



# 2019



## SATHYA SAI COLLEGE

### ANNUAL REPORT

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## TABLE OF CONTENTS

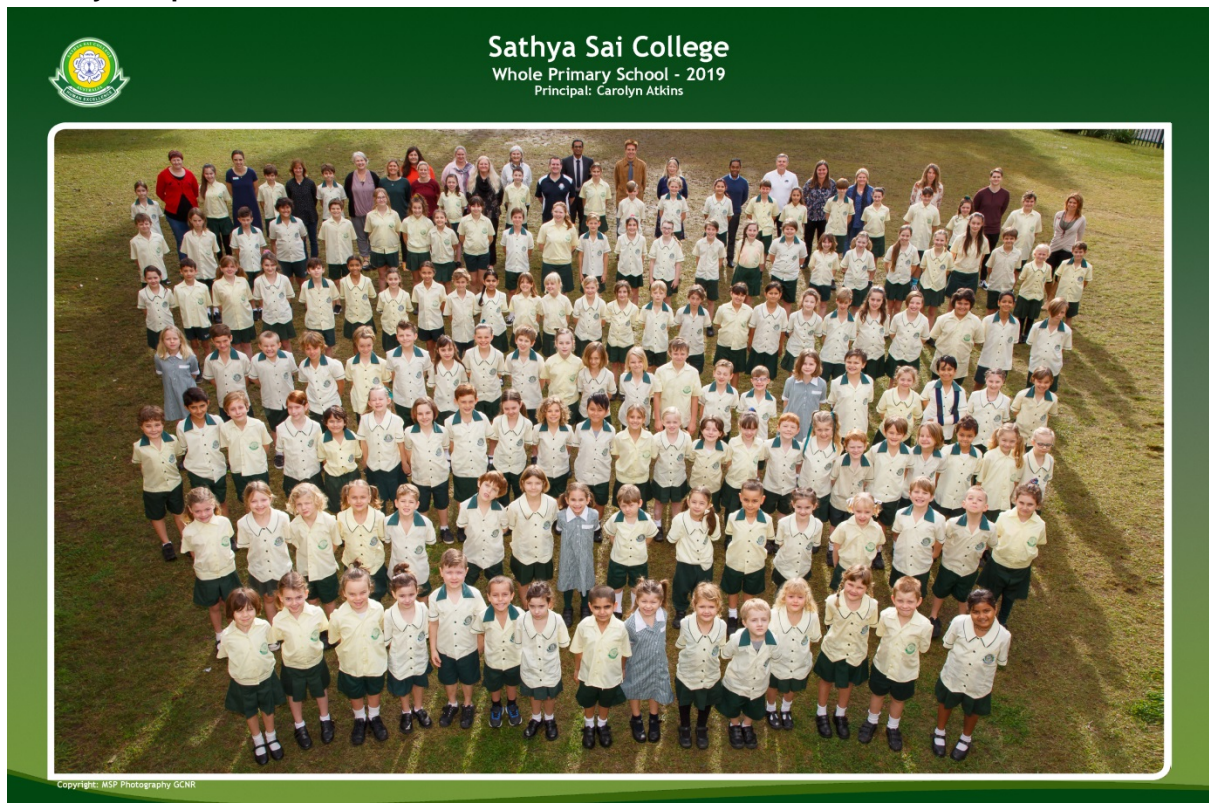
Message from the Principal	4
Message from the Chairman of the Board of Governors	5
Our Student Representative Council	6 & 7
Message from our Parents and Friends	8
School Context	9 & 10
Student, Parent and Staff Satisfaction	10 & 11
Student Information	12
Enrolment Policy & Class Sizes	13
Staff Information	14, 15 & 16
2019 Highlights	16 - 26
Wellbeing Support Programs	20
Sustainability	21
The Creative and Performing Arts	22 - 24
Sport	27
Special Days and Celebrations	28 - 30
Camp	30 - 32
Academic Achievement	33
Summary Financial Information	34
Significant Programs and Initiatives	35 & 36
School Policies	37
School Planning for 2020	38 & 39



Secondary Campus – Dungay



Primary Campus - Murwillumbah



## MESSAGE FROM THE PRINCIPAL

At Sathya Sai College we strive to achieve excellence in academic achievements and character development! It is where we nurture the belief that within us all is the eternal spring of love, peace, truth, right conduct and non-violence and it is for the highest good of all that we continually bring out these values from within. Our lives constantly present us with moment-to-moment opportunities to reflect, to access these values and lead sacred lives of human excellence. This journey towards discovering our higher selves, wise inner one or conscience is not an easy path; however, with firm faith, confidence and constant reminders we encourage all our students to feel empowered that they have everything within them to face any obstacle in their way. Students have the tenacity and grit to push through difficulties and no matter the result; it is the persevering spirit that they should be proud of. The vagrancies of our mind needs to be kept in check and only through disciplined practices of silent sitting, positive affirmations, being mindful, keeping good company and constant reminders, can we truly find peace and happiness within. Everyone at Sathya Sai College remains ever vigilant of the learning opportunities towards transformation and it is our honour and duty to bring out the values from within our students. Our Founder says, "As you feel, so you become". Let us all feel love in our hearts and journey together with earnest, pure intent towards love.

**Carolyn Atkins**



**Principal**

**Sathya Sai College**

**Contact details: [principal@sathyasai.nsw.edu.au](mailto:principal@sathyasai.nsw.edu.au)**



## MESSAGE FROM THE CHAIRMAN OF THE BOARD OF GOVERNORS–

***“What the head thinks, should be examined critically in the heart and this right decision should be carried out by the hands. This should be the primary product of the educational process”. – Sathya Sai Baba***

Our gratitude to the founder, Sathya Sai Baba, for guiding and directing the school through 2019. On behalf of Sathya Sai College Governing Body, I am incredibly pleased to report on the progress that is being made at Sathya Sai College.

There has been continual improvements and achievements through the year. We accredit this to the Board, Leadership Team, Staff, members of the Sathya Sai Organisation and the Parents and Friends (P&F) working collaboratively for the common good of the student body.

Sathya Sai College is building a positive reputation of integrating human values into secular subjects to ensure our students receive a holistic approach to their learning. Our approach is to give our students the best chance of Character development and Academic excellence. The achievements of our students at all levels in 2019 is a testament to the quality of Sathya Sai College, its staff and community.

The Board extends its gratitude to the community, Leadership Team, Staff, students, volunteers, and members of the Satya Sai Organisation who enables us to provide a tuition free school.

Challenges often bring out the best in us. Good organisations and good people look at what needs to be done to resolve problems and then work together to achieve shared goals. That is how everybody makes an important contribution to the success of an organisation. It is this commitment and collaboration that continues to serve Sathya Sai College so well.

There are more than 250 wonderful children enrolled at our school. All of whom deserve every chance to achieve their dreams. It is why we exist and why this Board is determined to advance Sathya Sai College and all who dedicate themselves to it. We now have a fully accredited school which in 2021 will be providing K-12 education. To this end, we have worked on improving the existing infrastructure and look forward to adding four new classrooms in the not so long future.

So, the Board's message to students, their parents and the staff members of the school is, ‘Dare to dream. Work hard to achieve what you dream’.

***“Education is the foundation upon which we build our future” – Christine Gregoire.***

### Kingsley Sathananthan



**Chairman**

**Sathya Sai College Limited**

**Contact details: [boardssc@sathyasai.nsw.edu.au](mailto:boardssc@sathyasai.nsw.edu.au)**

**OUR STUDENT REPRESENTATIVE COUNCIL (SRC) –**

***SRC Teacher Advisor – Seelan Chetty (absent)- (Secondary Campus)***



***SRC Teacher Advisor – Michelle Carlier - (Primary Campus)***



## SRC REPORT –

What a wonderful year it has been... planning, preparing and implementing ideas, projects and events alongside a wonderful group of motivated, thoughtful and responsible individuals.

The dedication, commitment and enthusiasm displayed by each member has been absolutely appreciated across our school community.

During Term One, all SRC members were officially inducted within their roles and presented with their badges.

Together as a team, we had the opportunity to organise and attend many exciting events. These included:

- The GRIP Leadership course in March (PS)
- Mother's Day morning Tea in May (PS)
- Father's Day Celebration in September (PS)
- Fun Friday events each week (PS)
- Supporting the Bookfair event before school during Week 4 by helping sell products such as books, stationery and toys as well as collating money (PS)
- Mufti Day celebrations (PS & HS)
- Anzac day to support our community (PS & HS)
- Assisting P & F by organising delivery of plastic free sushi for student's lunch orders each Thursday (PS & HS)
- SRC meetings and assemblies (PS & HS)
- presenting our Bronze, Silver and Gold Spark awards and other incentives (PS)
- Mentoring other students (PS & HS)
- Inviting inspirational speakers to the weekly assembly (HS)



Our SRC students have worked tirelessly to support their peers, meeting regularly to discuss annual events and relevant issues within our school. What a privilege it has been to watch our young students blossom and flourish as future leaders of tomorrow.

The energy, enthusiasm and excitement that these dedicated young leaders have brought to our school has been exceptional. They have accomplished so much within a short space of time and have been an absolute pleasure to work with across the year.





## MESSAGE FROM OUR PARENTS AND FRIENDS ( P &amp; F )



## Sathya Sai College

P & F Committee - 2019  
Principal: Carolyn Atkins



From Left to Right: Louise Cork, Emmeline Ives, Melinda Scanlon, Carmen Myler, Rhonda Schneider, Kylie Henschke

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The P&F would like to express their deepest gratitude and thanks to each and every person that has helped at Sathya Sai College in 2019. For volunteering in the children's' classrooms, chaperoning on excursions, helping with sushi and canteen, contributing homemade goodies, serving lunch or officiating at our sporting events, mowing the lawns and gardening, and, volunteering at our working bees, and Friendship and Kinship Festivals. It is undeniable that we are setting a wonderful example of selfless service for our children, who love seeing us volunteering our time at their school.

Our biggest triumph of 2019 was the Friendship Festival. There was a fairy tent, treasure hunts, face painting, a jumping castle, circus activities, a robotics workshop, art display and amazing food and drinks. Every stall, activity and entertainment act was run/performed by parents and carers, teachers, students and our wonderful Sai Organisation. The funds raised from this event alone, enabled the P&F to contribute a significant sum of money to the College, to put towards the purchase of high jump mats.

Sathya Sai College's P&F is a small group of enthusiastic parents that support both the primary and secondary campuses, socially and financially by organising and supporting various events throughout the year. We encourage all new families to join our team as it is a wonderful way to make new friends, keep your finger 'on the pulse' with school matters, and to be involved in creating the best school possible for our precious children.

Melinda Scanlon

## SCHOOL CONTEXT

The Sathya Sai College (SSC) is a non-denominational, co-educational primary and secondary school catering for students from Kindergarten to Year 6 at the Murwillumbah Campus, and Years 7-10 at the Dungay Campus in northern New South Wales. The unique and characteristic feature of SSC is its core values of Love, Peace, Truth, Right Conduct and Non-Violence. Our school mission is “to provide and model a safe school environment, based on human values, which honours the uniqueness of all children, enabling them to realise their inner potential of character development and academic success”.

We achieve our school mission by giving prominence to character development through a unique Sathya Sai Education in Human Values Program (SSEHV). Our students participate in a whole school SSEHV program which assists them in the development of positive and healthy relationships; a vital component in the life of a child and teenager. The quality of the relationship the student has with their peers and teachers affects the level of motivation, attitude and willingness to participate in any learning opportunity. Our weekly SSEHV program examines, teaches and promotes pro-active and pro-social behaviours that assist in creating a safe and supportive environment for students. Examples of situational values taught include patience, responsibility, tolerance, respect, care, kindness, integrity – to name only a few. These values are explicitly taught and explored using a variety of the seven specific teaching techniques of silent sitting, creative visualisation, quotes & affirmations, music & songs, storytelling, mind mapping and a group activity.

Most importantly, we believe teachers should be role models by having unconditional regard for all. All staff members at SSC have made a conscious commitment to live the five human values in their daily lives. Our teachers strive to be exemplars of the values and encourage all students to practise the five human values on a daily basis, thus providing students with a safe nurturing environment of respect and good role modelling.

The College intends to continue in growth, one year level at a time, until it begins Year 12, in term 4 2020. It follows the NSW Education Standards Authority (NESA) curriculum filtered through our five human values. The Primary campus offers Literacy and Numeracy enhancement programs, whole school sports programs, swimming and athletics, creative, performing and visual arts, group and individual music programs, yoga and a STEAM program (Science, Technology, Engineering, Arts and Maths). The High School is accredited to deliver RoSA, offers Numeracy support, Japanese, individual music programs, sports programs, Technology Mandatory, a 3D printer and the Stage 5 electives offered are Commerce, Visual Art, Music, PASS and Food Technology.

All teachers follow the NSW Professional Teaching Standards and focus on delivering a holistic education that develops character and human values, reflecting the tenets of the Melbourne Declaration on Educational Goals for Young Australians.

The school plays an important role in the community by providing quality, tuition free education for all. This ensures all members of the community have ready access to a non-religious education system based on human values. Moreover, we have a unique integrated service learning program where students from K-10 participate in service learning projects. Students render service to the elderly, the environment, animals and the less fortunate. By promoting selfless service, SSC provides students with the opportunity to consider ways they can support other people, the environment, and make a difference in their community.

We believe that the end product of education is character, the most valuable asset a person can have. Our children are the message we send to the future and our Sathya Sai Education in Human Values program encourages students to be conscious human beings.

The Primary Campus is located centrally in Murwillumbah, it has modern buildings, including seven air-conditioned classrooms installed with BENQ smartboards and iPads, a resource centre, a music room, a science room, a school hall and an administration area.

The Secondary Campus is in a peaceful, rural setting on 10 acres, approximately 7 mins West of Murwillumbah. It has three general classrooms, a science laboratory, IT room, food technology room, music room, art room and hall. There are plans to build additional classrooms, to cater for the expanding campus.

## STUDENT, PARENT AND STAFF SATISFACTION

### STUDENT-

#### **Secondary Campus – Lily Axford – Year 9**

2019 was a great school year. Our school grew so much in size. We had some wonderful new students and some kind and generous new teachers arrive here. The interesting holidays and events that we celebrated were so much fun, I especially enjoyed 'The Night to Shine'. Overall, the year of 2019 at our school included many new friendships, and growth not only in the size of our school, but in all of our learning, empathy and acceptance.

#### **Primary Campus – Eliza Stillaway – Year 5**

Sathya Sai College, where I have attended since Kindergarten, is centred around 5 main values. Love, Truth, Peace, Right Conduct and Non-Violence are the values that this school practises and are the ones that I also try to follow everyday. This school has entirely changed my perspective on the world, due to the EHV lessons (Education in Human Values) that are a special aspect of this school. My time here has been wonderful and a crucial aspect of mine and many other student's lives. I have the amazing opportunity to continue to the Sathya Sai High School and carry on my journey to becoming a better person. I love the refreshing Yoga sessions on a Monday morning and how during EHV lessons we have the opportunity to learn about sub values like perseverance, integrity, honesty and humility. I love this school and will carry on what I have learnt here to future generations.

### PARENT –

#### **Secondary Campus – Kaye Lewis**

Our son first began his school journey with Sathya Sai in Year 3 at the Primary Campus where he felt acceptance from the get-go. Coming previously from an exceedingly small infants' school we were searching for the same community feeling he was accustomed to in his early learning years. After looking at all school options in our area we became drawn to Sathya Sai for his future education based on their commitment to the human values. As parents we have always been committed to providing our son with a strong sense of humanity and compassion so to have these values so strongly imbedded in his school environment proved to be the perfect match. Now in Year 9 at the Secondary Campus, he has consistently found school to be a safe, encouraging place to learn and develop his own self. The staff and students alike have together created a unique culture based on mutual respect and acceptance. Each individual is supported and encouraged, if not praised, for their differences and individual strengths that they bring to this school community. I feel it is quite special to be in a school environment where everyone knows each other and knows truly WHO you are. We as parents find ourselves blessed to share each day with our amazing 15 year old human and are grateful that he can learn and develop within a space that supports and encourages him to be the best he can be. We made the right choice for him those years earlier.

#### **Primary Campus – Jenni Dagley**

My experience as a parent at Sathya Sai has been wonderful right from our first interview with Mrs Atkins. The warmth and professionalism of a school principal for me is essential as it is then reflected in the staff and then through to the children.

On my son's very first week of school I knew it was the right school for him and for us. He was bubbling with information that he had learnt, he made friends on the first day and has gone from



strength to strength every term .His unique personality and insights have been welcomed and celebrated.

The annual events “A Night to Shine” and the “Friendship Festival” have been a wonderful way to celebrate our school and wider community and show the beauty of a country school with global attitude celebrating diversity and culture. Friends of mine who came from outside of the school community thoroughly enjoyed these events and I feel that says so much about the school.

#### **TEACHER**

##### **Secondary Campus – Curriculum Coordinator/Teacher - Rachael Lebeter**

The students also encourage my investment in the school. The kindness that they demonstrate towards each other is exemplary. It is remarkable and I feel truly privileged to see the results of a values-based education in action. The focus on character development is something that resonates with my own beliefs and it is wonderful to have the opportunity to practice the values in my own life in order to share the students’ learning journey.

I have enjoyed being part of a momentous year, with our first year 10s achieving their RoSAs (Record of School Achievement) and the school attaining NESA accreditation to deliver year 11 and 12. Throughout the application process for Stage 6, I was motivated by the students, who were so invested in continuing their education at Sathya Sai. It is touching to see that they too understand what a unique and nurturing school environment we have created, and just how valuable this is.

The addition of year 11 and 12 will provide opportunities for the school to grow. I am very much looking forward to seeing the hard work of teachers, staff and the wider school community blossom in the coming years. It is an honour to grow with the school in our mission to provide an education that develops both academic excellence and character.

##### **Primary Campus – Year 5 teacher – Rebecca Hall**

Sathya Sai College offers a unique and gratifying environment in which to teach. Our school and its community form a cohesive network of caring individuals, offering professional and interpersonal support. Our incorporation of the Human Values ensures that the students experience a greater depth of learning every day. This opportunity to have such a profound impact on the character development of students is perhaps the most satisfying aspect of teaching at Sathya Sai College. We are blessed with an amazing cohort of educators and support staff who work together to make each day special. I have found that the combination of their individual professional experiences creates a rich, creative, and balanced wealth of knowledge that can be drawn upon to tackle any challenge. Most significantly, our students are passionate and eager learners who make coming to school each day a rewarding experience. The greatest satisfaction for any teacher is to see their students succeed, and I feel incredibly blessed to play such an integral role in the learning journey of Sathya Sai College’s students.

## STUDENT INFORMATION

It is a requirement that the reporting information for all students must be consistent with the privacy and personal information policies.

## STUDENT ENROLMENT PROFILE

The school's population has fluctuated in the past but have shown a consistent growth for the past 5 years. This is a result of greater interest in the Primary Campus and the school's expansion to a Secondary School. This enrolment data is based on DEEWR student census reporting submissions.

Gender	2013	2014	2015	2016	2017	2018	2019
Boys	55	57	67	85	100	104	111
Girls	70	67	68	68	96	113	121
Total	125	124	135	153	196	217	232

## STUDENT ATTENDANCE PROFILE

Student attendance patterns for all grades remain positive and are of no concern to our school. Our school's average attendance was 90% in 2019.

School Year	% Attendance	% Absent
K Total	91.1%	8.9%
1 Total	91.5%	8.5%
2 Total	92.4%	7.6%
3 Total	92.6%	7.4%
4 Total	88.8%	11.2%
5 Total	90.7%	9.3%
6 Total	89.9%	10.1%
7 Total	91.6%	8.4%
8 Total	88.4%	11.6%
9 Total	86.3%	13.7%
10 Total	84.4%	15.6%
Grand Total	90.0%	10.0%

## MANAGEMENT OF NON-ATTENDANCE

The process when dealing with absences from school is for parents / guardians to contact the front office by phone / email or written note informing the teacher and school about absences related to either sickness, or leave, that is approved by the Principal. Where no notice is given by parents / guardians, the reception staff will make contact after two days absence (on the third day) to ensure students need no further assistance.

Extended absences require written notice at least 2 weeks prior to the absence.

Written reasons for student absence are expected on the day of return to accommodate legal requirements stating that schools are accountable for attendance registers and information relating to student well-being.

Mandatory reporting procedures apply where absences are extended or the student may be at risk.

## ENROLMENT POLICY

There were no changes in the school's enrolment form in 2019. The school's enrolment policy and enrolment forms are available from the school office and can also be downloaded from the school's website. Additional details are provided in the information pack that is given at the time of enrolment.

The basic procedures for enrolment include:

1. All applications are processed in accordance with the school's enrolment policy.
2. Consider each applicant's supporting statement/interview responses regarding their ability and willingness to support the school's ethos.
3. Consider each applicant's educational needs. To do this, the school will need to gather information and consult with the parents/family and other relevant persons.
4. Identify any strategies which need to be put in place to accommodate the applicant before a decision regarding the enrolment is made.
5. Inform the applicant's of the outcome.

<http://www.sathyasaischoolaust.org/enrolment-policy/>

## CLASS SIZES

At the end of 2019 the following table shows our class sizes

Class	Total in Class
Kindy	23
Year 1	22
Year 2	25
Year 3/4	22
Year 3/4	23
Year 5	26
Year 6	20
Year 7	19
Year 8	13
Year 9	23
Year 10	16
<b>Total</b>	<b>232</b>



## STAFF INFORMATION



### Sathya Sai College

High School Staff - 2019  
Principal: Carolyn Atkins



Back Row (L to R): Edwina Williams, Sam Menzies, Steven Wedel, Rachael Lebetter  
 Middle Row (L to R): Jane Wallhead, Kirsty Forsyth, Kesh Inglis, Leah Cranston  
 Front Row (L to R): Rachel Spence, Gita Singh, Carolyn Atkins, Siva Muraliharan, Annette Caldicott

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### Sathya Sai College

Primary School Staff - 2019  
Principal: Carolyn Atkins



Back Row (L to R): Shane Rao, Anne Stadler, Jane Farrelly, Lee Biggs, Kyl Churchill, Kate Oakley Grant, Karen Lea  
 Middle Row (L to R): Isabela Keski-Frantti, Jessica Knight, Steven Wedel, Michelle Cartier, Belinda Parker, Stephen Ward  
 Front Row (L to R): Nicole Cargnoni, Michelle Shimizu, Rebecca Hall, Carolyn Atkins, Siva Muraliharan, Stephanie Banks, Debbie Steba  
 Absent: Bek Jenkins

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**Staff****Establishment**

Position	Full time equivalent position
Principal	1
Full Time Classroom Teachers	8
Part time teacher	12
Pastoral Care (funded by National School Chaplaincy Program)	0.6
School Administration and Support Staff	12

**Staff Attendance and Retention Rate**

Two new teachers were appointed at the Secondary campus (Technology Mandatory / Food Technology and Commerce / History) and two teachers were appointed at the Primary Campus to teach Year 5 and Year 2. One position to cover maternity leave and the other to cover a vacancy created due to a shared teacher role and coordinator role release. A 0.6 Pastoral Care / teacher aide was appointed at the Secondary campus.

Two Secondary teachers took long term sick leave at the end of term 1.

In 2019, the average daily staff attendance was 86.5%. The proportion of staff retained from 2018 was 100%.

**Teacher Qualifications**

All teaching staff are university and teacher's college trained professional teachers and all have teaching qualifications from a higher institute within Australia and overseas.

All have evidence of compliance as specified in Section 3.2.1 of the Registered and Accredited Individual Non – Government School's Manual.

**Professional Development**

All teaching staff meets the professional requirements for teaching in New South Wales and are committed to ongoing professional development and the concept of lifelong learning.

Professional learning undertaken by teachers (as defined by the Institute of Teachers Act 2004) during the year 2019 includes:

Description of the Professional learning Activity	No. of Staff participating
SSEHV: continue to resource staff with a framework of developing students personal and interpersonal skills through explicit teaching of situational values.	28 staff attending
Introduction to EHV	4
CPR refresher course	33
First Aid	4
Obligations in identifying and responding to risk	30
Seven Steps writing workshop	12
Online Safety	26
Lead the world towards wellbeing	2
Special Needs Symposium	2
Get into Neurodiversity	15
Indigenous Games workshop (with Live Life Well)	14

eSafety19 – The online world we want	1
STEM Conference (Chemistry)	1
Library Training (Oliver System)	1
Learning Difference Convention	1
National School Chaplaincy Program - cyberbullying	2
Peer Support program training	1
Literacy Solutions with Complex Texts	2
Understanding and educating boys for calmer classrooms	1
Building and developing assessment	1
Improving students classroom behaviour conference	2
Middle Leaders conference	1
NCCD Review	2
NESA Curriculum Review	3
Healthy Culture, Healthy Country Indigenous studies	4
PDHPE conference	1
PDHPE Road Safety	1
Peaceful Kids workshop	2
Redesigning assessment	1
Developing High Performing Readers	2
African Drumming workshop	1
Gaming & Coding development	1
APOLA School surfing supervisor certificate	1
School to work industry meetings	1
Maths in trades implementation workshop	1

## 2019 HIGHLIGHTS

Significant highlights at the Sathya Sai College in 2019 were the staff increased by 4 and the Secondary student numbers increased from 3 classes to 4 with a total 71 students. The Primary campus concluded the year with a total of 161 students.

Wherever possible, the College took the opportunity to bring the two campuses together, this included events such as a “Friendship Fest, the Cross Country at the Dungay campus, High school “taster days” for the Year 6 students, “A Night to Shine” musical evening at the Primary campus and the Founder’s Day excursion to Fingal.

The College was eager to participate in community events such as marching at the ANZAC Day parade, the String Ensemble performed at the Banana Festival and a school stall was manned at the Kinship Festival.

Several students participated in the GATEWAYS program (for extension in Science, Maths and Literature and Writing) attempted academic competitions (Australian Maths and Newcastle Permanent Maths Competitions) and achieved distinctions, credits and merits in ICAS Tests. Two students participated in the Tweed Shire Council Environmental Leadership Program.

Sathya Sai College follows the NSW curriculum and strives for academic achievement while developing character through values education. The SSEHV program teaches children how to develop healthy, loving relationships. It encourages all students to strive to be good citizens and to be mindful of their footprint on the earth.

Some of the methods used to assist the students develop these skills in 2019 are as follows:



- Weekly EHV lessons
- Integration of the five Human Values and their sub values into the wider curriculum
- School buddy program
- School Captain, SRC, Sports Captain, Sustainability monitors and AV monitor roles
- Anzac Day ceremony
- Service Clubs

## Friendship Fest



The College held a very successful “Friendship Fest” in term 1. The primary objective of the festival was to:-

- Enhance awareness of the Sathya Sai College (Primary and Secondary) with the broader community.
- Unify the School Community; carers, parents, teachers, and friends of the school.
- Celebrate diversity in culture, backgrounds and faith, and
- Showcase the five human values; Peace, Truth, Love, Right Conduct and Non Violence throughout the fair in stalls and activities.



## Anzac Day Celebrations

Students and teachers attended the Murwillumbah RSL's annual ANZAC DAY street march and ANZAC ceremony.





## Service Learning and Environmental Education

### *Kindergarten & Year 5*

Kindergarten and Class 5H have been visiting Greenhills Lodge Nursing Home as a service to their community. During each visit, students performed some of our values songs and presented the residents with small gifts and cards they had made at school. Throughout the year, students have shown many of our school values including Love, Kindness, Sacrifice, and Selfless Service on each of our visits to the elderly residents. Both the students and the residents really look forward to our visits each term and we have enjoyed putting a smile on the faces of our respected elders.

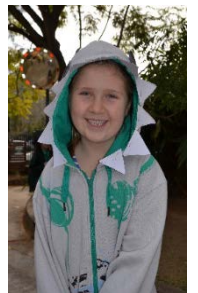
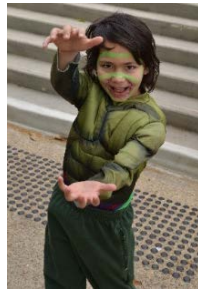


### *Year 1*

We have been very busy this year raising money to support the organisations that are protecting and caring for our local marine life and environment. The class made special posters to raise awareness for our fundraisers, which were both a success!

Earlier in the year we sold pieces of fruit at our School Cross Country to raise money for Fingal Head Coast Care. More recently we held a mufti day for Dolphin Research Australia who support our adopted dolphin "Scooter".

Year 1 have also spent the year learning more about dolphins and the precious ecosystem that they live in. They have gained a better understanding of how the choices they make can impact the environment in a big way! They have shown the values of quest for knowledge, respect, understanding, consideration and restraint.



## Year 2

Year 2 has been working hard to make some very positive contributions to our local community.

The class decided that they would like to assist less fortunate people in the community by putting together 'Care Bags'. We reached out to our school community to ask for donations of toiletry items, which helped us to create eighteen bags. With the assistance of the You Have a Friend organisation these bags have been distributed to people in our community.

Some students also chose to volunteer their time with Fingal Head Coastcare where they learnt how to protect and care for our native natural environment.

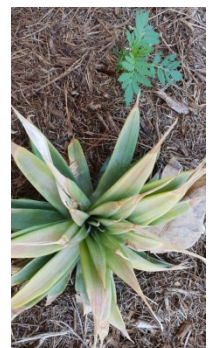


## Year 3/4

The purpose of our project this year has been to provide our students with the opportunity to grow fruit trees, care for a select garden area and enjoy delicious, fresh fruits harvested by our team.

With the aide of initial funding from Woolworths and the support of Isabella and Mrs Cargnoni, we embarked upon our gardening journey. Our chosen site incorporated a 25 metre area on the school's western boundary. This area was initially a neglected weed patch. We thought a bank of fruit trees and vines would beautify the space and provide another habitat for native fauna. Council experts were consulted and gave advice before we started our project.

A range of people were involved in our project including caring individuals from the community, parents and helpers. The planning and design was carried out by students and teachers. Class 3/4 C and 3/4W (50 students) and teachers as well as our resident gardener...Mrs Cargnoni, continue to lavish care and attention on our very own Juicy Fruit Patch.



## Year 6

Being able to assist someone less fortunate in the community is something that the students in Year 6 were able to experience and be a part of this year. Together with the Sai Organisation of NSW, each

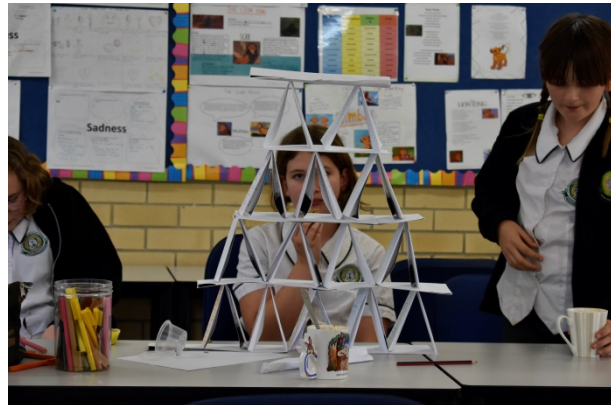


month, students received a grocery delivery from the local supermarket, bagged the items and delivered them to the local community centre for vulnerable members of the community. Being a part of this Service club allowed students experiential opportunity to not only talk about many of our school values but to also live them through thought, word and deed.



## Science Week

The STEAM program continued for another year and all Primary students had an opportunity to participate in coding and robotics. The Secondary campus highlighted Science week with construction challenges and chemical experiments. It was immense fun, as well as creating an opportunity to learn the skills of teamwork, investigation, trial and error.



## Wellbeing Support Programs

Wellbeing support programs are an opportunity for the whole class - or smaller selected groups to be involved in individual, targeted programs. The programs offered in 2019 aimed to enhance self esteem, resilience, self awareness, service and leadership, music skills, emotional literacy and coping with change. The dedicated Wellbeing and support team facilitated and conducted the following programs according to the age appropriate needs of the students.

- Peaceful Kids (Year 1)
- Fingal Coast Care (Year 2 students and families)
- Friendship Constellations (Year 2)
- Kaleidoscopes Club (Year 3)
- Journey with Dolphins (mixed group)
- Gardening (mixed group)
- Bird's Eye View (mixed group and families)



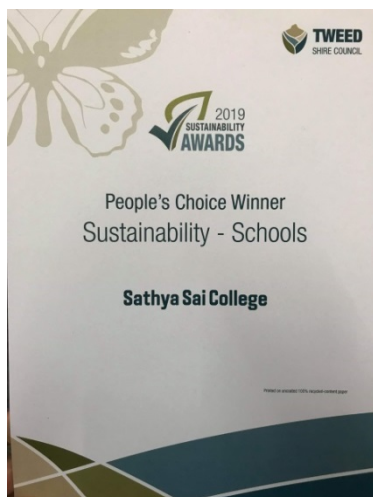
## Sustainability

NSW's Tweed Council is taking a pro-active role in encouraging sustainability in their area recognising the importance of management of the environment for social and economic well-being as well as for preservation for the future. On 15 November 2019, they conducted the inaugural ceremony presenting awards to Sustainability Champions. Sathya Sai College was the recipient of the People's Choice Award for Schools.

The slogan for the College's submission was – **'Learning about litter, living life cleaner and making it greener'**

The practises implemented at the school that were highlighted are :- Red-bin free school grounds avoiding landfill, creating healthy habits by eating nude food - no packaging, connecting with nature during activities such as outdoor classroom day, weekly gardening activities, developing edible gardens by growing a "Juicy Fruit Patch" and using the 3 R's: Refuse, Reduce, Recycle.

This comprehensive round of initiatives adopted by students, staff and parents has gradually changed the waste management processes and culture of the school community. It has likely flow-on effects to the homes and the community as well as installing a positive sustainability awareness in the students. The success of the program has also been achieved thanks to the support of Eco-Schools, North East Waste and Tweed Shire Council.





## Music and Creative Arts

What an exciting year in the music program!

The Primary String Program has been going strong with 24 students learning how to play violin or cello. They have performed at many events, starting with the "Super Seniors" community concert. Many students performed at the Friendship Festival, the Tweed Banana Festival and was awarded 1<sup>st</sup> place at the Murwillumbah Festival of Performing Arts (MFPA).

The recorder band program had similar performance opportunities. One of the many highlights was gaining 2<sup>nd</sup> place at the MFPA.

A new addition to the Music Program this year was the formation of a Senior Glee Club (choir).

Alongside these special interest ensembles, Yr 5, Yr 2 and Yr 1 classes competed in instrumental sections at the MFPA and were placed 1<sup>st</sup>, 1<sup>st</sup> and 2<sup>nd</sup> respectively.

All classes have been able to learn to develop various musical skills on our instruments. Students have been learning to play boom whackers, ukuleles, xylophones, recorder and percussion.

The senior students have also been learning how to play piano, drums, bass guitar and guitars. With this wide array of instruments, the students have been able to learn about chords and melody, whilst developing the ability to read music and play together.



## A Night to Shine

An evening showcasing a variety of student performances was conducted late term three in the hall at the Primary campus. It incorporated both the Secondary and Primary students and was titled "A Night to Shine". The concert created a wonderful opportunity for the students to perform on stage together and as solo acts. They showed persistence with what they had been working on at school and courage to put it together for a performance.



### **Individual Music Programs**

Sathya Sai College offered music programs with specialist music teachers for singing, guitar, violin percussion and keyboard.

Primary students were offered individual tuition and had timetabled lessons which were on a rotation basis so students did not miss the same lesson in the classroom.

The affordable opportunities for music lessons are in keeping with our philosophy of providing education which is experiential and transformational in character. Music and songs are part of the seven teaching techniques and provide students with opportunities to practice self-discipline and self-sacrifice while learning an instrument.

### **Murwillumbah Festival of Performing Arts**

Sathya Sai College students performed exceptionally well at the Murwillumbah Festival of Performing Arts, in the Choral Speaking category. Each Primary student was given the opportunity to participate in this annual event with their class.

All classes shone while reciting a poem guided by their teachers. It was an opportunity for students to step out of their comfort zone and overcome their fears. Students displayed tremendous perseverance and teamwork as well as cooperation, flexibility and unity during the many practises leading up to the performance. Students showed great courage and should be very proud of their achievements.

Kindergarten gained Highly Commended and Stage 3 gained 1<sup>st</sup> place.



### **Les Peterkin Portrait Prize Competition**

Each year, all Sathya Sai students are encouraged to enter the Les Peterkin Portrait Prize Competition which allows us to connect with our community and express the values of Creativity, Doing our Best and Connections. This year there were a total of 4246 entries received from 36 schools around our region and the quality of the art works was sensational.

The 2019 theme was "Myself at my favourite place". Students reflected on and considered the environment, ambience, colour, mood and textural features of their favourite place.

There were three age categories and the art work could be any 2D medium including paint, oil pastel, pencil, marker pens, charcoal, collage or printed media.

We were so proud of each student who participated in this wonderful event. Congratulations in particular to 10 of our students who were nominated and awarded by the judging panel.

Year 1 girl - (Commended 5 – 7yrs )

Year 4 boy - (Commended 8 – 10yrs )

Year 4 boy - (Friends encouragement award)

2 year 2 girls, 1 year 2 boy Gallery Display book winner

1 year 6 boy, 2 year 6 girls Gallery Display book winner



## Gold Coast Eisteddfod

On Tuesday the 27<sup>th</sup> of August our dance group performed their dance routine 'United through Dance' at the Gold Coast Performing Arts Eisteddfod. We competed against 16 other schools in our category. All students displayed many values leading up to the event and on the day such as: courage, persistence, compassion, kindness, sportsmanship, hard work and determination. Mrs Hall and I are very proud of how they displayed these values and represented our school. It is with much excitement that we congratulate and celebrate their achievements. The dance group received 'Honours' for all of their efforts and enthusiasm for dance.





## The Kinship Festival

The Kinship Festival is a local community event organised by the Murwillumbah community centre to celebrate families and Indigenous culture. The Sathya Sai Community participated with support from the SSIO, manning a cake stall decorated with children's artwork and posters displaying the values. Face painting and a craft table offering free art activities were also provided by the school.



## Byron Writer's Festival

### Primary Campus

In Term 3 Week 2, students from years 3-6 visited the Murwillumbah Civic Centre to take part in the annual Byron Bay Writer's Festival. This event is always an enjoyable day where students are treated to talks from published authors and illustrators from around the country. In 2019 the students listened to talks from children's author and illustrator sisters, Zoë and Georgia Norton Lodge and internationally acclaimed illustrator, Tony Flowers.

The students had a fantastic time and left feeling inspired by the talks.

*'I really enjoyed watching Tony draw a dinosaur in under 10 seconds...'* – Odhran Ives

*'It was awesome the way the authors and illustrators interacted with us...'* – Taylor Murphy

*'I loved the talk from Tony Flowers who said drawing doesn't have to be perfect and encouraged us to draw more...'* – Venice Baggio





## Secondary Campus

On Thursday 1<sup>st</sup> August a group of students travelled to the Byron Writers Festival. They enjoyed a thoroughly entertaining and informative day.

Tara June Winch spoke passionately and emotionally about her journey with discovering indigenous language, and how this helped her to understand her identity. Her latest book is "The Yield" and we were fortunate to hear her read a chapter.

Markus Zusak, author of "The Book Thief" was a popular drawcard and captivated a large audience.

Nevo Zisin delivered an incredibly moving, humorous and informative session regarding their experiences of growing up gender fluid.

Clementine Ford was also evocative whilst discussing her latest book "Boys will be Boys". She is a passionate speaker who very eloquently puts forward her point of view, raising issues that are of paramount relevance and importance.



## Support Dog

Ellie belongs to Ms Schaefer, the Secondary campus Mathematics teacher and is a trained and accredited support dog. She visits the Dungay campus 4 days a week.

"Ellie makes the classroom fill with love, she is calm and if you need someone to talk to she is always listening. She never bites, jumps or scratches and brings happy energy to the classroom. I love Ellie in our class and hope she will forever be at our school." Ari Milner

"Ellie is a joy to have at our school, she is calm and brings positive energy into our class. Our class is noticeably more quiet and aware of rubbish and litter. Ellie is very well behaved and is peaceful at all times. She brings excitement within reason and everyone loves being in her classroom. At recess and lunch I have realized and noticed people talking to Ellie. I have witnessed students bonding with her. She is a joy to have at our school." Khloe Wheeler



## SPORT

2019 was a very successful year in Sport for Sathya Sai College with an ever increasing number of students participating in a range of sports and representing our college at NCIS and beyond.

With thanks to the Sporting Schools Program we were able to secure funding for a professional coach of Gymnastics, Athletics and Swimming, where the students from Kindergarten to Year 6 participated in the Intensive Learn to Swim Program, conducted by TRAC swimming instructors.

It was a big year for representation at NCIS for our college, and also the inaugural year of the NCIS AFL 9s competition, in which 15 students travelled to Grafton to play in a round robin event.

In March, 12 students from Years 3 to 6 travelled to the Alstonville Aquatic Centre to participate in the NCIS Swimming Carnival. There were many personal best achievements at this event, and 1 student qualified to represent NCIS at the CIS Swimming Carnival in Sydney.

In April, Sathya Sai College was the co-convenor of the NCIS Cross Country Carnival. 26 students travelled to Lennox Head for this event, and 2 students qualified to represent NCIS at the CIS Cross Country Carnival in Sydney.

In August the annual NCIS Athletics Carnival was held at Coffs Harbour. 49 students qualified for this event, however unfortunately due to the distance and parents work commitments, only 32 students were able to attend.

Sathya Sai College students were quite competitive as usual, and 4 of the students qualified to represent NCIS at the CIS level in Sydney, 3 in the 100m Dash and 1 in the 800m Run.

In November we held our annual Swimming Carnival with great success.

Many new students proved to be highly talented swimmers, and 12 students travelled to Alstonville for the annual NCIS Swimming Carnival in 2020.

The range of sports that the students were involved in 2019 included:-

- Cross Country
- AFL
- Netball
- Athletics
- Touch Football
- Soccer
- Tennis
- Swimming
- Yoga
- Gymnastics
- Fundamental Movement Skills





## SPECIAL DAYS AND CELEBRATIONS

### *Harmony Day*

On Wednesday 21st March, Sathya Sai College celebrated Harmony Day at the Secondary Campus.

Harmony Day encompasses our values of Right Conduct (inclusiveness, respect), Truth (unity), Peace (self-confidence), Love (compassion) and Non-Violence (understanding, tolerance, and inclusion) and belonging for all Australians, regardless of cultural or linguistic background, united by a set of core Australian values.

The College focused on the values of inclusiveness, understanding and respect and a sense of belonging for everyone. To celebrate cultural diversity, each teacher focused on a different country. Students had an opportunity to not only learn about that country but to also participate in a culture rich activity. We finished this fantastic day with a shared meal.



### *Founder's Day*

Founder's Day is a day in which the school celebrates the life of Sathya Sai Baba. The day was celebrated at Fingal Head, where the school community enjoyed the beauty and uniqueness of our local coast and also did some Selfless Service by cleaning up the beach.

Students participated in activities related to Sai Baba's maxim, *"Love all, Serve all"*. These activities included; Welcome to Country ceremony and a talk with Uncle Frank, a walk and talk with the Fingal Head Coast Care group, a talk on the marine life of our coast, and a beach clean-up.

We also celebrated our Recycling Paper campaign, funded by Eco-Schools, and paid tribute to Clean Up Australia's founder, Ian Kiernan. Before he passed away, Ian's wish was that we continue supporting his cause.



## *Taster days*

The Year 6 students from Sathya Sai and several other Year 6 students from schools in the district, experienced two wonderful days visiting the Secondary campus at Dungay. They spent the day thoroughly immersed within the High school environment- embarking upon new challenges, tasks and activities. They cooked delicious cookies in Food Tech, learnt new skills in English, learned some Japanese words and displayed team work and cooperative abilities during sporting adventures.

They had a lovely day meeting new friends and teachers while enjoying the beautiful country ambience of the Sathya Sai High school setting.





## Senior School Camp

Two school camps were planned during 2019.

### *Primary Campus – Camp Bornhoffen*

This year, all senior classes came together with high levels of excitement and anticipation, to participate in our Annual School Camp which was held at Camp Bornhoffen. Camp Bornhoffen is situated in the beautiful Numinbah Valley within the picturesque McPherson Ranges.

Camp Bornhoffen offered a wide range of activities including bushwalking, creeking, shelter building, damper making, low ropes, and group initiative activities. We had the opportunity to reflect on the values of unity, togetherness, acceptance, friendliness, cooperation and compassion while enjoying our time together at camp. We all agreed that School Camp 2019 was a fun, rewarding and extremely worthwhile adventure and an exciting time for all.



## Secondary Campus –

### Camp Drewe 2019 – Year 7 & 8

Day 1 Camp Drewe got off to a great start with Year 7 & 8. Campers enjoyed some sand games before lunch then we worked in teams to get through some fun obstacles (being as 'efficient' as we could). The night ended with a beach walk under the stars with many campers happy to climb into their sacks for a good sleep.

Day 2 of Camp Drewe was off to a beautiful start with an early morning walk followed by the amazing race and stand up paddle boarding. After lunch campers tested their balance on the low ropes and finished off with a celebration at a karaoke disco.

Our last night at Camp Drewe was the highlight to say the least. We had a world class choir, hard core rock stars and funky dancers. Topping off the last day was an archery challenge with a medal ceremony. Students also discussed what experiences they would like to follow up on after camp using 'their spirit of inquiry'.

"The best part about camp was probably the food, the activities and becoming closer to some of the people in Year 8 and Year 7 that I probably wouldn't have really talked to." Millie

"Best part about camp is the little putt putt course and the bow and arrows". Sol

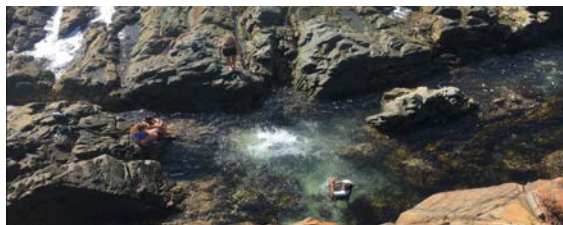
"The best part of camp for me was stand-up paddle boarding." Ari

"The best part for me was spending time with friends and getting to know people." Lillea

My favourite part of camp was the party because, because, I was the best dancer out of all of them and I won the prize for being the best dancer, because, like, I can dance the best, but like, I'm not bragging or anything... but like, I can dance the best. No bragging rights but, I dance the best. Yeah." Josh

"I like swimming in the tea tree lake". Taila

"I like camp because I got to socialise and meet new friends". Liam B





### **PASS Camp - Year 9 & 10 Yuragiri Coastal Walk (Brooms Head-Sandon- Illaroo Campground).**



Year 9 and 10 students participated in a PASS camp to Yuragiri National Park. Departing from Dungay Campus at 7am on the 21<sup>st</sup> of October and arriving at Brooms Head around 10am. From Brooms Head they walked about 8kms towards Sandon Campground along the Yuragiri Coastal Walk. Students set up camp at Sandon Camp Ground then participated in a range of activities including water sports. They stayed one night. The next morning, the 22<sup>nd</sup> of October the class departed for Illaroo Campground on foot.. They crossed the Sandon river by boat then walked along the coastal walk. Once again they set up camp and participated in a range of activities including water sports. On the 23<sup>rd</sup> of October students explored the coastline around Illaroo Campground for the day and went orienteering. The class departed Illaroo Campground at 3pm by bus arriving back at Dungay Campus by 6:30pm.





## ACADEMIC ACHEIVEMENT

*Literacy and Numeracy – 2019*

Compare to Schools with similar students  All Australian students 

	Reading	Writing	Spelling	Grammar	Numeracy
Year 3	459	430	437	462	425
Year 5	539	489	517	553	491
Year 7	550	501	540	553	521
Year 9	570	527	585	562	558

*Interpreting this table*

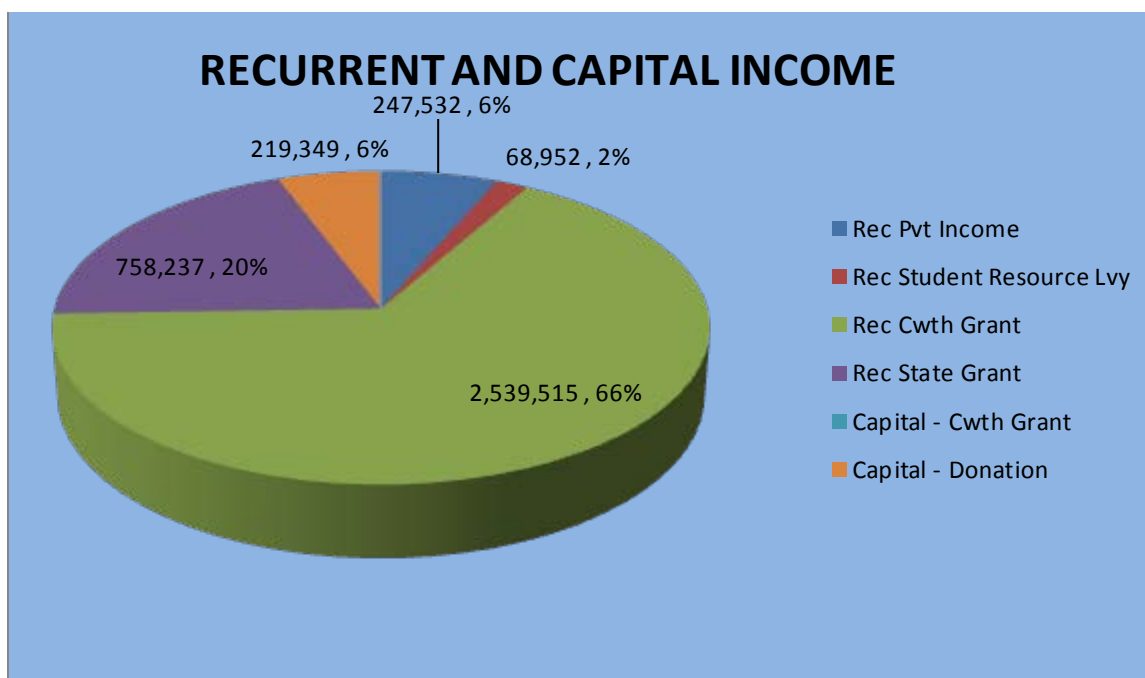
Selected school's average when compared to all Australian students is:

-  Well above
-  Above
-  Close to
-  Below
-  Well below
-  No comparison available

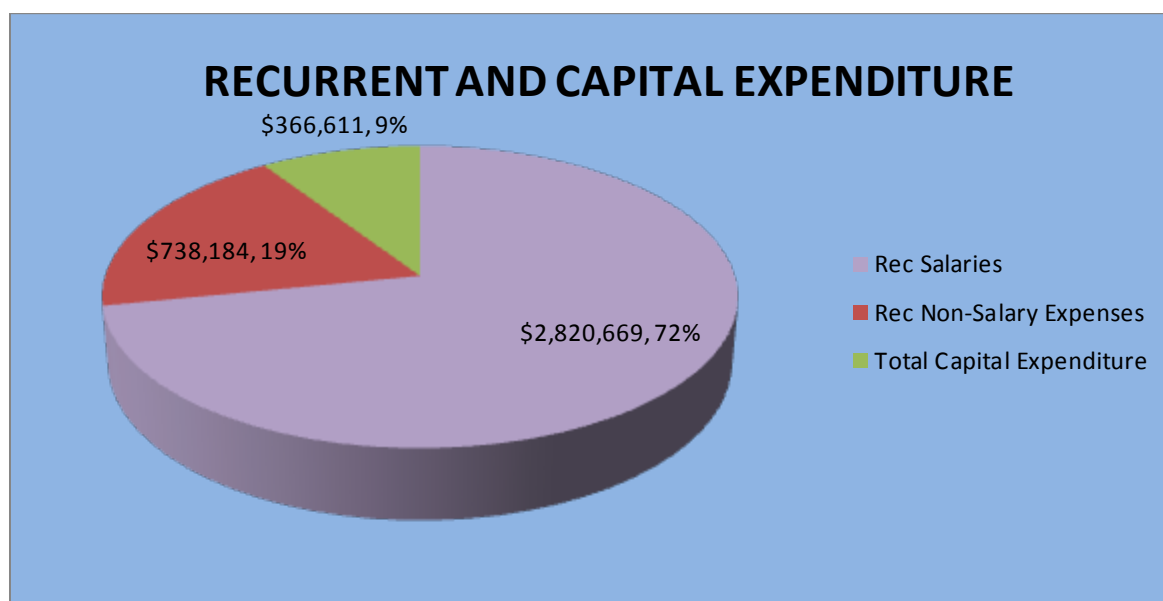
For further details of Sathya Sai College 2019 NAPLAN results please visit:  
<https://www.myschool.edu.au/school/44027/naplan/similar/2019>

## SUMMARY FINANCIAL INFORMATION

### Recurrent / Capital Income



### Recurrent / Capital Expenditure



### Statements as at 31 December 2019

The financial statements as of 31 December 2019 are tabled at the Annual General Meeting of the school. Further details concerning the statement can be obtained by contacting the school.

## SIGNIFICANT PROGRAMS AND INITIATIVES

### *Achievement of Priorities Identified in the school's 2018 Report*

Area	Priorities	Achievements
Student Management	Refining Wellbeing support for staff and students at both campuses	Ongoing
	Review the Discipline roadmap at both campuses	Ongoing
	Review student reward strategies at both campuses	Ongoing
	Establish an expression of interest of male mentoring for senior boys.	Further opportunities required
Academic Quality	Using assessment to inform teaching and learning programs	Ongoing
	Differentiating curriculum to meet needs of students in all KLA's	Ongoing
	Review Primary School approach to writing program.	Achieved
	Review High School assessment in all KLA's	Ongoing
	To strive for higher levels of academic achievement	Ongoing
Curriculum	Primary Campus Priority –. Develop a whole school approach to writing program.	Achieved – Seven Steps writing program – K – 6 approach
	Secondary Campus Priority to develop a more eco friendly sustainable school. Broaden the students awareness of the importance of sustainability and focus on establishing responsible consumption and production	Achieved – Sustainability committee membership increased. Bush regeneration project commenced. 3 bin system introduced
	Secondary Campus Priority to plan and develop Stage 6 curriculum.	Achieved – Registration and accreditation for Stage 6 granted Year 12 to commence in Term 4
	Secondary Campus Priority – further develop monitoring and assessment of RoSA	Achieved
Professional Learning	Providing professional learning (PL) opportunities in areas of need and interest to all teaching staff	Ongoing
	Maintaining certification for first aid for all staff	Achieved – 20 <sup>th</sup> July Term 3
	Provide training opportunities to staff to gain better understanding to support students with special needs.	Achieved – 15 staff completed “Get into Neurodiversity” online course
	Provide training opportunities to staff to gain better understanding of Indigenous studies	Achieved 4 staff attended Indigenous Studies PD
	Provide training opportunities to staff to gain better understanding of how to analyse student assessment data and improve results.	Achieved – 2 staff attended
	Provide training opportunities to all staff to gain better understanding of mandatory reporting and protective behaviours.	Achieved – All staff completed Mandatory online course. Identifying and responding to young people at risk”.
Parent Engagement	Continue to have Parent Workshops for	Achieved – Parent workshop



	all new parents. (Values awareness)	during Kindergarten Orientation program and an evening workshop for new parents in Term 2
	Continue to have Bees Wax Wrap working bees to create and provide Kindergarten and all students with an alternative to plastic wrap.	Achieved -
	Continue P & F meet and greet initiative at both campuses.	Further opportunities required
	Provide opportunities for parent feedback both campuses	Achieved – Parent survey distributed
Facilities and resources	Planning and preparation of additional classrooms at the Secondary campus	Achieved – Asbestos removed and renovation completed to create a music room. Achieved – Information Technology classroom created. Conversion of storage shed to an Technology Mandatory / Visual Arts area commenced.
	Apply for funding for an outdoor classroom, both campuses	Achieved – Primary campus only
	Initial stages of planning and allocation for a bush regeneration area at the Secondary campus	Achieved
	Upgrade Library and art room resources, at the Secondary campus.	Achieved
	Provide further musical instruments at both campuses	Achieved – Secondary campus – Primary campus -
	Establish a PBL program at the Secondary Campus	Further opportunities required
	Plan for more efficient use of school resources	Ongoing
Review policies and procedures	On-going review of policies and procedures, updating when required	Ongoing
	Preparation for College registration for Stage 6	Achieved – registration granted

## SCHOOL POLICIES

Policy	Changes in 2019	Access to full text
<b>Student Welfare</b> All staff employed by the School are responsible for the care, safety and protection of children. This responsibility extends to the identification and timely response to concerns regarding the possible sexual, physical, psychological and emotional abuse or neglect of a child.	Ongoing review	Available in parent handbook. Available in staff handbook.
<b>Anti – Bullying Policy</b> The School is committed to maintaining an environment that values the inherent worth and dignity of every student; fosters tolerance, sensitivity, security, understanding and mutual respect; and encourages all members of the School community to strive to reach their full potential.	Reviewed and Updated in 2019 References made to Online bullying included (Cyber bullying)	Available in parent handbook. Available in staff handbook.
<b>Student Discipline</b> The school expressly prohibits corporal punishment and does not explicitly or implicitly sanction the administering of corporal punishment by non-school persons, including parents, to enforce discipline at the school. All behaviour management actions are based on procedural fairness when sanctions result in suspension and expulsion of a student.	Ongoing review Code of conduct for all staff at both campuses  Ongoing review of Behaviour Management strategies at both campuses	Available in parent handbook. Available in staff handbook.
<b>Complaints and Grievance Policy</b> Sathya Sai is committed to providing a productive, harmonious and fair environment by recognising the right of employees, parents and students to raise work related and other grievances and have them dealt with in a sensitive, effective and timely manner.	Ongoing review Governance Manual 3.9.1 – 3.9.4 Complaints and Grievances policy revised.	Available in operations manual.

# SCHOOL PLANNING FOR 2020

Area	Priorities
Student Management	Refining Wellbeing support for staff and students at both campuses
	Review and differentiate roles of Pastoral Care Officer, Wellbeing coordinator and student support
	Review the Discipline roadmap at both campuses
	Review student reward strategies at both campuses
	Refine behaviour management strategies
	Refine cyber safe platforms
	Continue with Online Guardians cyber safety program
	Appoint a student support officer at both campuses
Academic Quality	Using assessment to inform teaching and learning programs
	Differentiating curriculum to meet needs of students in all KLA's
	Appoint a Learning Support Officer at the Secondary campus to assist with student support needs
	Review High School assessment in all KLA's
	To strive for higher levels of academic achievement
Curriculum	Implement significant experiences and references to Indigenous culture
	Secondary Campus Priority to develop a more eco friendly sustainable school. Broaden the students awareness of the importance of sustainability and focus on establishing responsible consumption and production
	Secondary Campus Priority to plan and develop Stage 6 curriculum.
	Secondary Campus Priority – further develop monitoring and assessment of RoSA
	Implement and monitor safe online learning platforms at both campuses
	Offer TAFE courses and Distance Education to Stage 6 students to extend learning opportunities.
Professional Learning	Providing professional learning (PL) opportunities in areas of need and interest to all teaching staff
	Maintaining certification for first aid for all staff
	Provide training opportunities to staff to gain better understanding to support students with special needs.
	Provide training opportunities to staff to gain better understanding for online learning platforms
	Provide training opportunities to staff to gain better understanding of how to analyse student assessment data and improve results.
	Provide training opportunities to all staff to gain better understanding of mandatory reporting and protective behaviours.
	Inform all staff of the changes to the Child Protection Policy implemented March 2020
Parent Engagement	Continue to have Parent Workshops for all new parents. (Values awareness)
	Continue to have Bees Wax Wrap working bees to create and provide Kindergarten and all students with an alternative to plastic wrap.
	Continue P & F meet and greet initiative at both campuses.
	Provide opportunities for parent feedback both campuses
Facilities and resources	Planning and preparation of additional classrooms at the Secondary campus
	Apply for funding for an outdoor classroom, both campuses
	Initial stages of planning and allocation for a bush regeneration



	area at the Secondary campus
	Upgrade Library and art room resources, at the Secondary campus.
	Renovate existing classrooms at Secondary campus
	Convert large storage shed to a Technology Mandatory / Visual design work space.
	Provide further musical instruments at both campuses
	Provide further sports equipment and facilities at both campuses
	Apply for funding to support construction of additional classrooms at the Secondary Campus
	Plan for more efficient use of school resources
Review policies and procedures	On-going review of policies and procedures, updating when required