasures on earth, where moths and vermin destroy, and where thieves break in and steal. But store up for yourselves treasures in heaven, where moths and vermin do not destroy, and where thieves do not break in and steal. For where your treasure is, there your heart will be also.’ Matt 6:19-21
- b) High School students travelled to Tasmania and served in the Poatina Christian Community
- c) A variety of chapel talks, guest speakers and Christian Perspectives lessons
- d) Each Semester, a Learning Conference consisting the parent, student and teacher, was held to provide feedback and collaboratively plan for student’s future learning goals.



## Other goals’ progress:

- a) Property Progress in 2018:
  - a. School Property Improvement Plan developed
  - b. Air conditioning and heating was installed in the Music Room and Wood Tech Room
  - c. Colorbond protection of the High School building under the Wood Tech Room was completed to provide security and beautify the school from Mittagang Rd
  - d. Blinds were installed in Middle School, Science, and Music Rooms
  - e. Sound-proofing in the Link area is still being researched.
- b) Completed IT progress:
  - a. Upgrade of WiFi
  - b. Connection to NBN
  - c. Using Office 365
  - d. Using Spiceworks as the Helpdesk for SMCS
  - e. Replacement of classroom electronic screens in 5/6 classroom, Middle School classroom, Music and English Rooms.
- c) Marketing:
  - a. A spotlight was installed to illuminate the SMCS sign at Mittagang Rd
  - b. A new Website was created
  - c. Use of Facebook has increased
  - d. Radio advertising has been very successful
  - e. Visits to other churches in the region
- d) Fundraising:
  - a. Colour Run
  - b. Lunches ordered online and provided by Cooma School Lunches
  - c. Art workshops

## **Goals for 2019:**

- a) Continued financial sustainability
- b) Successful NESA Registration and Accreditation.
- c) Development of school focus verse into the various aspects of school and life.
  - a. Develop greater understanding of the stewardship of God's good creation
  - b. Develop sustainable ways to deal with rubbish at SMCS
  - c. Explore ways to increase our service to the school community and the Cooma community.
  - d. Supporting and encouraging each other.
- d) Sound-proofing the link area.
- e) Increase student enrolments
  - a. Increase partnerships with pre-schools
  - b. Begin to explore requirements and possibilities for expanding the school to include Year 11 and 12 in the future.
- f) Continued spiritual growth of staff and students
  - a. Chaplain
  - b. Christian living and Professional reading collaboratively



# 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 organisational and management skills.

During the year of 2018 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 for, and fellowship between members was consistently present.

One way that the SSC seek to serve the student body is to organise end of term events. This year the following events occurred:

Term 1: Nerf War, Cheesel Eating Comp, Sponge throw

Term 2: Movie Afternoon

Term 3: Billy Cart Racing

Term 4: Colour Fun Run and Movie Afternoon



A gold coin donation mufti-day usually accompanies each activity and the money raised went to the High School Tasmania Trip, Primary School Camp and general fund raising for the school.

Members of the SSC also represented the school by praying as a part of the Cooma ANZAC Day service/ march, attended official community functions with the Principal, led Whole School Assemblies and greeted/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, MADD Night and the Colour Fun Run.

The SSC were also advocates for students in regards to resolving student playground issues and improvements to in-school procedures.

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  
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 2018 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:

- Office 365
- Child Protection
- Duty of Care
- First Aid – CPR Refresher
- Programming for Critical Deep Thinking
- Understanding ourselves and our students

All or part of the teaching or general staff undertook the following professional development activities:

- Literacy and Numeracy Masterclasses – Primary Teachers
- Create an engaging learning environment – Secondary Teachers

## **Workforce Composition**

### **Composition of Teaching Staff**

Total staff employed in 2018: 15

As reported in the 2018 Annual Census:

Qualified Teachers:	7.46 FTE (5 full-time teachers, 4 part-time)
Aides & ancillary staff:	1.78 FTE (7 part-time employees, not incl. 1 Library volunteer)
Average staff attendance:	89.46%

The non-indigenous full-time teaching staff as reported in the 2018 Annual Census, consisted of 1 male teacher and 4 female teachers, including the Principal.

Non-indigenous part-time teaching staff consisted of 1 male teacher and 3 female teachers, totaling a full-time equivalent of 2.46.

### **Composition of the Non-teaching Staff**

Non-indigenous part-time non-teaching staff consisted of 2 males and 5 females, totaling a full-time equivalent of 1.78.

### **Indigenous Staff**

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

When updated to show 2018 data, this information is also available on the MySchool website at: <http://myschool.edu.au>

# Parents & Friends Fellowship (P&F) Report

This year the P&F held two working bees, one in Term 1 and the other in Term 4. Various painting, gardening and maintenance jobs were able to be completed. Thanks to everyone who gave up their time to help improve the school.

With the introduction of Subway's school lunches, the P&F did not hold any special lunches during the year for fundraising.

In Term 3, the P&F, along with Mrs Meyer, introduced a new social and fundraising event called Arty Action for Anybody. This event will be held once each term. The first event was learning to paint a beach sunset with a boat. This was a great day and all those who came really enjoyed themselves, with many surprising themselves with their completed artwork.

In Term 4, the Arty Action for Anybody was a fluid paint workshop. This was also greatly enjoyed by those who participated. There were a few people who came to the school from within the Cooma community and it was a great opportunity to connect with those within Cooma. I am sure many people are excited about the Arty Action for Anybody events that will happen in 2019.

During Term 4, the fundraising team once again held frozen Fridays selling ice-blocks at lunch to the students.

It has been a pleasure to serve the Snowy Mountains Christian School as the P&F Chair and I wish everyone all the best for the years ahead.

Ann Baxter  
P&F Chair



## **Kids Hope Australia (KHAUS)**

Kids Hope is a volunteer ministry of Cooma Baptist Church (CBC), providing mentors for selected children at Snowy Mountains Christian School (SMCS).

Kids Hope is an American initiative, operating in Australia since 2003. The organisation's vision statement is: "Hope in the life of every child" and its mission statement is: "KIDS HOPE AUS partners with churches and schools to facilitate one to one mentoring of vulnerable children throughout Australia."

The program was revived in CBC with the training of a coordinator in February 2018 and a renewed licence agreement between KHAUS and CBC. During last year, the program gradually became established at school. It is helpful that the relationship between school and church is already close and school staff supportive and encouraging. Teachers identify children who could benefit from a mentor and then, with parent permission, make the referral to KHAUS. Children's privacy is maintained at every stage.

There are now four mentors who have been through the thorough screening and training required, and another about to complete training. Each mentor has a prayer partner behind the scenes.

Mentors meet with the child selected for them for an hour each week at school with activities chosen for that child and mentor to enjoy together as they form a friendship intended to be encouraging and nurturing for the child. The very simple formula has proven successful in schools across Australia, both secular and Christian, and children who participate generally have increased self-esteem and engagement with school.

For more information, visit the KHAUS website: [www.kidshopeaus.org.au](http://www.kidshopeaus.org.au) or contact the SMCS office to make contact with the church's KHAUS coordinator.

Alison Howell  
Coordinator

## Finance Report

SMCS recorded a loss in 2018 of \$98,949 compared to the \$77,005 deficit in 2017.

Although we received increased Federal Funding due to Gonski funding, the loss was due to an increase in expenditure in staff wages and repayment of an outstanding debt to superannuation due to a system error since 2008. SMCS also received a significant grant from AIS for Literacy and Numeracy.

There were 79 enrolments based on the August census, up from 78 in 2017.

The Company's results for the year were as follows:

Income totalled \$1,289,660 and consisted of Federal and State Government recurrent grants of \$746,299, tuition fees and private income \$209,980, State Government Grants totalled \$229,085, AIS Grants of \$57,141, Fundraising of \$12,189, Donations \$34,447 and interest income totalling \$589.

Costs for the day-to-day operation of the school ('operating costs') totalled \$1,207,163 which comprised staff salaries and related on-costs of \$1,110,637, interest payments \$18,114, non-salary expenses \$235,061 which does not include depreciation, which was \$29,530.

SMCS undertook property improvements and acquisitions of \$13,959. This included internet, phone and WiFi upgrade, purchase of classroom TVs, the painting of a classroom and enclosing underneath the building along Mittagang Road.

Total current assets decreased by \$79,139 during the year from \$162,469 to \$83,330 while total current liabilities increased by \$67,729 from \$165,610 to \$233,338.

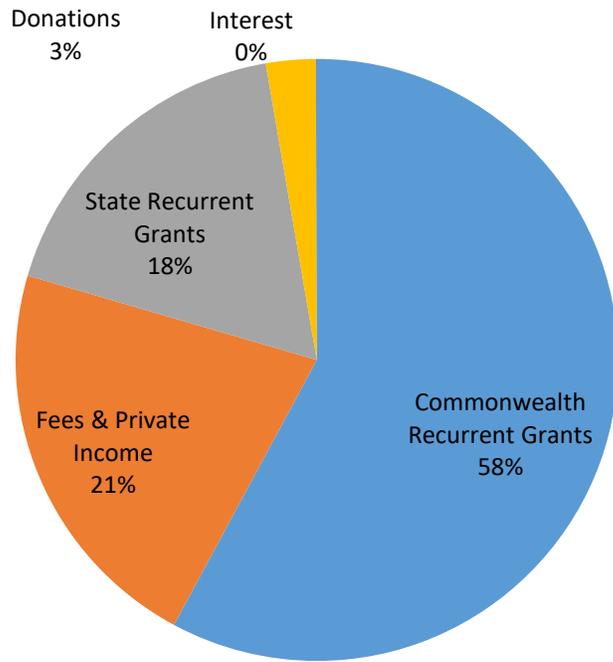
Net assets (total assets minus total liabilities) decreased by \$98,949 from \$1,052,089 to \$953,140.

The long term debt (non-current liabilities) decreased by \$63,489 from \$524,099 to \$460,611.

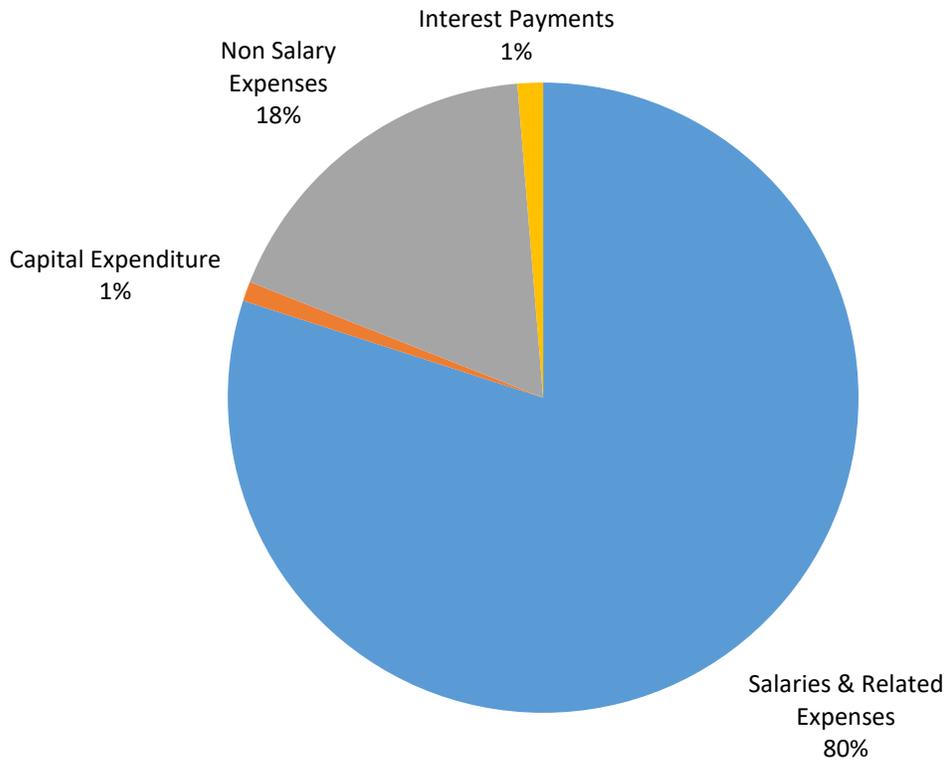
Cash held at year end after all school activities was \$61,992.

A detailed account of the financial performance of the School is contained in the audited 2018 Financial Statements and is available from the School Office.

## Income



## Expenditure



## **Appendix 1 - Policies**

2018 saw a number of policies updated which can be found on the school's website, or copies requested from the school office.

- Anti-Bullying Policy
- Child Protection Code of Conduct
- Child Protection Policy
- Dangerous Goods & Hazardous Substances Policy
- High School Assessment Policy
- Nurture & Discipline Policy
- Parent Grievance Procedure
- Privacy Policy
- Staff Grievance Policy & Procedure
- Student Welfare Policy
- Financial Management Policy

### **Policy Summaries:**

The full transcript of the following policies and procedures can be found on the SMCS website.

#### **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 relationships.

Student welfare incorporates both nurture and discipline in helping students progress from a strongly 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.

#### **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. Break the code of silence and encourage others to make a stand against bullying.

## **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).

## **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.

## Appendix 2 – NAPLAN Results

Our results in the 2018 NAPLAN were too small a group for averaged to be considered for Year 3. Year 5 results were above the national average in Reading, Writing, Spelling, and Grammar and Close to national average for Numeracy. Year 7 results were substantially above for Reading, Grammar and Numeracy and close to average across for Writing and Spelling. Our Year 9 class were below average for Reading, Spelling and Grammar and Substantially below in Writing and Numeracy.

Results for NAPLAN 2018 for Years 5, 7 and 9:

<b>Reading</b>		
Year	Ave Score Similar Schools	Ave Score National
5	508	509
7	548	542
9	593	584

<b>Writing</b>		
Year	Ave Score Similar Schools	Ave Score National
5	467	465
7	507	505
9	549	542

<b>Spelling</b>		
Year	Ave Score Similar Schools	Ave Score National
5	505	502
7	550	545
9	589	583

<b>Grammar and Punctuation</b>		
Year	Ave Score Similar Schools	Ave Score National
5	506	504
7	550	544
9	588	581

<b>Numeracy</b>		
Year	Ave Score Similar Schools	Ave Score National
5	494	494
7	549	548
9	599	596

## Appendix 3 – SMCS Staff, Student and Parent Survey

### Staff, Student and Parent Satisfaction:

SMCS enjoys close relationships between staff, students and parents. This is evident in the results from the annual survey completed by each group of people and is summarised below.



2018 Parent Satisfaction Survey	Strongly Agree	Agree	Neutral	Disagree	Priority for 2019	Total
SMCS provides a good Christian education for my child(ren)	55%	33%	4%	4%	4%	100%
I am satisfied with the range of educational and co-curricular programs available	25%	54%	8%	13%	0%	100%
I am confident with the Teacher's capability	38%	29%	8%	17%	8%	100%
I am satisfied with the office administration	71%	29%	0%	0%	0%	100%
I am pleased with the way student behaviour and discipline is dealt with	38%	29%	13%	21%	0%	100%
I am satisfied with the communication I receive	29%	50%	4%	17%	0%	100%
I am happy with the methods of communication	38%	42%	13%	8%	0%	100%
I feel a sense of community	48%	29%	13%	13%	0%	100%
SMCS has a good reputation in the Snowy-Monaro Region	42%	38%	17%	4%	0%	100%

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