



2021



SATHYA SAI COLLEGE

ANNUAL REPORT

Murwillumbah Campus:
9 Nullum St. Murwillumbah NSW 2484
02 6670 8800

Dungay Campus:
16 Jack Williams Pl. Dungay NSW 2484
02 66708840

P.O. Box 705
Murwillumbah NSW 2484

School Office Hours:
Monday-Friday 8.15 am-4 pm

Email: schooloffice@sathyasai.nsw.edu.au

Website: <https://sathyasai.nsw.edu.au/>

Table of Contents

MESSAGE FROM THE PRINCIPAL – Secondary Campus.....	4
MESSAGE FROM THE DEPUTY PRINCIPAL – Primary Campus	5
MESSAGE FROM THE CHAIRMAN OF THE BOARD OF GOVERNORS–	6
SRC REPORT – SECONDARY CAMPUS	9
SRC REPORT – PRIMARY CAMPUS	11
MESSAGE FROM OUR PARENTS AND FRIENDS (P & F).....	12
SCHOOL CONTEXT	13
STUDENT, PARENT AND STAFF SATISFACTION	15
Student-	15
Parent.....	16
STUDENT INFORMATION	19
Student Enrolment Profile	19
Student Attendance Profile	19
Management of Non-Attendance	20
Enrolment Policy	20
Class Sizes	21
STAFF INFORMATION.....	22
Primary Campus.....	22
Secondary Campus	22
Establishment	23
Staff Attendance and Retention Rate.....	23
Teacher Qualifications	24
Professional Development.....	24
Highlights	25
SERVICE LEARNING AND ENVIRONMENTAL EDUCATION.....	27
SCIENCE, TECHNOLOGY, ENGINEERING, ARTS AND MATHS (STEAM)	34
WELLBEING SUPPORT PROGRAMS	36
MUSIC AND CREATIVE ARTS	37
SPORT	39
SPECIAL DAYS AND CELEBRATIONS	41
School Excursions and Camps	45
ACADEMIC.....	47
SUMMARY FINANCIAL INFORMATION	51

SIGNIFICANT PROGRAMS AND INITIATIVES	52
SCHOOL POLICIES.....	55
SCHOOL PLANNING FOR 2022	58

MESSAGE FROM THE PRINCIPAL – Secondary Campus

Sathya Sai College (SSC) is a K- 12 school that operates on two separate campuses. The Primary Campus is located in the centre of Murwillumbah and the Secondary Campus is approximately 10 kilometres north-west of Murwillumbah, in the rural township of Dungay. The Primary Campus is 24 years old, and the Secondary Campus is 7 years young.

The unique feature of SSC is the focus on human values. It is a non-denominational school that strives for excellence in academic achievements and character development. SSC nurtures the firm belief that within all human beings are the five human values of love, peace, truth, right conduct, and non-violence. The daily challenge is to bring out the values that lie within, which requires effort, commitment, and concerted practice.

Explicit values lessons (EHV) are timetabled weekly, but we see every moment as an opportunity to live the values. A term-by-term calendar timetables a specific value, sub value and quote each fortnight which directs the whole school focus. Through explicit teaching of human values, we create an awareness, build confidence and our true character shines through.

SSC instils disciplined practices of silent sitting, positive affirmations, mindfulness, keeping good company and constant reminders, to develop peace and happiness within. We strive to remain 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 lives are continuously presented with opportunities to reflect, to access the five human 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 and teachers are focused on developing HEART to HEART connections and building authentic and meaningful relationships. We believe when students feel supported and heard, they gain confidence and are inspired to reach their goals.

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

MESSAGE FROM THE DEPUTY PRINCIPAL – Primary Campus

As a result of the continued growth of Sathya Sai College, particularly at the Secondary Campus, the role of Deputy Principal of the Primary Campus was established with the starting date of Term 4, 2020. The year of 2021 was the first full year in which this change took effect. This has enabled an Executive Leader to be present at both Campuses at all times and allowed our Principal, Cal Atkins, to focus explicitly on Secondary Campus processes.

Sathya Sai College is a unique school that embodies human values in a non-denominational setting. The vision of the College is *Academic Excellence with Character Development*. Our Education in Human Values program is taught both explicitly through EHV lessons and integrated in day to day 'teachable moments'.

The Primary Campus is currently at a near maximum student capacity and continues to gather interest from not only the local community, but also interstate families looking for a more values-based education. This has meant a number of students are placed on the waitlist for most year levels.

2021 proved to be another year that tested resilience, adaptability and acceptance. Students and staff were again required to teach and work from home for 4 weeks in Term 3. None of this came easily and our staff and students must be credited for the way they embraced the changes and transformed their own teaching and learning methods.

Some major events were still able to go ahead with the Athletics Carnival, Swimming Carnival, Cross Country Carnival and Presentation Day all proceeding in modified capacities.

A major event in the school calendar that returned in 2021, bigger and better than ever was the Friendship Festival. This event attracted over 1000 visitors on the day and was a huge success; blending dance, music, international foods and culture in a day of harmony and joy.

Despite the trials that we faced in 2021, we are able to look back and be thankful for all that was. In each challenge we were able to harness the values and come out the other side even stronger.

Michael Forrester



Deputy Principal

Sathya Sai College

Contact details: deputy.p@sathyasai.nsw.edu.au

MESSAGE FROM THE CHAIRMAN OF THE BOARD OF GOVERNORS–

On behalf of Sathya Sai Governing Body, I present the Sathya Sai College Limited Annual Report for the year ended 31 December 2021.

The disruptions to the delivery of lessons continued from 2020 into 2021 due to the COVID 19 restrictions. The lessons learnt in 2020 helped the school to switch to online delivery or provision of study material to students to ensure the continuation of learning for all our students. Fortunately, this year largely due to our location, the number of days those students were required to learn from home was less than in 2020 or what was experienced by other schools in the state, particularly in metropolitan areas.

The Board, and the Management team continually monitored, assessed the changing environment, and worked to ensure the school remained open with necessary preventative safety measures and minimal disruption to the delivery of lessons.

The hands-on approach has enabled to enhance the Management of the school to identify needs and address them in alignment with the Vision and Mission of the school. The management structure trialled in Term Four of 2020 and implemented in 2021 has enabled a deeper analysis to identify areas of improvement on the academic as well as the integration of values at all levels (staff, students and community).

The Public Health Order classifying educational institutions as essential services and all staff to be fully vaccinated prior to November 8, 2021, had an enormous impact on the school. We had to let go six of our staff members as they were not willing to be vaccinated. Employment of casual staff and recruitment had a major impact on the financials.

Academic

The introduction of the Bring Your Own Device program (BYOD) in 2021 in Year Six has enabled instant identification of areas for improvement in Mathematics and English, promoting enhanced student outcomes in both areas. Intensive roll out of this program in 2022 will further assist in building the academic standards to bring to fruition the Vision and Mission of the school. The school has introduced a purchase plan to enable equitable access for all students to a device.

We also saw our first class of students progress through Year 12 and achieve their HSC in 2021. The additional help and guidance provided by the Secondary Campus staff resulted in two students gaining admission to university and the other five being able to pursue further studies.

Education in Human values

Sathya Sai College facilitates an Education in Human Values program to draw out the human values inherent in all of us and enable the practice of the values truth, peace, non-violence, and love. The positive impact of this program throughout all aspects of our school, from academic to wellbeing, is testament to its importance and effectiveness. A professional development program is integrated for all staff to share and prepare lesson plans and utilise teachable moments to further grow and align with the Vision and Mission of the College.

Projects

The stage 2 of the infrastructure project (Construction of four classrooms and a walkway) was kicked off in May 2021 with the help of a grant worth 25% (\$400K) of the project from the government and generous contributions from the Sathya Sai Organisational members. The project was completed within budget and handed over for use in the middle of December 2021. Work on the electricity connectivity, etc, continued into 2022 with six-month defects review and final sign-off in June 2022.

Financials

Expenses are closely monitored, and cost of services regularly assessed to ensure the school obtains competitive rates for the specific services. This is an ongoing exercise as the COVID 19 pandemic has placed an enormous pressure on finances. Some added expenses include the purchase of cleaning material, cleaning during school hours of areas used by the students and staff, casual staff, structural change and recruitment etc,

It is also important to note that even despite lock down and travel restrictions, the physical help provided by the Sathya Sai Organisation members attending to the maintenance and getting the school ready for use every term by participating in the working bees is greatly appreciated. The participation of the parents and community members in working bees too is commendable.

The Board thanks the members of the organisation, donors and well-wishers for their continued financial and physical support enabling the growth of the school in terms of the Founder's mission.

Thank you to the P&F Committee who have been continually active and engaging with Board and the school. They have made it possible to conduct the ever-popular Friendship Festival which attracted an exceptionally large crowd in 2021.

The success and reputation of the school depends on cooperation between the hard working and dedicated Management Team, an active School Board, P&C, the support of the members of the Sathya Sai Organisation, donors and well-wishers and committed staff.

The members of the Board have strategic oversight of the College's achievement targets, finance and overall direction and have worked in positive unison with the College administration.

Serving on a School Board is a privileged opportunity to contribute and create better outcomes for the school, students, staff, parents, and community.

“The end of wisdom is freedom.
The end of culture is perfection.
The end of knowledge is love.
The end of education is character.”
— Sathya Sai Baba



Kingsley Sathananthan

Chairman

Sathya Sai College Limited

Contact details: boardssc@sathyasai.nsw.edu.au

SRC REPORT – SECONDARY CAMPUS

2021 was a very disrupted year once again for the Student Representative Council. COVID restrictions inhibited a lot of potential events. Although the student representatives embraced their roles enthusiastically when given the opportunity.

ANZAC day was commemorated at the Secondary Campus on Monday 26th April. The service was simple and respectful, acknowledging the significance of this day on our national calendar.

The SRC did an excellent job in acknowledgment of country, laying of the wreath, delivering the *Ode of Remembrance*, and reciting a poem. The service concluded with 2 students raising the flag whilst *The Rouse* was played. The level of respect demonstrated by all students throughout the service was admirable and is testament to the nature of our students' school wide.

On Thursday 27th May, the SRC held an event as part of Australia's Biggest Morning Tea. Students and staff kindly donated baked goods to be sold as part of our fundraising efforts. The sale was a great success, with \$189.95 raised. This money goes toward vital cancer research and our fundraising efforts.

In addition to our student's efforts, we also received a few online donations and reached our goal of raising \$300. This is enough money to provide 189 kids with a SunSmart education OR 4 calls to trained cancer professional's OR 2 days of a PhD student's world class research.

On the 11th November, the SRC once again stepped into their role enthusiastically and observed Remembrance Day with a sombre though respectful service. This was a fitting end to an often frustrating and uneventful year.

Edwina Williams

SRC Coordinator

School Captains

Izobel Penfold & Finn Irvine



SRC

Year 7A - Gemma Hensel & Chris Smith



Year 7B - Mikayla Stribling & Jai Bailey



Year 8 - Curtis Hill, Zahra Bailey-Ives & Kwey Moore.



Year 9 - Harley Penfold & Danny West



Year 10 - Elu Zdesar & Jake Hitchens



Year 11 - Eva Harrelson & Nanda Tancredi



Year 12 - Khlea McIntosh & Dalton Ansey



SRC REPORT – PRIMARY CAMPUS

This year our SRC students were busily organising events, planning projects, implementing ideas and collaborating with their peers. Each member of the 2021 SRC team has shown dedication and enthusiasm towards their role as a leader. Their commitment and eagerness to **do good** for their school is truly inspiring.

Together as a team, the SRC representatives have worked tirelessly to support their peers. They have participated in regular meetings to discuss annual events and relevant issues within our school. Even during lockdown our SRC students were thinking of ideas to bring our school community together.

It has been an absolute pleasure to work with such an inspiring group of leaders this year. Congratulations to all 2021 SRC members for your wonderful achievements.

Jessica Knight

SRC Co-ordinator



MESSAGE FROM OUR PARENTS AND FRIENDS (P & F)

In between lockdowns, we were very fortunate to have been able to come together to hold our annual Friendship Festival. It was a wonderful day shared with our school and greater community. We were also able to host a stall at the Kinship Festival which was another amazing community event. Our BBQ lunch and bake stall went ahead only once this year at the Primary School Athletics Carnival. It was great to be able to share the day with the children. The Secondary Campus has been fortunate to have been able to run the canteen for much of the year.

Our P&F meetings this year have mostly been held off-campus, but this has allowed us to stay in touch with everything happening at the school during this difficult year. Thank you so much to all of our volunteers who have helped this year at the Friendship or Kinship Festival, the working bees, athletics carnival, high school canteen and sushi orders, and to those of you who have made time to come along to our meetings. Your help is invaluable and greatly appreciated.

I would also like to express our deepest gratitude to our amazing teachers and principals. Once again, you have all put in so much hard work and extra time this year to ensure that our children's education has continued both safely at school, and at home during the school's closures. Thank you so very much.

The P&F look forward to 2022, and hope that it allows us all to come together again, without restriction.

Melinda Scanlon – P&F President



SCHOOL CONTEXT

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 7-12 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 and 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 daily, thus providing students with a safe nurturing environment of respect and good role modelling.

The College 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 will deliver our first HSC class in 2021, is accredited for RoSA, offers Japanese, Technology Mandatory, individual music programs, sports programs and STEM extension group. The Stage 5 electives offered are Marine Studies, Visual Design, Photography, Music, and PASS.

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 College 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-denominational education system based on human values. Moreover, we have a unique integrated service-learning

program where students from K-12 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 four general classrooms, a science laboratory, IT room, food technology room, music room, art room, Technology Mandatory workshop and hall. Construction of additional classrooms commenced mid 2021 to cater for the expanding student numbers.



STUDENT, PARENT AND STAFF SATISFACTION

Student-

Secondary Campus – Radha Tancredi & Omrhi Reubens - Year 11

After much disturbance in 2020 and several weeks in 2021 due to COVID, we have been able to return to a normal functioning of the school. Despite this the school has handled the hardships with efficiency and poise. COVID impacted our entire community but with cooperation and determination we have been able to restore balance and stability.

The school continues to employ the education of human values to help students manage and cope with the issues we have been forced to face and this has proven to be an invaluable method. We are very thankful to our school community for helping each other get through this difficult journey, and for supporting us to change to online learning when required.



Primary Campus – Janhavi Grover, Fianaid Ives, Willow Hall – Year 5

This year was a challenging but a rewarding year, we all thrived but were faced with a few challenges. One of these challenges was that some of the teachers had to leave, so the school was short staffed and we were struggling. But, we got through with perseverance, determination and persistence. Another troubling test the world threw at us was our school camp, we had so much fun at camp but because of the disaster we all know as COVID, we couldn't stay there over night. We still got to do all the activities, but it wasn't the same and both days we had to drive a bus to and from the camp. Even though we didn't get to stay overnight our school still provided an amazing camp and everyone had a world of fun. As you can see even with being short staffed and the COVID interruption our teachers and school still put all their kindness and support into their curriculums and made the students' lives as easygoing as they could. Coming to this school was the best decision we have ever made.

Parent –**Secondary Campus – Emmeline Ives**

I first attended playgroup at Sathya Sai College in 2011, with my 2 year old son and 6 week old daughter, and have continued to be part of the wonderful school and community since.

The human values education and being a small school is what lead me to enrolling my children, including my third child.

Seeing my children grow, with values instilled in all areas of their education allows their individual characters to shine.

My son is now in year 8 and thoroughly enjoys being at the Secondary Campus.

The teachers and staff in both primary and secondary campuses bring a beautiful energy to what is a unique and special school.

**Primary Campus – Esther McVicar**

My family has been blessed enough to have both our children attend Sathya Sai College from Kindergarten to present day and we couldn't be more grateful for the schooling experience this has provided. It was always extremely important to us that their schooling years were not only about receiving a wonderful academic education but also about providing the environment and guidance to help them grow into conscientious, caring and considerate human beings. Sathya Sai College as a school has excelled in both of these areas; their school values and ethics in particular, are exceptional.

This is not a school that simply embroiders their school values onto the front of the uniform, Sathya Sai intricately weaves these human values and ethics into every aspect of the students' education. Truth, Peace, Right Conduct, Love and Non-violence - the children are taught and encouraged to consider each of these values in their interaction with other students and staff members, as well as how the values relate to their school work, play and day to day interactions both inside and outside of school hours. The school values system is not simply something that is 'said' but something that is lived during their time at school.

The commitment to giving students greater awareness of their local and global community and environment has also been a stand out area for my family. Sathya Sai is a green school where education about respecting and caring for our planet is weaved into the everyday. The school itself has a food garden and food scraps are composted on site and the children are currently fundraising

to replace the native bee hives that were lost in the floods. Reduction of both paper and plastic waste is made a priority and children are given the opportunity to be actively involved with the encouragement for packaging free lunches, paper recycling and the chance to be sustainability monitors.

All-in-all I can say with the utmost confidence that Sathya Sai College is a school with a difference. It is a school community with a huge heart and commitment to helping its students be the very best versions of themselves in all aspects of their being. I know that my children have had the best possible start to their education and the support they need to grow to their full potential.

Teacher

Secondary Campus- English Teacher – Joanne Hirst

I commenced at Sathya Sai Secondary College in 2021 with a mixture of excitement and uncertainty. I was unsure of how I would find my place within this school community; however, from the first day I felt accepted and welcomed by the staff and the Board. It was positive to see that the values work through every aspect of the school – from the way staff speak, treat each other, to the respectful interactions with students. The EHV presentations at our meetings also presented an effective exploration of the values and how these can be incorporated into the classroom.

The COVID lock down during term 3 presented obvious difficulties with delivering the curriculum; however, having been through this a second time, I felt better equipped to manage the demands. My main priority was keeping Year 11 and Year 12 running and catching up with the curriculum when they came back to school. I made great use of Microsoft Teams and I found it particularly effective for making short films that students could use for studying for exams.

Our planned school theatre trip to 'Charlie and the Chocolate Factory' did not go ahead due to the border restrictions with Queensland. However, hopefully this is something we can do in 2022 so that students can experience a professional theatre production.

One of my biggest challenges this year was taking over the Year 12 HSC English class. Combining both Standard and Studies in the one class presented some interesting logistical issues, notably with allocating equal time to both groups. I was fortunate in that the two Standard English girls were willing to come for extra tuition – this allowed me to give them the extra attention they needed to prepare for the final examination. Essentially, they all survived the year and overall, I was pleased with the students' results.

I feel extremely privileged to work at Sathya Sai Secondary College and I am committed to improving and doing my best for our students. Our school is a vibrant and nurturing community and it is extremely rewarding to see our students develop into well rounded individuals who exemplify the human values.

Primary Campus – Library/ Kindergarten Teacher – Jessica Strickland

As a new teacher at Sathya Sai College, it has my absolute privilege to teach the students that attend our school.

To be a part of a school that teaches and instils the values in which I view most important, that will scaffold the child throughout their life has been wonderful.

Having such a deep impact on the character development of students is perhaps the most satisfying aspect of teaching at Sathya Sai College.

This year I have been supported and encouraged by the entire school community, including students, staff and parents. I have felt welcomed and appreciated. 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 enrolment numbers continued to grow in 2021 as the Secondary Campus introduced a double stream Year 7 cohort. The Primary Campus numbers remained steady with almost all classes at full capacity.

Gender	2014	2015	2016	2017	2018	2019	2020	2021
Boys	57	67	85	100	104	111	112	137
Girls	67	68	68	96	113	121	133	130
Total	124	135	153	196	217	232	245	267

Student Attendance Profile

Student attendance patterns for all grades are generally positive. Our school's average attendance was 88.4 % in 2021.

School Year	% Attendance	% Absent
K	93.1	6.9
1	91.0	9.0
2	93.8	6.2
3	93.1	6.9
4	91.3	8.7
5	93.1	6.9
6	91.6	8.4
7	85.2	14.8
8	80.7	19.3
9	82.8	17.2
10	77.1	22.9
11	84.3	15.7
12	91.7	8.3
Grand total	88.4	11.6

Management of Non-Attendance

The process when dealing with absences from school is for parents / guardians to contact the front office through the parent portal, 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 4 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

The School's Enrolment Policy, procedure and conditions of enrolment were updated in Term 4 of 2020 to be implemented for the start of the new school year in 2021. The updated documents and enrolment forms are available from the school office or the school website.

The basic procedures for enrolment include:

All applications are processed in accordance with the school's enrolment policy.

Consider each applicant's supporting statement/interview responses regarding their ability and willingness to support the school's ethos.

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.

Identify any strategies which need to be put in place to accommodate the applicant before a decision regarding the enrolment is made.

Inform the applicants of the outcome.

[Primary Enrolment – Sathya Sai College](#)

Class Sizes

Class	Total in Class	Campus Total
Kindy	17	Primary 153
Year 1	22	
Year 2	21	
Year 3	25	
Year 4	23	
Year 5	22	
Year 6	23	
Year 7	42	Secondary 114
Year 8	23	
Year 9	20	
Year 10	11	
Year 11	11	
Year 12	7	
Total	267	

STAFF INFORMATION

Primary Campus



Secondary Campus





Establishment

Position	Full time equivalent position
Principal	1
Deputy Principal	1
Business Manager	1
Full Time Classroom Teachers (Primary Campus)	7
Full Time Classroom Teachers (Secondary Campus)	4
Part time teacher (Primary Campus)	4
Part time teacher (Secondary Campus)	13
Pastoral Care (funded by National School Chaplaincy Program)	1
School Counsellor	1
School Administration and Support Staff (Primary campus)	8
School Administration and Support Staff (Secondary campus)	5
Total staff	46

Staff Attendance and Retention Rate

Primary Campus

One new teacher was appointed at the Primary Campus on a part time basis to teach Library as a specialist subject and one full day of Kindergarten.

One Teacher's Aide and one Receptionist were appointed on a full time basis.

A School Counsellor was appointed on a part time basis across both campuses mid year.

Three teaching staff and one Receptionist resigned or left the school in Term 4. A new receptionist and teacher were employed in Term 4 as a result of this.

Secondary Campus

Six new teaching staff were appointed at the Secondary Campus, three of which were full time (Maths, English, HSIE, Science, Japanese). One teacher and a Teacher's Aide joined the staff in term 2 to facilitate an Intensive Learning Support Program on a part-time basis.

Three staff members resigned or left the school in Term 4.

In 2021, the average daily staff attendance was 94%. The proportion of staff retained from 2020 was 93%. Six teachers and one receptionist left the college during term 4 due to the vaccine mandate ruling. The receptionist was replaced part time, teachers were replaced on a casual basis and internally

Teacher Qualifications

All teaching staff are university 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 meet 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 2020 was significantly limited after term 1 due to COVID -19 and the restrictions of face to face contact. However, where possible registrations for webinars were a popular alternative.

Description of the Professional leaning 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.	34 staff attending
Introduction to EHV	6
Identifying and responding to children and young people at risk	37
Understanding NSW Child safe standards	1
NSW Child Protection Legislation Updates	1
NCCD Training	2
CPR refresher course	25
First Aid	5
The Neuroscience of Learning and Leading	1
ACHPER Year 7 – 10 PASS	1
Preparing for the 2021 HSC Biology Exam	1
Nationally Consistent Collection of Data : Overview and Moderation	1

Teaching Stage 6 Family Studies for the First Time	1
Beginner's Guide to Minecraft in the Classroom	1
Tech Mandatory - Material Technologies - Textile Focus	1
Introduction to Tournament of Minds	1
Peer Support Program Implementation Workshop	1
Love Bites Respectful Relationship Facilitator Training	2
Treatment for Selective Mutism in High School	6
Art on Trial-Strategies for Teaching Secondary Art History and Art Criticism	1
Youth Mental Health First Aid	1
Geo Concepts Pts 1 and 2	1
Module 5 Teachers Lecture Maths & Chemistry	1
AAMT Conference 2021 - Future Proofing	1
Languages Roadshow - Engaging Gen Z through languages	
Dyslexia and Hidden Disability Online PD Zoom Workshop	2
AIS NSW Cyber Security for School Decision Makers	1

Highlights

The highlights at Sathya Sai College in 2021 where 7 new teachers and a teacher's aide joined the Secondary. Seven students completed the first Year 12 class offered by the school, Year 7 expanded to two classes, student numbers increased from 5 classes to 7, with a total of 105 students. The Primary campus concluded the year with a total of 161 students.

Construction at the Secondary campus commenced for 4 new generalist classrooms and two withdrawal rooms.

Many annual highlights were limited due to COVID restrictions especially during term 3 and 4.

Both campuses celebrated Harmony Day, NAIDOC week, and Clean Up Australia Day. Students in Years 4, 5 & 6 enjoyed 2 full days at Camp Goodenough, however, could not stay overnight due to Covid restrictions. Students in Year 7 & 8 enjoyed a 3-day camp to Camp Drewe, Lennox Head in term 4.

Wherever possible, the College took the opportunity to bring the two campuses together, this included events such as the High school "taster days" for the Year 6 students, and the Athletics Carnival at the Secondary campus

All students at Sathya Sai College are valued and respected members of the school community.

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 2021 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
- Service Clubs
- Wellbeing Day

SERVICE LEARNING AND ENVIRONMENTAL EDUCATION

Kindergarten – Greenhills Nursing Home

This year Kindergarten prepared Christmas gifts for the local nursing home. “Our goal is to brighten their day with love, sparkle and happiness”.



Year 1 – Dolphin Research Australia

Our Year 1 class chose to support **Dolphin Research Australia** for our service club. Dolphin Research Australia have worked tirelessly to preserve, conserve and protect our local environment and dolphins that live there, like our adopted dolphin Scooter.

Year 1 showed the value of quest for knowledge learning all about dolphins, the food chain and their habitat. They have been showing respect for Mother Earth by making more environmentally friendly and sustainable choices in their classroom and at home.



Year 2 Fingal Head Coastcare

Year 2 worked closely with Fingal Head Coastcare as their service club this year. In Term 1, they held a fundraiser at our cross-country carnival by selling pieces of fruit. In Term 3, volunteers with Fingal Head Coastcare, came to visit Year 2 class and helped them to learn about the impact of some exotic plant species and what can be done to protect our natural environment through revegetation of native coastal plants. In Term 4, Year 2 adopted a casuarina tree. They are a very favourite tree species for the glossy black cockatoos, currently listed as vulnerable because of ongoing threats to their habitats.



Year 3 – Koala Care

This year, Class 3W again worked with Team Koala as their Service Project. This is a local, community minded organisation who strives to protect the remaining koala populations in the Tweed shire and surrounds.

A bumper sticker competition was held at the end of 2020 and this year, we celebrated the winners. Now you can see our creative bumper stickers on cars all around the Tweed Shire!



Year 4 - Friends of the Pound

During 2021, Year 4 students continued to eagerly support Friends of the Pound - demonstrating the values of compassion, caring, cooperation, enthusiasm and connecting to community along the way.

The class were fortunate enough this year to be able to enjoy a visit to our local “Friends of the Pound” on Prospero Street, Murwillumbah South.

Year 4 cooperated together to gather an array of kitty-cat treats and toys across the semester and were overjoyed to finally see their efforts bring a touch of joy into the lives of the cats on Prospero Street as they delivered three beautiful gift baskets filled with goodies to the centre.

Year 4 have continued to support our Service Club throughout Semester 2 by donating pocket money and gold coins directly to a class fund. An official 'Friends of the Pound' money tin was set up on an allocated 'Pound' table within our classroom.



Year 5 – Garden Helpers

In 2021, Year 5 were wonderful school garden helpers! They have been involved in maintaining the garden beds as well as planting and harvesting. Our school community had the opportunity to donate and take some of our produce home. This has enabled us to purchase seedlings to keep our garden going!



Year 6 – Community Centre Bag Donations

This year, students in Year 6 have continued, in partnership with the Sathya Sai Organisation, to purchase, put together and donate grocery bags to the Murwillumbah Community Centre.

Each month, an order of groceries arrives from a local supermarket at the Primary Campus. Our Year 6 class package these items into bags and deliver them to the Community Centre for members of the

community. Some of the food items include: noodles, long life milk, popcorn, soups, cereal, pasta, rice, breakfast spreads and snacks.

The COVID-19 pandemic has continued to hit everyone hard, especially the more vulnerable members of our community. It is a privilege to continue to be able to pack and provide our community with these wonderful donation bags. This service gave our students the opportunity to not only discuss our many school values, but live them through thought, word and deed.



Year 7 – Tweed Valley Wildlife Carers

The Year Seven cohort worked as a team to raise money for their chosen charity, the Tweed Valley Wildlife Carers. Students baked a wide variety of delicious treats and sold them at a lunch-time stall. Together, they raised \$221! This money went towards helping rescue and care for precious Australian wildlife in our region.



Year 8 – Volunteers at the Kinship Festival

On Saturday 22nd of May, Mr Inglis and the Yr 8 students were very busy volunteering their time and giving selflessly in the Elders tent serving tea, coffee and food at the Kinship Market in Knox Park.

With everyone's combined efforts they reached the aim of the Kinship market to "connect, share and immerse in the wisdom of healthy families, strong values and spirited community culture."



Year 9 – Pecan Farm Service

The Year 9 students went to work for the day at the Tweed River Pecan farm. Tweed River Pecans is a family-owned pecan orchard in Dungay, run by David and Kaye McNaught and their daughter Jessie. The farm consists of 10ha of pecan orchard, managed under biological farming principles. Sathya Sai College planned the excursion to say a huge THANKYOU to the McNaughts for their many years of selfless service to our school. The students worked with Kaye and David to roll up, shake up and pick up crate loads of pecans and then they helped with the sorting of the collected nuts. After a few hours of hard yakka, they then got to sit and sample some of the tasty treats.



Year 10 – Toy Drive

The Year 10 students organised a 'Sai Toy Drive' to collect toys from the staff of Sathya Sai College. The toys were gift wrapped and donated to the Murwillumbah Community Centre. The MCC distributed the toys to the children who visit the centre.



Year 11 – Friendship Fest Stall

As their Service Club, Year 11 students volunteered at the Friendship Fest by running the second-hand stall. Students helped to sort clothing and bric-a-brac before the day. On the day, they helped to set up the stall, run it and then pack everything away. Thanks to the extremely generous donations of the Sathya Sai Community and Sai Organisation, this was a monster task. There was something for everyone at the stall, and the students were kept busy helping customers on the day! "To me, doing service is something that needs to be done and it's the right thing to do. You can't save people, people save themselves with the helpful service that you can provide. With the Friendship Fest, the Year 11 Class was able to provide a service in selling clothes to people who may need them at lower-than-market prices." - Nanda

Year 12 – Self Care Packages

Year 12 delivered over 100 bags of self-care products to the Murwillumbah Community Centre for people in need. The products were donated and the students and teachers helped organise and decorate the bags. Right Conduct lived as Courage was the value during that fortnight. It takes courage to get back up when you have been knocked down and it takes even more courage to ask for help when you need it. We all hope these donations help others and encourage others to help in any way they can.



Bush Regeneration Project

In Term 1, Year 10 Geography spent some time looking at the management of the SSC Native Plant Regeneration area at the Dungay campus. In early term 2, they then helped extend the resilience and ecological diversity of the area through planting a range of native rainforest species.



On Friday, 30th of July, students and staff at the secondary campus participated in National Schools Trees Day. Staff and students planted 100 native rainforest ground cover plants in the regeneration area to act as weed suppressants around trees that have been previously planted.

Throughout Term 3 and 4, select students from Years 9 and 10 have helped weed and mulch the regeneration area.



SCIENCE, TECHNOLOGY, ENGINEERING, ARTS AND MATHS (STEAM)**Primary Campus – Jane Farrelly**

In Science this year we have had another fantastic year exploring the 'Physical World', the 'Living World', the 'Material World', 'Earth & Space' and 'Digital Technologies'.

My highlight, as always, is watching the wonder and excitement the students show when they discover something new. Some highlights from students from K-6 this year have been:

"My highlight of Science is in the small STEAM group when we were trying to make a cloud in a jar." - Levana

"My favourite part of Science is learning to code." - China Year 5

"I like talking about Space and the interesting things in Space." - Lena Year 5

"I enjoyed trying and failing in STEAM. I liked doing Flipaclip and making iMovies." - Fianaid Year 5

"My favourite thing in Science is when we made Bottle Rockets." - Xavier Year 6

"The MBots were really fun and I learnt so much this year." Ewan Year 6

"I loved it when we put up mirrors and shone a light at them and did a bouncing effect with the light." - Sonny Year 6

"I loved the 'Water Cycle Song'" - Sriji Year 2

"I love being a Meteorologist." - Imogen Kindy

"My favourite thing was learning about the Seasons." - Koen Kindy

"The best thing in Science this year was making the 3 Little Pigs Movie." - Lilou Kindy

"The best things in Science this year were, bridges, rocks and rainbows." - Elkin Kindy

"I loved building bridges in STEAM." - Skylar

"Making bridges was my favourite thing because we learn from our mistakes." - Woodie Year 2

"I loved creating the Eiffel Tower from foil." - Kaeden Year 1

"We liked using the Quiver app to make augmented reality." - Frankie and Lola

"I liked learning about 'surface tension' from Bek in STEAM." - Jesse

Secondary Campus – Gita Singh

Sathya Sai College has trialed an extension program for students that have been identified as high achieving or taking a keen interest in Mathematics and Science. The extension program focused on Science, Technology, Engineering and Mathematics (STEM), incorporating problem solving, critical thinking, cooperation, communication and creativity. The program provided an opportunity for students to be extended and challenged within a STEM context as well as build higher-order problem solving and teamwork skills.

Science activities were a mixture of online learning and face to face class work. Topics that were conducted throughout the year included:-

Space, Physics (Newtons Law) Electric circuits, Biology and Agriculture.



WELLBEING SUPPORT PROGRAMS

Primary Campus

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 2021 aimed to enhance self-esteem, resilience, self-awareness, service, leadership, music skills, emotional literacy and coping with change. The dedicated Well-being and support team facilitated and conducted the following programs according to the age appropriate needs of the students.

- ✓ Peaceful Kids (Year 6)
- ✓ Fingal Coast Care
- ✓ Kaleidoscopes Club
- ✓ Gardening (mixed group)
- ✓ Bird's Eye View (mixed group and families)
- ✓ Biodiversity in our Backyard
- ✓ Seasons for Growth
- ✓ Chai time for me
- ✓ Bird Clan

Kindness Day – Wellbeing Day (Term 1 and Term 4)

Students at the Secondary Campus celebrated Kindness Day by participating in a range of activities organised to promote love and respect for all.

One the activities was a headspace talk by Damien, which was very engaging and helped give more insight into mental health.

Students also participated in a music activity of beat boxing. A culturally enriching part of the day was learning about National Boys Day from Japan and making origami.

Students also enjoyed a relaxing meditation and yoga session and practice of mindful breathing and being in the moment with Mr. Shearman.



MUSIC AND CREATIVE ARTS**Primary Campus - Kate Oakley-Grant**

Aside from Lockdown, the Music classroom has been its usual hive of activity with students busily making 'heavenly' sounds on ukulele's, guitars, pianos, glockenspiels, drums, percussion, and of course, violins and cellos!

From Kindy to Year 6 we've been learning how to read rhythms and notes on the stave and have responded and expressed how various types of music makes us feel.

During Lockdown activities ranged from making instruments, written notation practice/theory and responding to music through art, for those students who wished to participate.

Thankfully the String Program and Recorder Band Program has continued to go strong with performances at the Friendship Festival and various performances at whole school assemblies, despite Covid 19 looming in the background.

**Individual Music Programs**

Sathya Sai College offered music programs with the specialist music teachers for singing, guitar, violin 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 the opportunities to practice self-discipline and self-sacrifice while learning an instrument.

Secondary Campus – Sam Menzies

Over the course of the year within the classroom, Sathya Sai College students performed a diverse range of popular songs within an ensemble setting. Students developed their instrumental skills on ukulele, guitar, keyboard, bass guitar, drum-kit and voice. Special focus was given to: triad chord building theory; instrument chord shape learning; soloing techniques; strumming patterns; chord chart reading; band skills; African drumming techniques; and general music theory.

Year 8-10 students: explored lyric writing techniques by recording their own rap songs using various music software; and explored Australian, Aboriginal music and the blues by analysing a song of their choice.

Within the preliminary Year 11 course, students explored the topics: Music for Radio, Film and Multimedia; Australian Music; and Music of the 20th and 21st Century. This was an extensive course where students: performed various songs within an ensemble; conducted film score and artist research tasks; composed and recorded their own songs; and further developed musicology and aural skills by analysing a wide range of music.

Yr 12, HSC music students completed their first unit of Music for Small Ensembles where they performed and recorded popular songs and conducted a musicology artist research task using the concepts of music.

Due to COVID performance restrictions, SSC hosted a day-time, at-school version of the usual Night to Shine Concert, though this was a great success and enjoyed by all.



SPORT

Primary Campus - Stephen Ward and Michelle Jarrett

Having fun and participating was the motto for sport this year. Students had many opportunities to build upon their gross motor skills and fundamental movement skills; whilst further developing the human values of cooperation, perseverance, fair play and resilience.

As well as regular class PE lessons, Sporting Schools funding provided specialist coaches in tennis and athletics. Kelly also delivered weekly Yoga lessons to all grades. Additionally, students participated in whole school sporting events including Cross Country, the Athletics Carnival and the Swimming Carnival.

NCIS provided many opportunities for our students to represent our school in different sports. Sathya Sai students attended NCIS Swimming, Cross Country, Soccer and Touch Football.

We even had students who qualified for the CIS Cross Country and travelled to Sydney to race.

Other events included an interschools Tennis Tournament for Stage 2 and the NSW Netball Cup in Mullumbimby for our senior netball team.

Unfortunately, COVID restrictions meant the cancelling of some sport including the Cricket Bash, some NCIS events, and the Intensive Swimming Program.

We look forward to providing even more exciting sporting opportunities in 2022.



Secondary Campus – Keshava Inglis

Another year of Covid restrictions have heavily impacted sports participations and the 2021 sports calendar. However, before the lockdowns the school was able to have our school Cross Country and Athletics Carnivals. The North Coast Independent School (NCIS) pathways were still made available for the NCIS Swimming and Cross Country Carnival. We had a number of students who represented the school. A standout performance was a Year 7 student's performance at NCIS swimming where they qualified for the Combine Independent Schools (CIS) Swimming Carnival in Sydney. Unfortunately, due to Covid the carnival was cancelled. Everyone is looking forward to sport in 2022 and hope that the students will be able to compete in their elected pathways.



SPECIAL DAYS AND CELEBRATIONS

Primary Campus

Mother's Day Morning Tea

In May the SRC held a Mother's Day morning tea to acknowledge the lovely mothers and special relatives of our school. We invited our guests to enjoy hand baked scones, massages, tea and coffee and much more. It was nice to see how many parents and carers came to enjoy this event. All of the SRC team loved helping to brighten their day.

Mollie and Joli

ANZAC and Remembrance Day Poppies

In April and November this year, the SRC sold poppies for \$3 each to raise money for the RSL NSW charity. We sold over 200 poppies and raised over \$600 for the charity. This donation will help RSL NSW to provide support for veterans and their families. We felt very proud of our school and SRC team for helping such a worthy cause.

Shimmer and Eli

Friendship Festival

Over 1000 people attended our annual Friendship Festival in March. With over 100 volunteers and fantastic weather, the day was a resounding success, full of fun, love and culture. Both campuses had student representatives performing music and dance items, as well as running stalls and activities.



Cleanup Australia Day

Students from Kindergarten to Year 6 participated in various Cleanup Australia Day activity both inside of the school grounds and outside. Our Sustainability Committee led the day conducted an audit of the collected materials at the end of the day and separated them into their categories (types of waste/ recycling).

Book Character Parade

In August we celebrated Book Week and had a Book Character Parade to celebrate our love of literature. It wasn't just the students dressing up, as our teachers and support staff all dressed to the theme of "The very hungry caterpillar".

Founder's Day

Founder's Day was held on-site at the Primary Campus this year due to Covid restrictions. This didn't stop the service and fun activities on offer.

Our junior classes created wonderful Christmas Craft that decorated the school, wrote letters to the elderly and played on the adventure playground at the park.

The senior students cleaned up the garden of weeds then mulched and planted some seedlings. They also sent letters of gratitude to the volunteers who had helped out at school working bees, cleaned up the local park and did team building activities.

Secondary Campus -

Clean up Australia Day

A group of high school students were involved in cleaning up the riverbank in Murwillumbah for Clean Up Australia Day. The students volunteered their time and hands to scour the area for any visible rubbish, including discarded food wrappers, packaging and microplastics. A large amount of rubbish was collected, sorted and disposed of properly. The students are to be congratulated on their selfless service and positive attitude towards cleaning up our local community.

Quotes from students

Maya (Year 9) "It's good to clean our environment."

Gemma (Year 7) "It was fun."

Josh (Year 9) "There were lots of plastic bottles."



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 each campus separately.

Students participated in activities related to Sai Baba's maxim, *"Love all, Serve all"*.

The Secondary student service activities included:

- Gardening
- Yoga/Meditation
- Sport
- Gratitude Cards
- Toy recycling
- Boomerang Bags
- Cooking –
- Values Mosaic



Wellbeing/ Kindness Day

The whole day was filled with many fun activities and the mixed groups with all different year levels gave the students a chance to meet someone new. One of the activities was a Headspace talk, which was very engaging and provided more insight into mental health. The students also participated in a beat boxing music activity and everyone had chance to show off their skills. A culturally enriching part of the day was learning about National Boys Day from Japan and making origami. The students learnt about Children's day in Japan and the customary hat, they wear called a Kabuto. Then the race was on to make as many origami kabutos as possible. A sports activity provided some friendly competition. At the end of the day everyone enjoyed a relaxing meditation and yoga session and learnt the practice of mindful breathing and being in the moment.



School Excursions and Camps Primary Campus –

Year 1 & 2 Hastings Point Excursion

Our Stage 1 students had a ball at Hastings Point as they scoured the rockpools for marine life and fossils. Some students were even able to carefully hold a living starfish! The students toured the Marine Museum and were given a lot of fun information by their friendly tour guides.



Camp Goodenough

In late November, students from Years 4, 5 and 6 attended two adventure days at Camp Goodenough in Carool. Unfortunately, our senior school camp for 2021 was cancelled due to COVID restrictions but this alternative was a fantastic way to celebrate what has been a difficult year.

Students participated in a range of team building activities and faced challenges that required many school values to overcome, such as determination, perseverance, teamwork, bravery and optimism, just to name a few.

Not even the rain was going to dampen the spirits of our senior students who lived each and every value as they worked their way through these activities set to challenge them. All students should feel proud of what they achieved and the obstacles they overcome.



Secondary Campus – CYC Camp Drewe 2021 – Year 7 & 8

Stage 4 students experienced a 3 day outdoor education camp at Lennox Heads in term 1.

The camp was planned during week 5 to create an opportunity for the students to establish new friendships and create a comradery before the academic demands of the year took hold. The camp provided a variety of challenging outdoor activities, night walks, a camp fire and individual responsibilities.

The students enjoyed:

- ❖ Going for a night walk along the beach and playing games. Ginger. M & Darcy
- ❖ Stand up paddle boarding, free time in the afternoon, hanging out in the cabins. Charlie & Nikki
- ❖ The campfire and going to the beach. Ebony
- ❖ Raft building, taking them out on the lake and watching the stand-up paddleboarders wrestle each other. Nathan & Soren
- ❖ Chips and cheese for lunch. Chris
- ❖ Telling scary stories before bed. Leo & Sonny
- ❖ Swimming at the beach in the big waves. Jake
- ❖ Giant SUPs, raft building and low ropes, Makayla & Arjan
- ❖ Giant stand-up paddle boarding where we got to wrestle. Lani
- ❖ The night walk where we could see the lighthouse shining over the headland. Calum

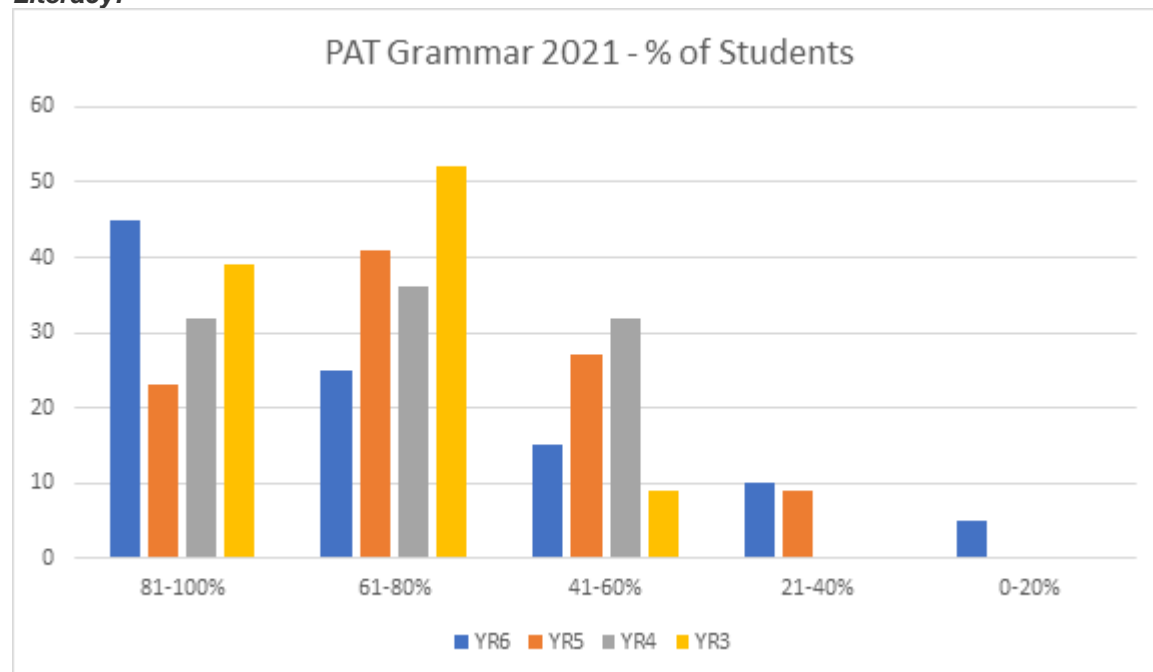


ACADEMIC

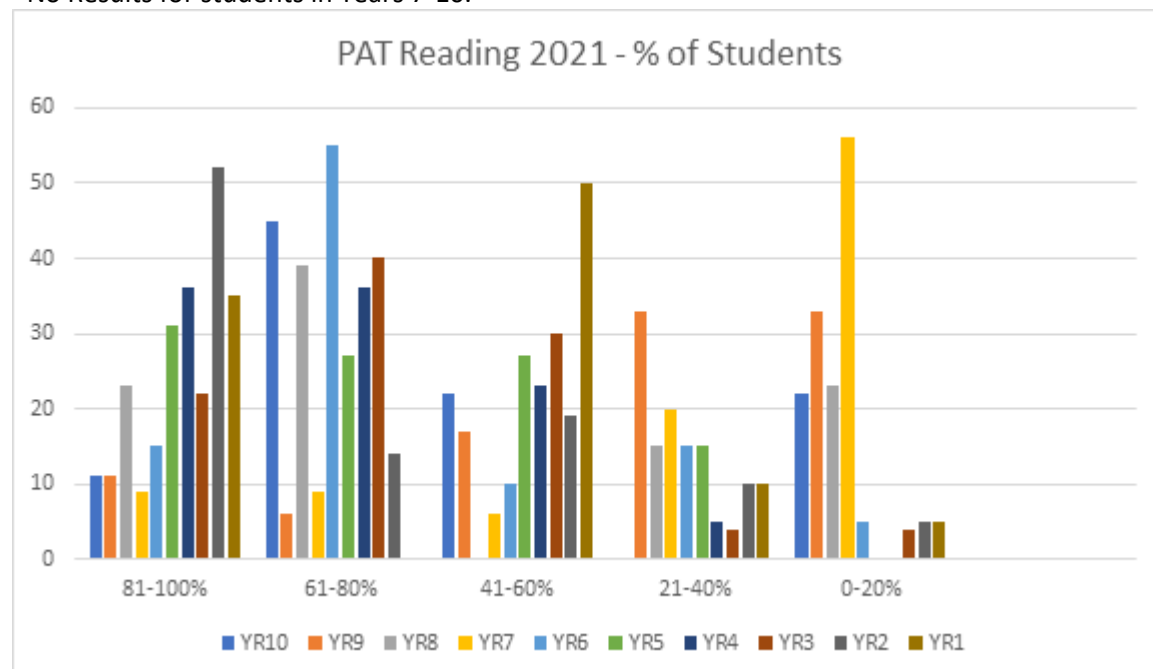
Literacy and Numeracy – 2021

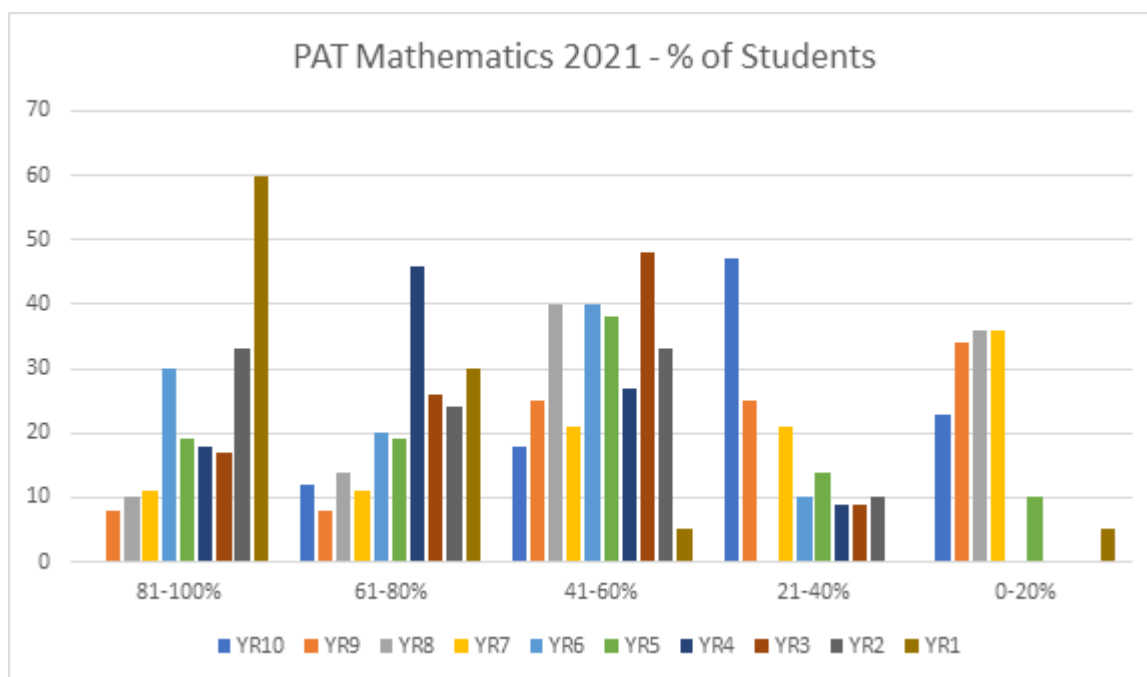
PAT (Progressive Achievement Testing) tests in Mathematics, Comprehension and Grammar & Punctuation. The results of Years 1-10 are shown below:

Literacy:

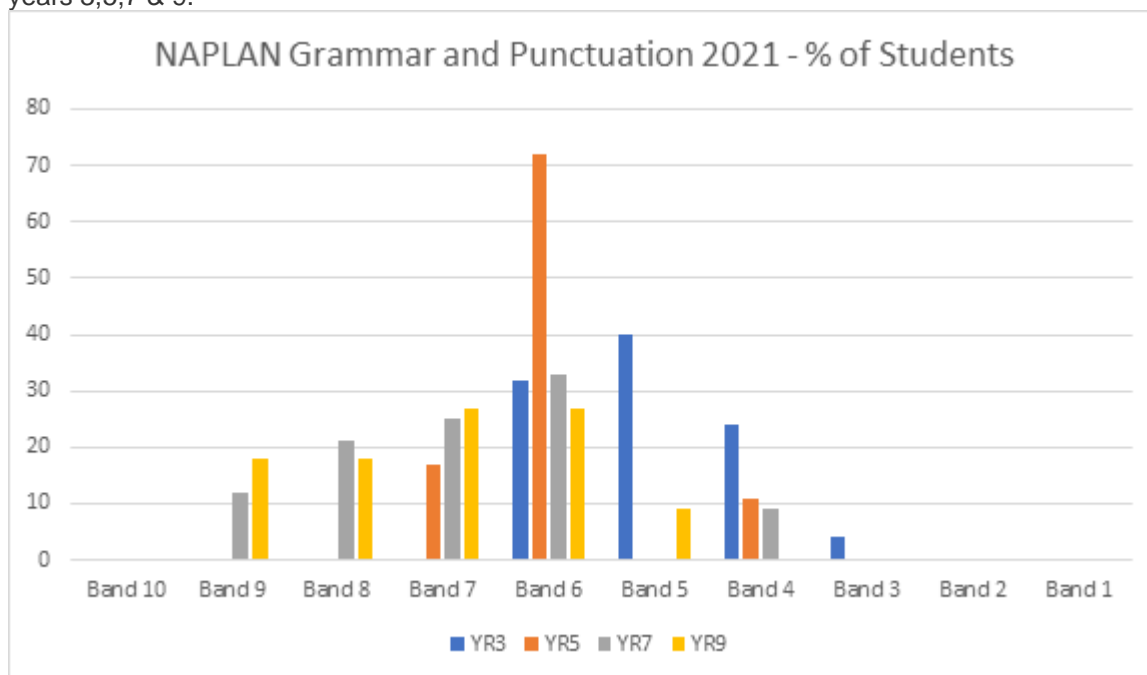


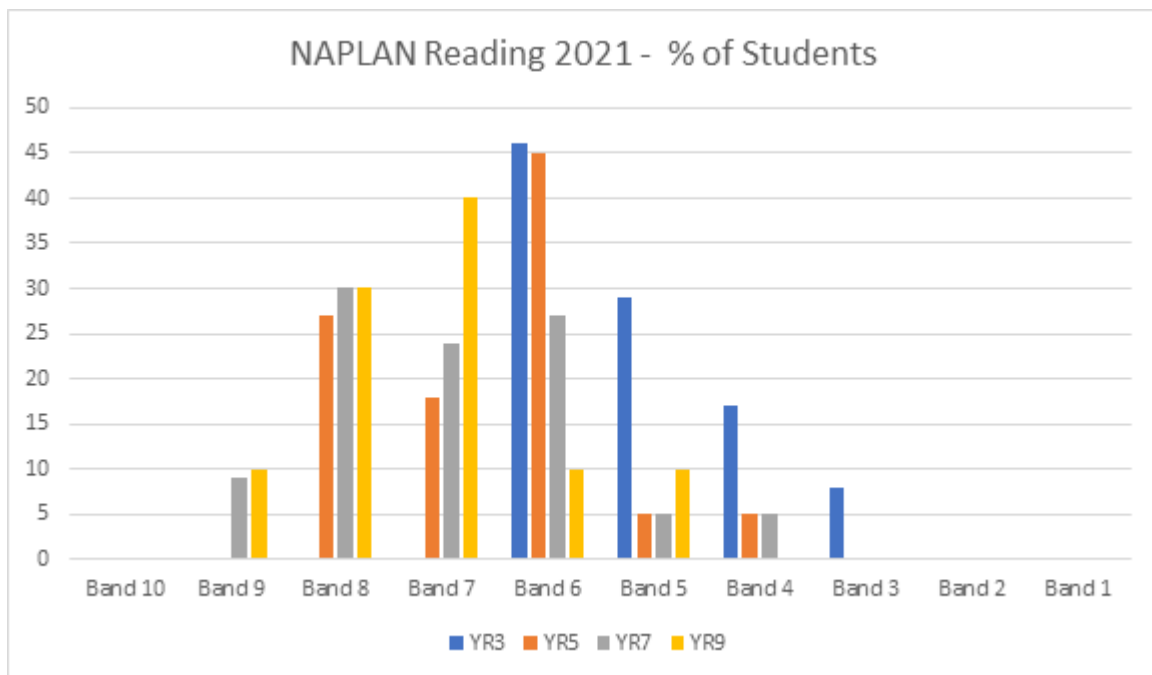
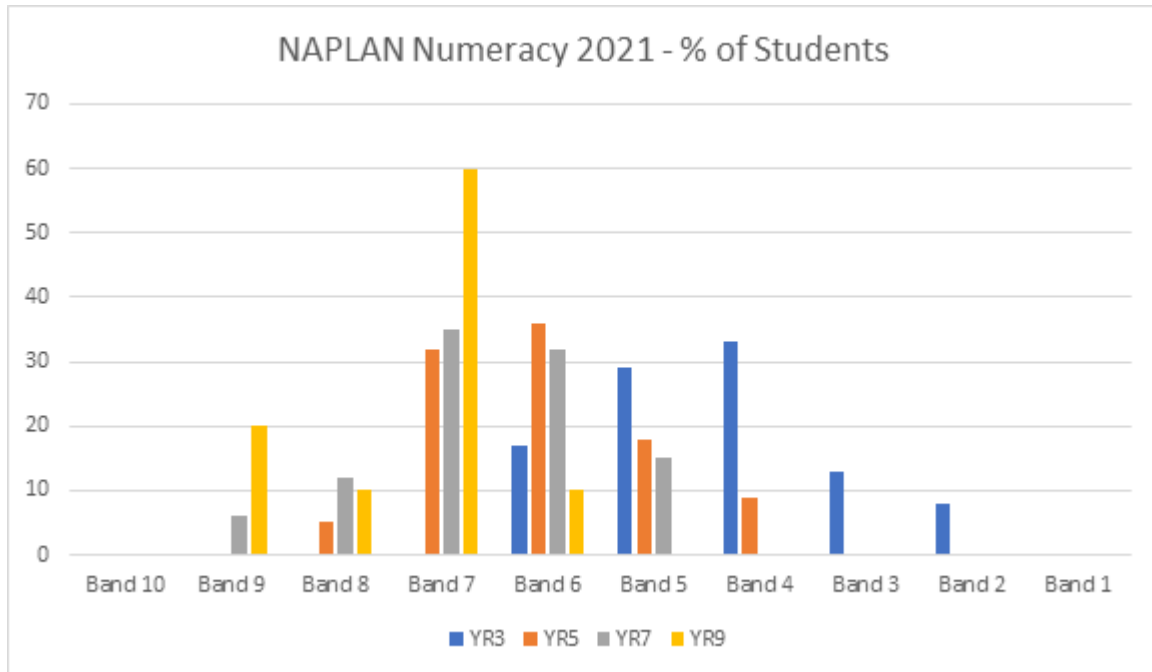
*No Results for students in Years 7-10.

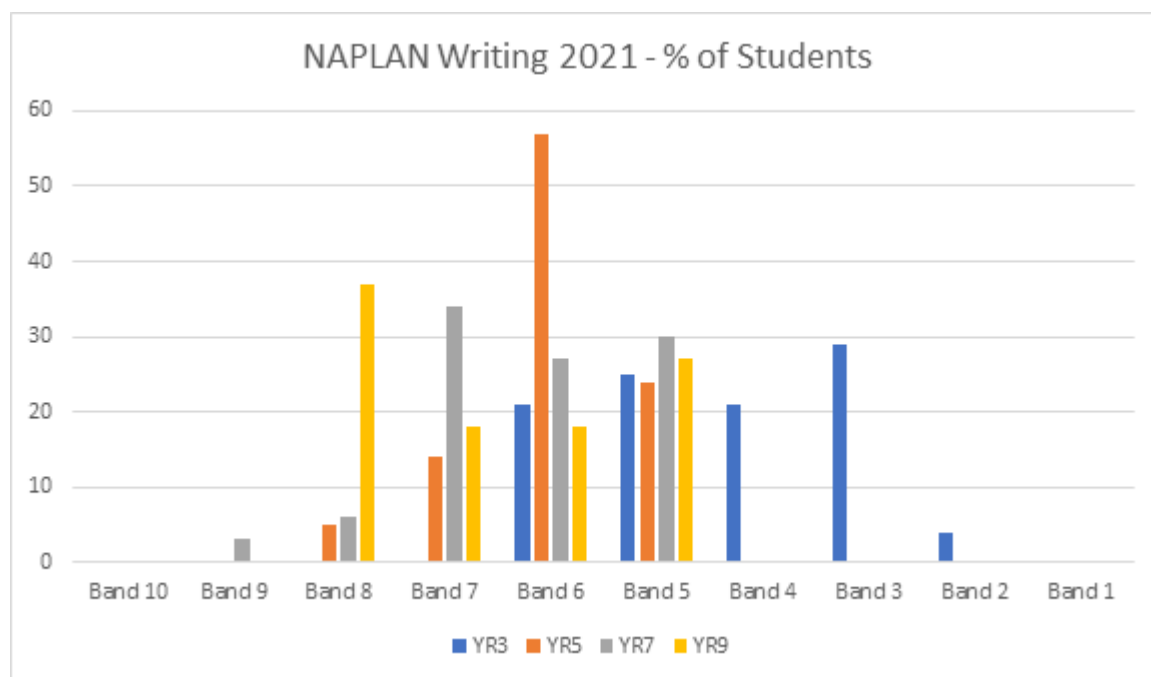




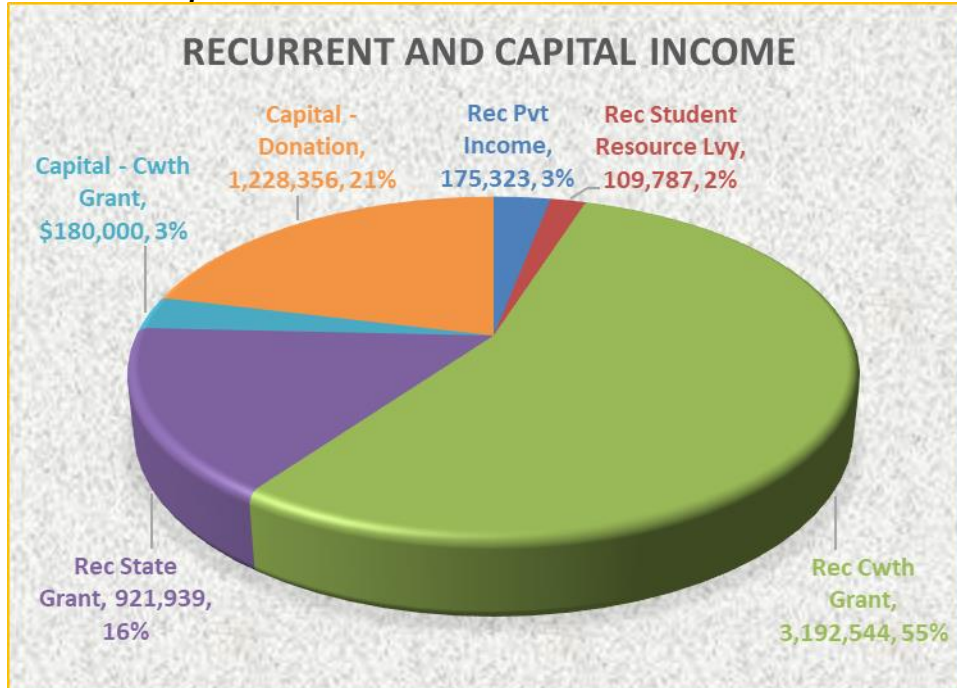
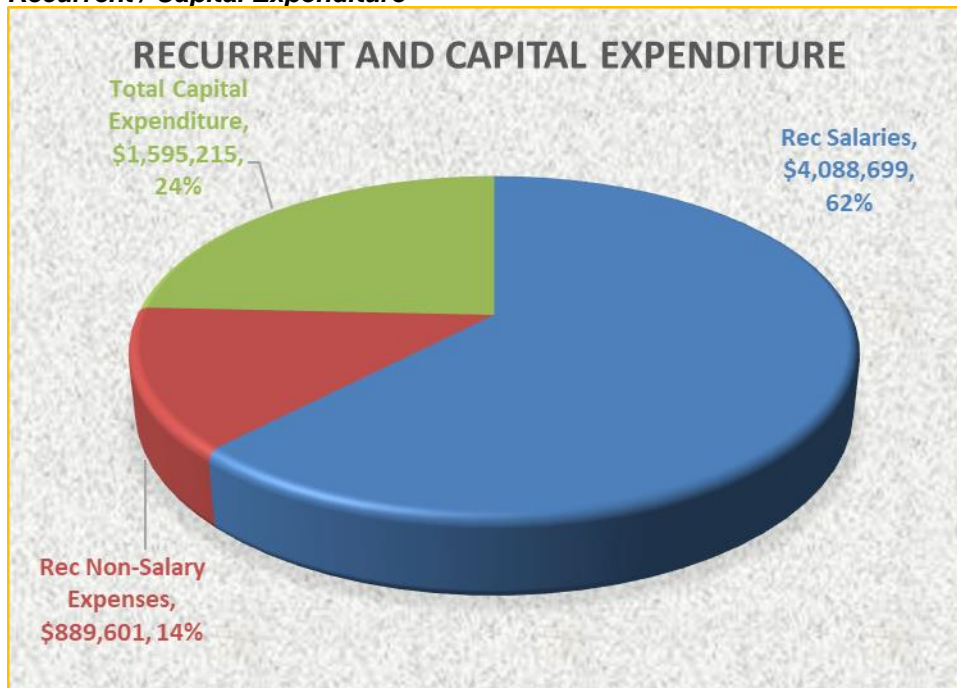
NAPLAN (National Assessment Program – Literacy and Numeracy). The results are for students in years 3,5,7 & 9.







SUMMARY FINANCIAL INFORMATION

Recurrent / Capital Income*Recurrent / Capital Expenditure***Statements as of 31 December 2021**

The financial statements as of 31 December 2021 are tabled at the Annual General Meeting of the college. Further details concerning the statement can be obtained by contacting the school.

SIGNIFICANT PROGRAMS AND INITIATIVES

Achievement of Priorities Identified in the school's 2020 Report.

Area	Priorities	Achievements
Student Management	Refining Wellbeing support for staff and students at both campuses	On-going
	Review and differentiate roles of Pastoral Care Officer, Wellbeing Coordinator and Student support.	On-going
	Review the Discipline roadmap at both campuses	On-going
	Review student reward strategies at both campuses	Achieved – Secondary campus On-going at the Primary campus
	Refine behaviour management strategies	Ongoing
	Refine cyber safe platforms	On-going
	Continue with a cyber safety program	On-going
	Investigate student counselling support options	Achieved
	Refine attendance/ absence procedure through efficient use of Sentral	Achieved
Academic Quality	Using assessment to inform teaching and learning programs	On-going
	Differentiating curriculum to meet needs of students in all KLA's	On-going
	Review High School assessment in all KLA's	On-going
	To strive for higher levels of academic achievement	On-going
	Engage in diagnostic testing to track student growth	Achieved
	Implement a BYOD program at the Primary campus to enhance academic progress	Achieved

	Review Assessment consistency across year levels and against the common grade scale	On-going
	Review elective options at the Secondary campus	On-going
	Implement ways to further support Indigenous students at both campuses.	On-going
	Implement a program to support students who have been academically affected by COVID.	Achieved
Curriculum	Implement significant experiences and references to Indigenous culture	On-going
	Secondary Campus Priority to develop a more eco friendly sustainable school.	On-going
	Broaden the students awareness of the importance of sustainability.	On-going
	Primary Campus priority review the whole school approach to reading	On-going
Professional Learning	Providing professional learning (PL) opportunities in areas of need and interest to all teaching staff	On-going
	Maintaining certification for first aid and CPR for all staff	Achieved
	Provide training opportunities to staff to gain better understanding to support students with special needs.	On-going
	Participate in a whole school improvement plan, analysing data and implementing changes	On-going
	Provide training opportunities to staff to gain better understanding of how to analyse student assessment data and improve results.	Ongoing
	Provide training opportunities to all staff to gain better understanding of mandatory reporting and protective behaviours.	Achieved
	Provide training for staff in EHV (Education of Human	Achieved

	Values)	
Parent Engagement	Continue to have Parent Workshops for all new parents. (Values awareness)	Achieved
	Provide an opportunity for parent information session for new cohorts to the school.	Achieved
	Continue P & F meet and greet initiative at both campuses. (When COVID safe)	Limited opportunities due to Covid
	Provide opportunities for parent feedback both campuses	Ongoing
	Encourage parent attendance of assemblies, school performances and award ceremonies	Limited due to Covid
	Encourage parent attendance of Parent teacher interviews	On-going
Facilities and resources	Continue native bush regeneration area at the Secondary campus	Achieved
	Upgrade Library and art room resources, at the Secondary campus.	Art room – achieved Library – on-going
	Upgrade existing classrooms at Secondary campus	Achieved
	Re-surface primary school playground	On-going
	Provide further sports equipment and facilities at both campuses	Achieved
	Finalise construction of new classrooms at the Secondary Campus	Achieved
	Plan for more efficient use of school resources	On-going
Review policies and procedures	On-going review of policies and procedures, updating when required	On-going

SCHOOL POLICIES

Policy	Changes in 2021	Access to full text
Student Welfare 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.
Anti – Bullying Policy 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.	Ongoing review	Available in parent handbook. Available in staff handbook.
Student Discipline 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 Adjustments to the discipline roadmap for the Secondary campus	Available in parent handbook. Available in staff handbook. Available in the Student Handbook – Secondary campus
Complaints and Grievance Policy 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.	Revisited and closely reviewed – adjustments made where required	Available on School Website Available in Parent Handbook
Enrolment Policy Sathya Sai College seeks to provide quality education in a caring, secure and challenging environment, based on human values and a curriculum that integrates the philosophy of Sathya Sai Educare and uses the pedagogy of Integral Education	Changes made include: <ul style="list-style-type: none"> - Updating selection criteria - Updating Conditions of enrolment 	Available on School Website Available for all new enrolments Available in Parent Handbook

<p>Attendance Policy</p> <p>By implementing this policy, the College aims to achieve the following objectives:</p> <ul style="list-style-type: none"> - Continuity of education is maximised for each student - The College's expectations and requirements for attendance are clearly articulated and communicated to the College community - The College complies with its legal obligations regarding attendance and duty of care. 	<p>Ongoing Review</p>	<p>Available on School Website</p>
<p>Assessment Policy</p> <p>Assessment instruments and policies have been designed to give equitable opportunities for all students to demonstrate their achievement of course outcomes. While individual needs and circumstances will be taken into account, decisions regarding extensions and adjustments will be made with the intention of avoiding disadvantaging any individual student or group of students. All assessments and policies are designed to give equal opportunity to all students in the course.</p>	<p>Revisited and closely reviewed – adjustments made where required</p>	<p>Distributed to students at the beginning of the year</p>
<p>Cyber Safety Policy</p> <p>To meet the changing nature of technology and to ensure that students, parents and staff are aware of the risks attached to overuse and unsafe use of the internet. To ensure that students are able to make educated choices regarding these risks.</p>	<p>Revisited and closely reviewed – adjustments made where required</p>	<p>Through enquiry to office</p>

<p>Social Media Policy</p> <p>The purpose of this policy is to provide guidance about the use of social media to students, parents/carers of the Sathya Sai College community and their rights and responsibilities. All members of the Sathya Sai College community are expected to show courtesy and respect to others and should not use social media to abuse, harass or offend anyone. Social media should not be used to damage the reputation of the College.</p>	<p>On-going review</p>	<p>Through enquiry to office</p>
---	------------------------	----------------------------------

SCHOOL PLANNING FOR 2022

Area	Priorities
Student Management	Refining Wellbeing support for staff and students at both campuses
	Refine the Discipline policy and roadmap at both campuses
	Refine behaviour management strategies
	Implement a cyber safety program
	Investigate student counselling support options
	Refine uniform policy
	Investigate attendance improvement strategies
Academic Quality	Using assessment to inform teaching and learning programs
	Differentiating curriculum to meet needs of students in all KLA's
	Review High School assessment policy
	To strive for higher levels of academic achievement
	Engage in diagnostic testing to track student growth
	Expand the BYOD program at the Primary School to enhance academic progress
	Review Assessment consistency across year levels and against the common grade scale
	Review elective options at the Secondary campus
	Implement ways to further support Indigenous students at the Secondary campus.
	Review and differentiate roles of Curriculum Coordinators at the Secondary campus
	Implement a Leadership Team at both campuses
	Continue with whole school improvement plan
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
	Expand and refine elective choices for Stage 5 & 6
	Primary Campus priority review the whole school approach to reading
	Primary Campus transitioning to online programming
	Establish and prepare for the implementation of the new K-2 English and Mathematics syllabus in 2023
	Evaluate Mathematics programs and look at a whole school approach to Mathematics
Professional Learning	Providing professional learning (PL) opportunities in areas of need and interest to all teaching staff
	Maintaining certification for first aid and CPR for all staff
	Provide training opportunities to staff to gain better understanding to support students with identified support needs.
	In particular Diabetes Training level 1 & 2
	Participate in a whole school improvement plan, analysing data and implementing changes
	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.
	Provide training for staff in EHV (Education of Human Values)
	Primary staff to complete NESA self-paced learning for implementation of the new K-2 English and Maths syllabus.
Parent Engagement	Continue to have Parent Workshops for all new parents. (Values awareness)
	Continue P & F meet and greet initiative at both campuses. (When COVID safe)
	Involve parents as part of a Friendship Festival committee to assist in

	planning the annual event
	Provide opportunities for parent feedback both campuses
	Encourage parent attendance of assemblies, school performances and award ceremonies (When COVID safe)
	Encourage parent attendance of Parent teacher interviews
Facilities and resources	Continue native bush regeneration area at the Secondary campus
	Reimplement – Facilities for live animals for Agriculture
	Upgrade Library and art room resources, at the Secondary campus.
	Upgrade flood affected classrooms and administration at Primary campus
	Re-surface primary school playground
	Provide further sports equipment and facilities at both campuses
	Upgrade equipment for Technology Mandatory and Food Technology
	Plan for more efficient use of school resources
Review policies and procedures	On-going review of policies and procedures, updating when required