



**T A M B E L I N**

INDEPENDENT SCHOOL GOULBURN

Annual Education and  
Financial Report

**2010**

*'a happy learning environment'*

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# Foreword

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Tambelin Independent School offers children and parents in the Goulburn and surrounding districts a unique alternative in education. Tambelin is an independent school with a current enrolment of 30 students from Kindergarten to Year 6. It provides an intimate and caring environment for children to learn and thrive in. The philosophy of the school is for children to be happy in the learning environment. Crucial to this, is that each child is regarded as an individual. A low student to staff ratio and limited class numbers provides the opportunity for focus on the individual. Children are encouraged to develop at their own pace and realise their full potential in a non-competitive atmosphere. Parents of the students together with the teachers run and administer the school. Tambelin is a registered school; our curriculum must follow the educational standards set by the Board of Studies. We aim to offer a sound understanding and knowledge in the areas of English and Maths for all students with a variety of experiences in music, foreign languages, computers and sport. The focus at Tambelin is the children, developing, extending and nurturing their needs educationally and emotionally. We strive to provide a 'happy learning environment ' for all our children.

## *In 2010 Tambelin was selected to participate in National Partnerships. The school has 2 priority areas*

- Whole school approach to literacy to achieve improved student outcomes
- Effective evidence based teaching of data

Under the National Partnership plan the school has a target that for matched students between Year 3 2009 and Years 5 2011 growth will be equal to or better than the state in reading. A full view of this plan is available on the school website

[http://www.tambelin.com.au/info/index.php?option=com\\_content&view=category&id=38&Itemid=54](http://www.tambelin.com.au/info/index.php?option=com_content&view=category&id=38&Itemid=54)

# Message from the President - Tambelin Independent School's Parent Governing Body

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It is with great pleasure to present my third President's Report for Tambelin School, 2010.

2010 was another important year in the life of the school.

The school was selected to take part in the National Partnership for Literacy and Numeracy funding. This substantial funding for literacy will impact across the school community, children and staff. Funding has and will be spent on professional development, reading programs and resources. This funding will make the school a better place for literacy learning and extension for our children. This year the school was also successful in a government initiative for solar schools. The school was successful in the grant application and Solar panels have been installed. This will help offset future power bills.

Enrolments in the school throughout the year have been strong and to near maximum capacity this is a positive reflection of the staff culture and wider school community.

Thank you to present committee members for their dedication and commitment to the running of the school. A special thank you to the Treasurer, Megan Marks who has given the school financial guidance. Thank you also to Megan for her active role as secretary.

Thank you to all the fantastic staff at Tambelin. They have remained enthusiastic and totally committed to providing the highest quality education available.

Wendy and Andrew Maizey have tackled the time consuming task of Fundraising. This has included school lunches, a walk-a-thon, a chocolate drive and sunscreen drive. Thank you to all those parents that have support these fundraising effort. This combined effort has seen some great results.

Parent support in Tambelin's education is vital. Whether it is cleaning, mowing, covering books, painting or helping with reading; everyone's contribution is appreciated and necessary in the running of this school.

We should all look forward to a very positive 2011.

**Andrew Harborne**

President

# Principal's Report 2010

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2010 has been an enriching year academically and socially for all students at Tambelin. The school has 3 teaching staff members that provide a variety of learning activities with the support of 2 teacher support staff. The school has provided a variety of learning experiences that is meaningful for all students. The focus at Tambelin is a happy learning environment where all children develop a love of learning. This learning has been specific in keeping with the Board of Studies guidelines and supported by extracurricular activities.

This year at Tambelin we decided to explore two programs in spelling and comprehension that would allow the whole school to participate. Four mornings a week for  $\frac{3}{4}$  of an hour the children are divided in to groups for a spelling program and then a reading and comprehension program. So far we feel that this has been successful as it insures that children can be grouped according to their ability. Individual children can be extended and enriched and placed in groups that provide more individualised learning and teaching. Before these sessions all children participate in Brain Gym.

All staff has been trained in Brain Gym in the class room. Brain Gym is the registered trademark for the name given to the 26 specific movements that are part of the brain gym and educational kinesiology program. The brain gym movements prepare the brain and entire nervous system for optimal performance in all areas:

**Intellectual** – Cognitive Functioning –Academic

**Creative Ability** – Style and Flair – Imagination

**Coordination** – Gross and Fine Movement – Athletic

**Interpersonal** – Social Skills and relationships

Brain Gym “switches on” areas in the brain that is needed to cope with the day’s learning. The school has embraced this program and we have seen some very positive results.

Tambelin has provided many opportunities for children to grow and learn through different extra curricular experiences. Some of these activities for 2010 include; Zumba, gymnastics, tennis, swimming, Peter Morgan dance and drama workshop, Theatre presentation of Wombat Stew, Goulburn’s Sports and Cultural Expo, excursion to Canberra National Art Gallery to see the *Master Pieces from Paris* and Botanical Gardens, Bathurst Seniors Camp, Sydney Over night excursion to the Aquarium, Wildlife Centre and camping at Cockatoo Island, Music, Taralga Sports, and walk-a-thon. All these activities compliment the existing curriculum and give each child a healthy variety in education that is meaningful for life long learning.

Thank you to all the staff at Tambelin. Each member is truly committed to the school and the children. We all work together to give the children the very best in guidance and support in every aspect of their school life. I would personally like to thank each and every staff member for their duties above and beyond their role at school. Natalie - who has continued to organise the Premiers Reading Challenge, Yearbook and started many school office duties. Nat's patient and caring nature is noted when supporting the children in their learning. She also provided a gymnastics program in Term 3. Melanie - for her leadership and guidance in the senior room, organising Seniors camp to Bathurst and NAPLAN. Sharon - for her commitment in her role as a teacher's assistant, librarian, book club, role taking and assisting in senior room activities. David - for his ongoing computer support and this year book. Thank you to Claire Jones who has been very creative in orchestrating singing in the school. Your talent and expertise is appreciated. Thank you to Michelle for her support in the junior room and your wonderful sense of humour.

It is this strong staff commitment to the children, school and its community that makes Tambelin a unique place to work. I thank all the students, staff and parents for their support over the last twelve months.

**Catherine Harborne**

Principal

# Educational and Financial Reporting

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## Policy

The school will maintain the relevant data and information and will comply with reporting requirements of the NSW Minister for Education and Training and the Commonwealth Department of Education, Science and Training. This reporting will include public disclosure of the educational and financial performance measures and policies of the school as required from time to time.

## Procedures

Procedures for implementing the policy include:

- Identification of the staff member responsible for coordinating the final preparation and distribution of the Annual Report to the Board of Studies and other stake holders as required;
- For each reporting area, identification of the staff member responsible for the collection, analysis and storage of the relevant data and for providing the relevant information to the coordinator for inclusion in the report;
- Determination of the specific content to be included in each section of the report and reviewing this each year to ensure ongoing compliance, relevance and usefulness;
- Preparation of the report in an appropriate form to send to the Board of Studies;
- Setting the annual schedule for
  1. Delivery of information for each reporting coordinator
  2. Preparation and publication of the report
  3. Distribution of the report to the Board of Studies and other stake holders.

## Request for Additional Data

From time to time the Australian Government, through the Minister for Education, Science and Training may request additional information.

To ensure that such requests are dealt with appropriately, the school will identify the staff member responsible for coordinating the school's response. This person is responsible for the collection of the relevant data and for ensuring it is provided to the Board of Studies in an appropriate electronic form.

## DEST Annual Financial Return

The school will identify the staff member responsible for completing the questionnaire. This person is responsible for the collection of the relevant data and for ensuring it is provided to the DEST in an appropriate form.

## Value Added Information

It should be noted that Tambelin Independent School is a small school, with a maximum student enrolment of 30-32 students, and the overall result when using percentages and averages can be overly influenced by the results of 1 or 2 students.

## School Performance in NAPLAN

All students in Years 3 & 5 participated in the National Assessment Program Literacy and Numeracy (NAPLAN) in 2010.

### Year 3:

- 80% of students achieved band three or above in reading
- 80% of students achieved band four or above in writing
- 100% of students achieved in or above band three for spelling
- 80% of students achieved in or above band four for grammar & punctuation
- 60% of students achieved in or above band three for numeracy

### Year 5: No Students enrolled in Year 5

## Teacher Standards

Category	Number of Teachers
i) Teachers having teacher education qualifications from a higher education institution within Australia or as recognised within the National Office of Overseas Skills Recognition guidelines (AEI-NOOSR) guidelines	3
ii) Teachers having a bachelor degree from a higher education institution within Australia or one recognised within the AEI-NOOSR guidelines but lack formal teacher education qualifications.	0
iii) Teachers not having qualifications as described in i) and ii) but having relevant successful teaching experience or appropriate knowledge relevant to the teaching context. Such teachers must have been employed to “teach” in NSW before October 1 2004 (either on a permanent, casual or temporary basis) and worked as a teacher during the last 5 years in a permanent casual or temporary capacity.	0

The school has copies of qualifications for each staff member these are used to determine the suitability of each teacher it has employed and, where relevant, copies of Institute of Teachers accreditation documentation;

1. The program of study that meets the requirements of the NSW Institute of Teachers being undertaken by each teacher in category above, the qualification(s) of the supervisor(s) and the role of that/those supervisor(s); and details, including the qualifications, of all part-time and full-time teaching staff.

**Tambelin also employs two teacher assistants. Staff information is also available my school website <http://www.myschool.edu.au>**

## Professional Development for 2010

Course	Provider	No. Of Staff	Cost
Brain Gym		5	\$450.00
Early Literacy	Jolly Discoveries	1	\$140.00
Fractions	Association of Independent Schools	1	\$150.00
Times Table	Association of Independent Schools	1	\$150.00
Anaphylaxis Training	Community Health	5	-
Teacher Accreditation	Association of Independent Schools	2	\$300.00

# Professional development days out of the Goulburn area staff are reimbursed by the school for travel costs.

## Teacher Attendance and Retentions Rates

Average Non-Attendance of Teaching staff: 0

Retention Rate: 100%, all teachers at Tambelin continued their service from the previous year.

## Student Attendance

Kindergarten	92%
Year 1	88%
Year 2	92%
Year 3	93%
Year 4	90%
Year 5	NA
Year 6	86%

The average attendance rate was 90%

It must be noted that when taking averages for a small school such as ours, extended periods of illness and families taking leave of absence does affect the overall attendance.

By law, attendance at school is compulsory. Attendance record is kept at the school with names, addresses in accordance with instruction supplied within. This record is completed daily.

The law requires the school to keep detailed record of absences. If a child is absent from school a written note to the class teacher (or phone call) explaining the reason for the child's absence. If preferred, notice of absence forms can be found in the parents area of the Tambelin website or on request. If children are late to school parents are required to fill in the relevant details in the yellow book in the entrance hallway.

Children who turn five prior to the end of July may be enrolled in the kindergarten class at the start of the same year. Year 1 - 6 students may also enrol during the year. As Tambelin enrolls a maximum of 32 per year, a successful new enrolment application depends on class numbers.

## *Pre-enrolment*

After initial contact with the school, the prospective parent/guardian is given information about Tambelin School and, if enrolment is sought, advised to complete an Expression of Interest in Enrolment form.

When a position is available and possible enrolment is imminent, the teacher arranges a pre-enrolment interview.

## *Pre-enrolment Interview*

Ideally both parents/guardians and the prospective student(s) attend the pre-enrolment interview, conducted with a Tambelin teacher and parent representative from the school association.

The interview aims to cover the history, philosophy, and educational structure of the school as well as the child's educational development/needs and previous educational experiences.

Before or during the interview, an *Enrolment Information Package* will be made available to parents/guardians. This includes an Enrolment Application form; a Tambelin Membership Application form; a Permission for Medical Treatment form; a Prohibited Employment Declaration; a Tambelin Information Booklet; an Infectious Diseases Information sheet, an *'Acknowledgement of Awareness'* that Tambelin is a nut free area and Enrolment checklist.

When returning the completed forms, you are also required to give the school documentary proof of age (e.g. birth certificate/passport), and a copy of the child's Immunisation record.

*All forms are to be returned to the school for the enrolment process to continue.*

## *Orientation/Trial Days*

Kindergarten orientation usually takes place at the beginning of December. This is usually 3 consecutive half days at school, from 9am to 12 midday. During this time, children are introduced to school routines and have a chance to make friends and experience school life. These days are very beneficial to the students as they begin school the following year with friendly faces in a familiar environment.

When enrolling new students in Year 1 and above, Tambelin will arrange a number of trial days. Trial days usually span a week. This allows the student, parents/guardians and Tambelin to further consider enrolment of the student. The school will then contact you regarding your application.

Materials such as stationery, pencils, scissors, and workbooks are provided at Tambelin.

## *Finalising Enrolment*

The enrolment is endorsed at the next (parent committee) school meeting. For any enrolment to be endorsed, all enrolment forms and documents must be completed and submitted.

## *Children with Additional Needs*

Tambelin accepts enrolment applications from children with additional needs. Consultation with parents/guardians and support services with regards to additional needs and available resources, determine whether or not Tambelin is the best environment for the child.

### **Pre-requisites for Continued Enrolment**

School Disciplinary Procedures - consideration of any action, particularly to suspension, expulsion or exclusion, can be made at any time during the procedure. If necessary, a final decision will be made after consultation with parents, teachers, Tambelin's advisory body (Association of Independent Schools) and, if necessary, with the school committee.

### **Inability to Pay Fees by Due Date**

Failure to make fee payments in accordance with written arrangements may result in the loss of your child's position at the school.

### **Student Population**

Tambelin is a small school where children of different ages interact and learn within two classroom groups. The two groups are K-2 and Years 3-6.

Tambelin comprises a student population of 34 (2010) and is divided into two classrooms, Junior and Senior. In 2010, the Junior classroom comprised of 16 from years K-2 and the Senior room had 18 students from Years 3-6. However these numbers above were not constant due to a moving student population. The school population consisted of 50% boys and 50% girls. Tambelin students come from a large range of backgrounds, including students with special needs.

### **Policies for Student Welfare**

Tambelin endeavours to promote a healthy, supportive and secure environment for all children. The school aims to minimise the risk of harm and ensure students feel secure. We raise an awareness of what makes students resilient, to develop strategies to reduce vulnerabilities, to build student/school connectedness, and to increase coping skills. Tambelin supports the physical, social, academic, spiritual and emotional development of students.

Policy	Changes	Access to Full Text
<b>Child Protection Policy:</b>		
<p>The focus of Tambelin's duty of care is the protection of children from any form of abuse.</p> <p>Tambelin acts in accordance with all relevant legislation and takes into account other appropriate practices and guidelines aimed at the protection of children. The school's policy and detailed procedures will be amended from time to time to take into account amendments to the legislation and regulation.</p>	<p>Child Protection information &amp; Policies are revised in Staff meetings throughout the year.</p> <p>Updating of Policy to include <i>Keep Them Safe</i></p>	<p>Issued to all staff members and school committee</p> <p>Policy overview available in School Information Booklet &amp; Child Protection Investigation procedure folder in the school's office.</p>

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**Security Policies:**

<p>The safe keeping of the school buildings and assets against misuse, theft and damage (which include fire &amp; safety) is the responsibility of the parent body and staff members. Tambelin will provide a secure and safe environment that adequately protects the school's buildings and assets. A balance will be maintained between adequate security measures and reasonable access for authorized personnel to move freely about the school.</p>	<p>Nil</p>	<p>Policy available in school information booklet &amp; comprehensive policy and procedure in school "<i>Policy and Procedure manual</i>"</p> <p>Copy of Procedures are available on request.</p>
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Policy	Changes	Access to Full Text
<b>Supervision Policies:</b>		
<p><b>Play ground and School building Supervision Management Policy:</b></p> <p>The aim is to ensure that the playground areas and areas within the school are safe and pleasant for everyone and that all equipment, whether belonging to school or an individual, are treated responsibly.</p>	Nil	<p>Policy available in school information booklet &amp; comprehensive policy and procedure in school <i>"Policy and Procedure manual"</i></p> <p>Copy of Procedures are available on request.</p>
<p><b>Travelling to and from school Safety Policy:</b></p> <p>Guidelines for safe pick-up/drop off, bike riding, parking are included in the curriculum.</p>	School gates clearly signed for parents "bus" and "parent pick up"	<p>Policy available in school information booklet &amp; comprehensive policy and procedure in school <i>"Policy and Procedure manual"</i></p> <p>Copy of Procedures are available on request.</p>
<p><b>Excursion Policy:</b></p> <p>Safety issues during these excursions off campus are included in the overall policy.</p>	Supervision of children at all times.	Policy available in school information booklet & comprehensive policy and procedure in school <i>"Policy and Procedure manual"</i>
<p><b>Occupational Health and Safety Policy:</b></p> <p>Tambelin Independent School is committed to maintaining a safe and healthy work environment for all staff, students and visitors.</p>	<p>Rules constantly reviewed with the children and integrated and taught across the curriculum &amp; Risk assessments completed before activities</p>	Copy of Procedures are available on request.

Policy	Changes	Access to Full Text
<b>Codes of Conduct Policy:</b>		
<p>All members of the school community – students, staff and parents - must accept that being part of this community involves rights and responsibilities for all parties.</p> <p>Policies include;</p> <ul style="list-style-type: none"> <li>* Behaviour management</li> <li>*Anti Bullying &amp; Harassment Policy</li> <li>* Staff code of conduct</li> <li>*Student code of conduct</li> </ul>	<p>Anti bullying is constantly revised and reviewed in our PDHPE program and specifically taught to children.</p> <p>Every year parents and students sign the Code of Conduct.</p>	<p>Policy available in school information booklet &amp; comprehensive policy and procedure in school “<i>Policy and Procedure manual</i>”</p> <p>Copy of Procedures are available on request.</p>
<b>Pastoral Care Policies:</b>		
<p>Tambelin has a file containing lists of psychologists and counsellors available to Parents, Staff and Students. Tambelin has access to Community Health Services and the Child Development Unit.</p>		<p>Policy available in school information booklet &amp; comprehensive policy and procedure in school “<i>Policy and Procedure manual</i>”</p> <p>Copy of Procedures are available on request.</p>
<b>Medication;</b>		
<p>Any medications required must be discussed and negotiated with the Staff. It is important that such requests are managed in a manner that is appropriate, ensures the safety of students, and fulfils the duty of care of staff.</p>		

Policy	Changes	Access to Full Text
<b>Pastoral Care Policies (continued):</b>		
<p><b>Anaphylaxis and Food Allergies Policy;</b></p> <p>This policy ensures that any child with allergies is provided with an environment that is safe and allows them to be able to participate in all aspects of the daily program with minimum risk that they may be exposed to traces of their allergen.</p>		<p>Policy available in school information booklet &amp; comprehensive policy and procedure in school <i>“Policy and Procedure manual”</i></p> <p>Copy of Procedures are available on request.</p>
<p><b>Sun Protection policy;</b></p> <p>Children are to wear hats at all times whilst outside. For example sport, excursions and play.</p>		
<p><b>Absences and Illnesses Policy;</b></p> <p>By law attendance at school is compulsory. The law requires the school to keep a detailed record of absences. In view of this, parents must inform staff in writing, an explanation for the reason of absence.</p>	<p>Revised and wording changed</p>	<p>Policy available in school information booklet &amp; comprehensive policy and procedure in school <i>“Policy and Procedure manual”</i></p>
<p><b>Injury &amp; Illness Policy;</b></p>		
<p><b>Critical Incident Policy;</b></p>		
<p><b>Homework Policy;</b></p> <p>Homework is not compulsory. It is an agreement between student, parents and teachers. Homework is designed to support and extend classroom learning, to develop positive study habits and to develop a responsibility for self-learning.</p>		
<p><b>Uniform and Dress Code Policy.</b></p>		

Policy	Changes	Access to Full Text
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**Communication Policies:**

**Formal reports;**

**Parent teacher Interviews;**

Information Booklet

Opportunity for informal interview is always available. Formal interviews can be requested by both parents and staff, but it is desirable that both parties are aware of the subject.

**School Discipline Policies;**

All provide opportunities for communication between staff, parents and students.

**Policies for Student Discipline**

Students are required to abide by the school's rules and to follow the directions of teachers and other people involved with authority delegated by the school. Where disciplinary action is required, penalties imposed vary according to the nature of the breach of discipline and a student's prior behaviour. Corporal punishment is not permitted under any circumstances.

All disciplinary action that may result in any sanction against the student is based on procedural fairness.

The full text to the school's discipline policy and associated procedures is provided to all members of the school community through;

- The Parent Information Booklet
- Procedures and Policy Manual

## ***Complaints and Grievance Resolution Policy***

Tambelin Independent School strives to provide a positive, constructive, open and inclusive school environment for students, teachers and parents. Its Complaints and Grievances Resolution Policy is closely aligned with its Mission Statement and Philosophy, in that Tambelin strives to provide a happy learning environment where students' individual needs as well as those of the school community are core priorities.

*It is important to resolve any concern, comment or grievance about any aspect of the school, regardless of size, promptly in a communicative and confidential setting.*

The school endeavours to achieve outcomes for students, teachers and parents in a fair and impartial manner, based on the following stepwise process and clear and transparent guidelines.

### **Grievance Resolution Procedure**

1. Verbal or written notification of the grievance or issue is given to the parties involved (eg: teacher). A formal meeting is then arranged to discuss the issue in detail. The time of this meeting is arranged to suit both parties and to ensure confidentiality. *If resolution is not achieved by undertaking Step 1 of the Grievance Procedure;*
2. A confidential meeting can be arranged with the senior teacher and all other parties involved in order to reach resolution of the issue, *Where the party that initially raised the issue is not satisfied with the resolution outcome of Step 2 of the Grievance Procedure;*
3. The party that raised the issue can choose to address a confidential meeting of three Executive Committee Members, during which a decision on resolution of the issue is made. All parties are also encouraged to have support person at this meeting. The Executive Committee may consult with the Australian Independent Schools Association to verify that the above steps have achieved a satisfactory outcome for all parties, with the benefit of the school community in mind. A formal complaint is required to be addressed to the President of the School Committee.

## Achievement Priorities for 2009

Area	Priorities	Achievements
<b>Student Welfare</b>	Maintain code of conduct, and integrate throughout the curriculum	Visit to Life Education Van. Units of work detailed:
<b>Teaching and Learning</b>	<p>Primary Connections Science Units of work</p> <p>French Lessons</p> <p>Maintain and continue Assessment of Numeracy skills for all children LIN/LIEN.</p> <p>Outcome based assessment tool for staff to learn and implement to find out where children at.</p> <p>Learning to Swim program</p> <p>Tennis Senior Students</p> <p>Gymnastic K-6</p> <p>Senior Camp</p> <p>Juniors</p>	<p>Very specific units of work where children really enjoyed the hands on approach to "real" Science and Literacy:</p> <p>All students participated in the swimming program that was held in Terms 1 &amp; 2</p> <p>All children were bused to the local PCYC to have instructed gymnastics lessons.</p> <p>Point Wollstoncroft sport and rec camp. 1 week camp for senior students</p> <p>School sleep over</p>

Area	Priorities	Achievements
School Parent Committee	<p>Sun safe</p> <p>Promotion of school to promote enrolments</p> <p>Application for investing in schools Grant</p>	<p>School hats for all children</p> <p>Teacher spoke at two local pre-school/childcare parent information nights about the school. Brochure placed in all local child care/pre-school facilities in the area.</p> <p>Advertorial with Local paper</p> <p>Completion of water tank. Landscaping, security fencing and toilet refurbishment</p>
Professional development	Staff competence and motivation	<p><i>See list in this report</i></p> <p>And the introduction of staff meetings, 2 per term (minimum). This gives all staff the opportunity to formally review policies and procedures and the general running and organisation of the school.</p>

## Achievement Priorities for 2010

Area	Priorities	Achievements
<b>Student Welfare</b>	Maintain code of conduct, and integrate throughout the curriculum  Staff Trained in Identifying and treating Anaphylaxis	Visit to Life Education Van. Units of work detailed:
<b>Teaching and Learning</b>	Primary Connections Science Units of work  Implement a whole school spelling program  Strategic planning for National Partnerships  Maintain and continue Assessment of Numeracy skills for all children LIN/LIEN. Outcome based assessment tool for staff to learn and implement to find out where children at.  Learning to Swim program	Very specific units of work where children really enjoyed the hands on approach to “real” Science and Literacy:  All children participate in spelling mastery for 4 x 25 minutes sessions every week  Follow strict guidelines and implement changes to improve student outcomes  All students participated in the swimming program that was held in Terms 1 & 2
	Tennis Senior Students Gymnastic K-6  Whole school	All children were bused to the local PCYC to have instructed gymnastics lessons.  Excursion to Sydney & Stay a night at Cockatoo Island
<b>School Parent Committee</b>	Apply for National Solar Schools Grant	

## *Values Education*

Tambelin teaches & integrates Values Education into the Curriculum. Each value: Care & Compassion; Doing Your Best; Fair Go; Freedom; Honesty & Trustworthiness; Integrity; Respect; Responsibility; Understanding, Tolerance & Inclusion are dealt with and used throughout the curriculum and for solving everyday problems.

Students sign a Code of Conduct, which is proudly displayed at the school. All behavioural incidents are related back to 'Code of Conduct' agreement. Other programmes in use, ie: Peer Support/Life Education further foster these values.

# Parent, Student And Teacher Satisfaction

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## **Parent satisfaction:**

- Open communication and friendliness of parents, staff and students.
- Small classes.
- Close relationship between staff and students.
- Composite classes which allows all ages to mix and learn from each other.
- Students enjoy coming to school.
- No uniform policy.
- Good teaching practices and flexibility of curriculum.
- Participation in both Computer and Mandarin classes for all students.

## **Student Satisfaction:**

- It is easy to make friends and that all school members become your friend.
- Tambelin has an air of calm, which is relaxing, both in the classroom and playground.
- Students have the opportunity to advance at the pace that best suits their ability.
- Being different makes it special.
- There are no uniforms.
- The teachers are nice and there isn't a gap between Teachers and Students.
- We feel that the Teachers look after us.
- The school isn't overcrowded; its size allows a variety of activities and subjects.
- We like the fact that there isn't an official Office or Principal. We prefer the Teachers to deal with us rather than be sent to a Principal.
- An increase in student numbers would please some students who feel they would like more friends.

## **Staff attributed satisfaction in their employ at Tambelin to the following:**

- Low student/teacher ratio.
- Flexible staffing.
- Good communication between staff for problem solving and sharing of ideas.
- Relationship and openness with the School Parent population.
- Support given by Parents for the School and Staff.
- Respect given to Staff by both Parents and Staff.
- Freedom to program for the needs of specific students.
- Teaching same students through stages rather than years.
- Commitment by Parents to update resources.

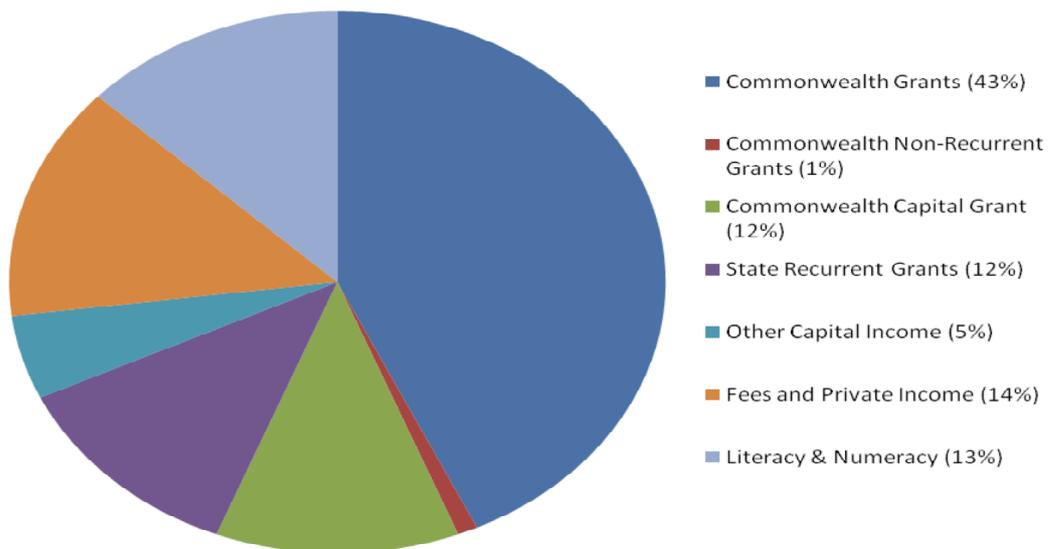
Both Staff and Parents are experiencing a much greater workload with the increasing commitment to satisfy current demands. Being a small school this has its difficulties, but both Staff and Parents believe that this commitment is worthwhile to provide an alternative schooling in this district.

# Financial Report

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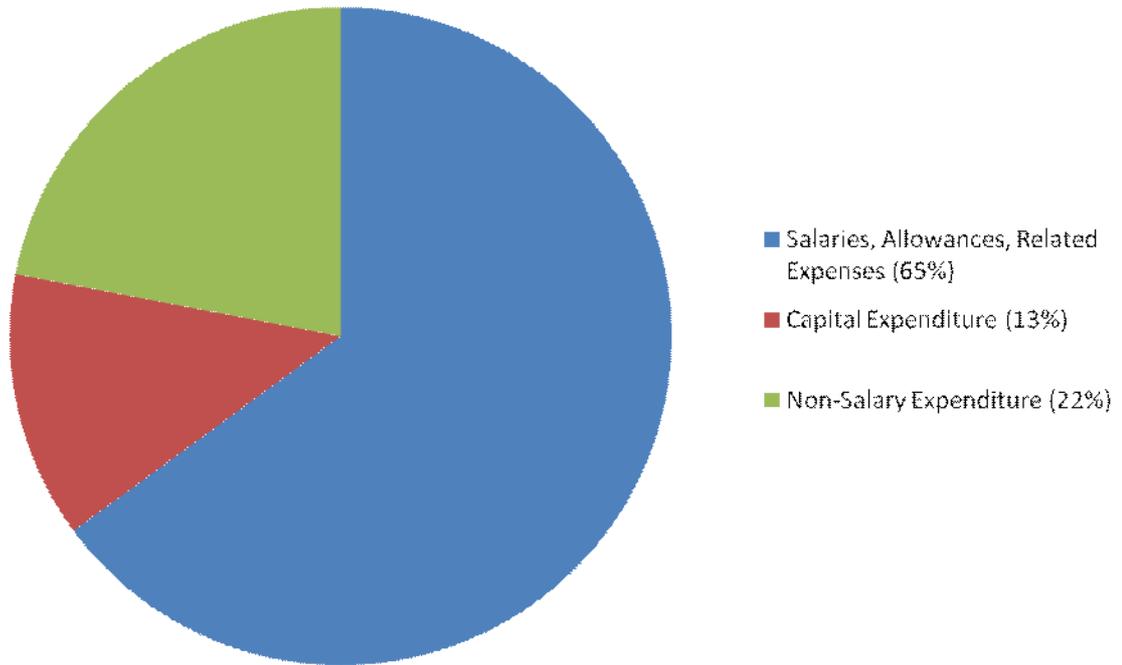
**Figure 1: Recurrent/capital income represented by pie chart**

**Income for year ended 31 December 2010**

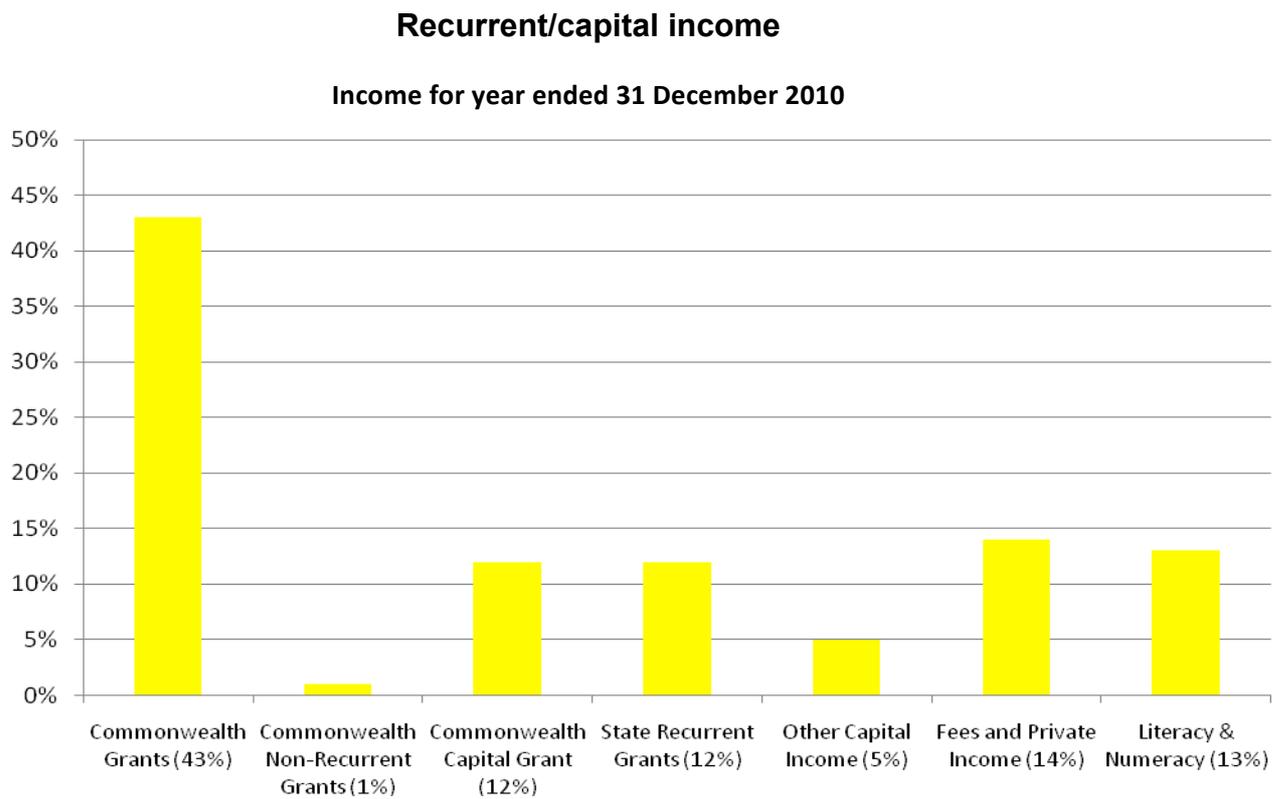


**Figure 2: Recurrent/capital expenditure represented by pie chart**

**Expenditure for year ended 31 December 2010**



**Figure 3:**



**Figure 4:**

