



T A M B E L I N

INDEPENDENT SCHOOL GOULBURN

Annual Education and
Financial Report
2013

'a happy learning environment'

Foreword

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 27 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.

Tambelin 2013 was selected as a National Partnership School:

2014 NSW Literacy and Numeracy Action Plan Mandatory Reform Elements:

- 1. Effective and evidence-based teaching of literacy and numeracy*
- 2. Implement a three tiered K-2 literacy and numeracy intervention based on initial (diagnostic) assessments and personalised learning*
- 3. Instructional leadership and whole school engagement with literacy and numeracy through the Principals as Literacy Leaders Program (PALL)*
- 4. Monitoring student and school literacy and numeracy performance using reporting tools required by the State to identify where support is needed to track student progress.*

2014 NSW Literacy and Numeracy Action Plan Priorities:

- The introduction of a daily block of Numeracy for Kindergarten to Year 2*
- Strengthen the focus on whole-school instructional leadership*
- Continue to explicitly assess the learning needs of students especially on entry at Kindergarten*
- Focus on school-based professional development for teachers in personalised learning and diagnostic assessment*
- Use tiered interventions in literacy and numeracy for those children who need special attention with evidence being gathered on their efficacy and cost-effectiveness. Schools need to be fully aware of the full cost of implementing an intervention, including associate staffing costs, equipment and material costs and any on-costs.*
- Extend programs that strengthen home, school and community partnerships and support literacy and numeracy, in particular programs aimed at Kindergarten to Year 2.*
- Adoption of the common tool for reporting achievement of learning outcomes Kindergarten to Year 4, using the DEC Literacy and Numeracy Continua as the framework for valid and reliable judgment of student achievement.*

Targets:

- 1. 50% of students to be at or above benchmark in Literacy.*
- 2. 60% of Students to be at or above benchmark in Numeracy.*
- 3. Reduce the number of Students needing intensive support in Numeracy & Literacy to below 15%.*
- 4. Principal to continue Leadership in numeracy & literacy and strengthen home, school and community partnerships.*

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

Good evening everyone and welcome to Tambelin's end of year concert I am sure you would agree we have some great talents here.

I would like to say thank you to the present committee members for their wonderful commitment to the running of the school. I would also like to thank those committee members, for their tolerance and dedication in holding their roles for the full term. Thank You to all the fantastic staff at Tambelin. They have remained enthusiastic and totally committed to providing the highest quality education available.

Special thanks must go to Catherine and Michelle for all the voluntary time put in on days off and after hours. This has not gone unnoticed and is much appreciated.

Sincere thanks must also go to Wendy & Sue for tackling the time consuming task of fundraising. This has included school lunches, Mother's Day stall, Father's Day stall, raffle and walkathon. Thank you also to all our wonderful parents for supporting these fundraising efforts. This combined effort has seen some wonderful results.

I hope someone here tonight will consider taking on the task, parent support in Tambelin's education is vital. Whether it is cleaning, mowing, covering books, painting, helping with reading or going on excursions, everyone's contribution is appreciated and necessary in the running of this school.

Jacob is off to high school next year and both Wendy and I are very sad to be leaving this wonderful little school and will always be grateful for the wonderful learning and social opportunities it provided for Jacob.
Thank You & Enjoy the rest of your evening

Andrew Maizey
President

Principal's Report 2013

Welcome to all Parents, Children, Friends and Grandparents. Thank you for coming and supporting your child/children as we celebrate a year of learning, successes and performance.

2013 Tambelin was inspected by the Board of Studies. This was a huge task amongst a small staff, however we excelled and were granted the maximum term of 5 years for registration.

Tambelin offers so much more than just the academics of the Board of Studies curriculum. Being independent allows us as a school to choose specific programs and units of work that suit the children and our environment. This ensures meaningful learning.

Tambelin has provided many opportunities for children to grow and learn through different extracurricular experiences. Some of these activities for 2013 include; gymnastics, tennis, Goulburn's cupcake completion, book week, swimming, Goulburn's Sports and Cultural Expo, Life Education, excursion to Parliament House Canberra, Seniors Camp to Narrabeen, Taralga Sports and Swimming carnivals. All these activities complement the existing curriculum and give each child a healthy variety in education.

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. Fiona, for her dedication and commitment in the library and in the computer room. Whilst Fiona's time has been brief at Tambelin we have loved her enthusiasm and support for our school and children. Unfortunately she cannot be with us tonight as she is on the other side of the world awaiting the birth of her first grandchild.

Penny has taken on the role in implementing Minilit & Multilit. Her experience and professionalism is amazing. I thank her for her dedication and commitment to her lessons every day and school life at Tambelin. Unfortunately she has a daughter receiving a number of awards at highschool tonight and she passes on her apologies. A huge thank you to Nat who has done an amazing job with the children at gymnastics this year. Lastly but certainly not least, a huge Thank you to Michelle. Your organisation, commitment and dedication is above and beyond just the classroom. Words cannot describe the support you offer me as a principal but also your dedication to our children at Tambelin.

Farewell to our six class students. Tonight is rather special for each and every one of you as you reflect on your time at Tambelin. As teachers we are very proud of your achievements and the hurdles that you have overcome to be here tonight. School is

not always an easy journey, it can offer challenges, expose us, make us question and be exhausting. All these challenges help us develop strengths and be reliant in this ever-changing society.

We want our child to be strong, commitment and achieve – and what better place to do it here at Tambelin School.

It is this strong staff commitment to the children, school and its community that makes Tambelin a unique place to work. A special Thankyou to the Maizey Family for all your fundraising efforts over a number of years, working bee parents and lawn mowing parents. Your support and help is always appreciated.

I thank all the students, staff and parents for their support over the last twelve months and look forward to an another exciting year in 2014.

Catherine Harborne

Principal

Educational and Financial Reporting

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 2013

All students in Years 3 (1 student in Year 3 did not participate due to hospitalisation) & 5 participated in the National Assessment Program Literacy and Numeracy (NAPLAN) in 2013.

<http://www.myschool.edu.au/ResultsInNumbers/Index/75088/TambelinIndependentSchool/43905/2013>

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	2
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 one teacher assistants. Staff information is also available my school website <http://www.myschool.edu.au>

Professional Development for 2013

Course	Provider	No. Of Staff	Cost
Minilit	Multilit Pty Ltd	3	NP
Multilit	Multilit Pty Ltd	2	NP
Principals as Literacy Leaders	AIS	1	NP
Assessment & Grading	Board of Studies	3	\$0 \$350 (relief staff)

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

Teacher Retention and Attention Rates

Average Non-Attendance of Teaching staff: 0

Retention Rate: 2/3 all teachers at Tambelin continued their service from the previous year.

Student Attendance

Whole school attendance rates can also be found on the My School website <http://www.myschool.edu.au> under Tambelin Independent School.

The average attendance rate was 94%

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. For extended periods of leave parents/guardians are encouraged to apply for exemption. Parents make a request for exemption forms and returned to the Principal for consideration of exemption from school.

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/Disability

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 together or in small groups.

Tambelin comprises a student population/enrolment of 27 students (throughout 2013) 33 % girls and 67% boys.

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.

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.

Policy	Changes	Access to Full Text
<p>Child Protection Policy: 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 & Policies are revised in Staff meetings at the beginning of each year or when a new staff member arrives.</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 & Child Protection Investigation procedure folder in the school's office.</p>
<p>Security Policies: The safe keeping of the school buildings and assets against misuse, theft and damage (which include fire & safety) is the responsibility of the parent body and staff members.</p> <p>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</p>		<p>Policy available in school information booklet & comprehensive policy and procedure in school "<i>Policy and Procedure manual</i>"</p> <p>Copy of Procedures are available on request</p>
<p>Supervision Policies: Play ground and School building Supervision Management Policy: 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> <p>Travelling to and from school Safely Policy: Guidelines for safe pick-up/drop off, bike riding, parking are</p>	<p>Rules constantly reviewed with</p>	<p>Policy available in school information booklet & comprehensive policy and procedure in school "<i>Policy and Procedure manual</i>"</p> <p>Copy of Procedures are available on request.</p> <p>Policy available in school information booklet & comprehensive policy and procedure in school "<i>Policy and Procedure manual</i>"</p> <p>Copy of Procedures are available on request.</p>

<p>included in the curriculum.</p> <p>Excursion Policy: Safety issues during these excursions off campus are included in the overall policy.</p> <p>Occupational Health and Safety Policy: Tambelin Independent School is committed to maintaining a safe and healthy work environment for all staff, students and visitors.</p>	<p>the children and integrated and taught across the curriculum & Risk assessments completed before activities</p>	<p>Policy available in school information booklet & comprehensive policy and procedure in school "<i>Policy and Procedure manual</i>"</p> <p>Copy of Procedures are available on request.</p>
<p>Policy</p>	<p>Changes</p>	<p>Access to Full text</p>
<p>Codes Of Conduct: 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. Policies include; * Behaviour management *Anti Bullying & Harassment Policy * Staff code of conduct *Student code of conduct</p>	<p>Anti bullying is constantly revised and reviewed in our PDHPE program and specifically taught to children. Every year parents and students sign the Code of Conduct.</p>	<p>Policy available in school information booklet & comprehensive policy and procedure in school "<i>Policy and Procedure manual</i>"</p> <p>Copy of Procedures are available on request.</p>
<p>Pastoral Care Policies: 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>Medication; 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> <p>Anaphylaxis and Food</p>	<p>Making sure contact numbers are correct and up to date information on children with anaphylaxis</p> <p> </p> <p>Diabetic information updated and reviewed</p>	<p>Policy available in school information booklet & comprehensive policy and procedure in school "<i>Policy and Procedure manual</i>"</p> <p>Copy of Procedures are available on request</p>

<p>Allergies Policy; 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>Sun Protection policy; Children are to wear hats at all times whilst outside. For example sport, excursions and play.</p> <p>Absences and Illnesses Policy; 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>Injury & Illness Policy;</p> <p>Critical Incident Policy;</p> <p>Homework Policy; Homework is not compulsory. It is an agreement between student, parents and teachers. Homework is designed to support and extend classroom learning,</p>	<p>For extended leave from school Parents & Guardians can apply for exemption. This must be in writing (form emailed on request). Principal will respond in writing.</p>	<p>Policy available in school information booklet & comprehensive policy and procedure in school <i>"Policy and Procedure manual"</i></p> <p>Copy of Procedures are available on request.</p> <p>Policy folder in school office & website</p> <p>Policy available in school information booklet</p>
<p>Communication Policy;</p> <p>Formal reports;</p> <p>Parent teacher Interviews; 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.</p> <p>School Discipline Policies; All provide opportunities for communication between staff, parents and students.</p>		<p>Policy available in school information booklet & comprehensive policy and procedure in school <i>"Policy and Procedure manual"</i></p> <p>Copy of Procedures are available on request</p>

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 2013

Area	Priorities	Achievements
Student Welfare	Integrated Health program K-6 "On The Move Drug Education"	Visit to Life Education Van. Units of work detailed:
Teaching and Learning	<p>Primary Connections Science Units of work</p> <p>Implement a whole school spelling program</p> <p>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.</p> <p>Premiers Reading Challenge</p> <p>Learning to Swim program</p> <p>Tennis & Fundamental movement skills</p> <p>Computer lesson Integrated into the curriculum</p> <p>UNSW Computer test</p> <p>Gateways for Gifted & Talented.</p> <p>Formal assessments for reading DIBELS – Whole school</p> <p>National Partnerships 2013</p> <p>Principals as Literacy Leaders – professional development</p> <p>Registration</p>	<p>Very specific units of work where children really enjoyed the hands on approach to "real" Science and Literacy:</p> <p>All children participate in spelling mastery for 4 x 25 minutes sessions every week</p> <p>Follow strict guidelines and implement changes to improve student outcomes</p> <p>All students participated in the swimming program that was held in Terms 1 & 2</p> <p>All children were bussed to the local PCYC to have instructed gymnastics lessons.</p>

School Parent Committee	Woolies “Earn & Learn” Fundraising 5c Mother’s & Father’s day stall Walk-a-thon
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Achievement Priorities for 2014

Area	Priorities	Achievements
Teaching and Learning	Primary Connections Science Units of work	Very specific units of work where children really enjoyed the hands on approach to “real” Science and Literacy:
	Continue with a whole school spelling program	All children participate in spelling mastery for 4 x 25 minutes sessions every week
	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.	Follow strict guidelines and implement changes to improve student outcomes
	Focus on Numeracy lessons and differentiation in those lessons to cater for all students.	
	Premiers Reading Challenge	
	Learning to Swim program	All students participated in the swimming program that was held in Terms 1 & 2
	Fundamental movement skills	All students throughout the year are taught specific Fundamental movement skills. Introduce student self-assessment using videoing.

Formal assessments for reading
DIBELS – Whole school
National Partnerships 2014

School Parent Committee	Purchase of touch screen televisions in both classrooms. Purchase more ipads Walk-a-thon Mother's day stall Father's day Stall Maintain and support parent involvement in the school environment
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Parent, Student and Teacher Satisfaction

1. Student satisfaction:

Children at Tambelin enjoy school. We have little problem with attendance and all children gain a sense of satisfaction and achievement in whatever they do. Feedback on learning from the teacher is specific to that child and the particular learning activity.

2. Parent Satisfaction:

Parents have an opportunity to talk to the staff every afternoon after and even before school. Staff make themselves available through text messages, phone calls, notes and or in person to arrange times for more formal meetings. Parents agree that the children generally like coming to school.

3. Teacher satisfaction:

“I feel high expectations are held and are nurtured and supported through explicit teaching of well researched programs and these include clearly articulated learning goals and learning structures”

“I feel the principal leads by example and is directly and passionately involved in teaching/learning process and offers constructive feedback, modelling & support & guidance to teachers regularly – formally and informally and takes on ideas of others”

“Whilst networking with other schools is quite limited in our local area in regard to curriculum objectives, I feel we network well in extracurricular activities & curriculum objectives with other independent school at AIS professional development days regularly

“Professional development opportunities for all staff is encouraged. What is learnt is communicated to all staff”

“Due to no admin time principal sees teachers in action in passing or if working collaboratively with teachers. The principal always encourages us to improve our literacy teaching through professional development and the changes in our student population”

Financial Report

Figure 1:

Recurrent/capital income represented by pie chart

Income for year ended 31 December 2013

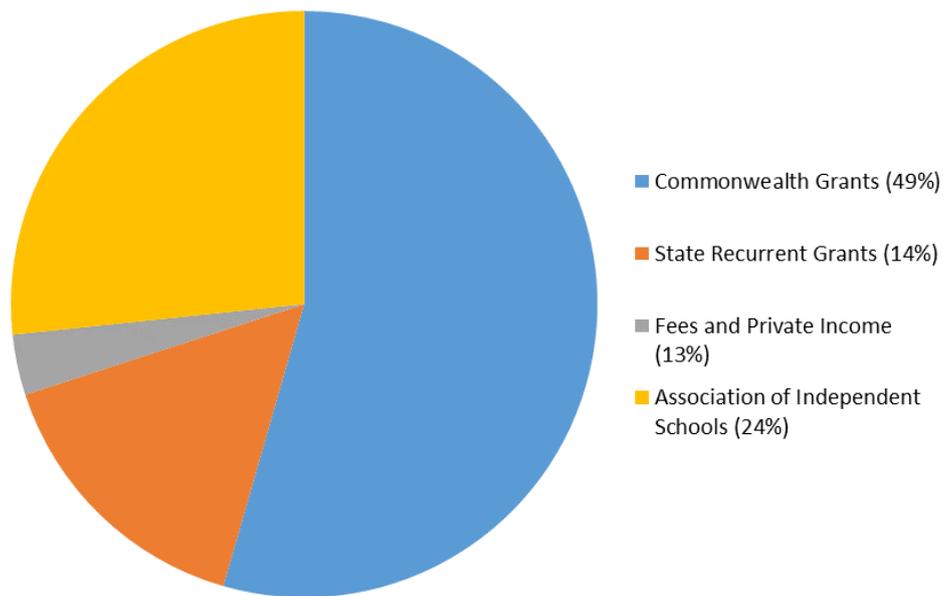


Figure 2:

Recurrent/capital expenditure represented by pie chart

Expenditure for year ended 31 December 2013

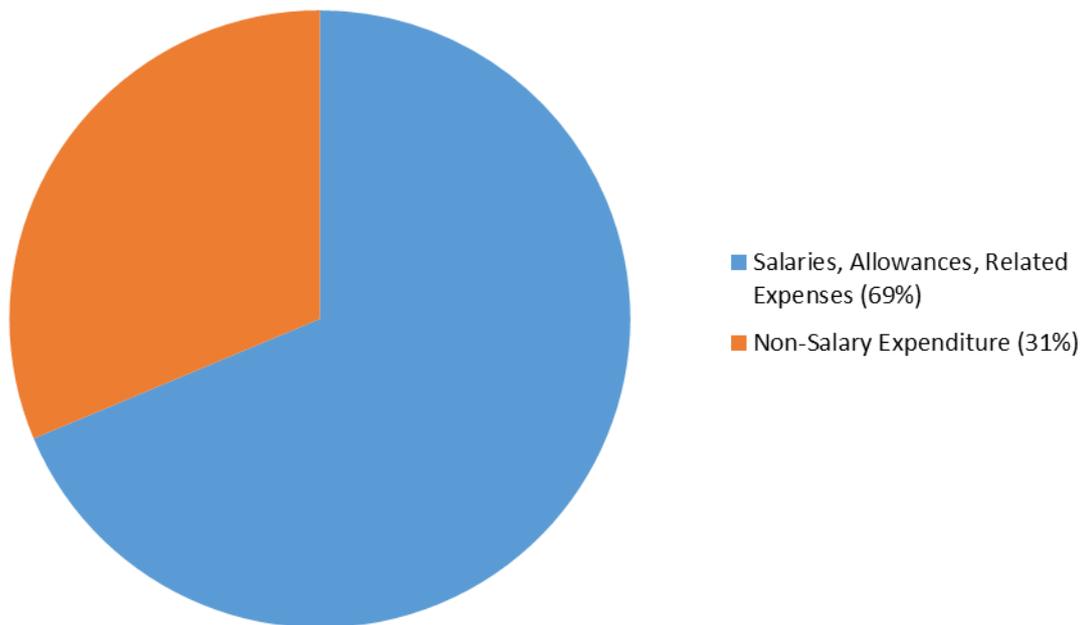


Figure 3:

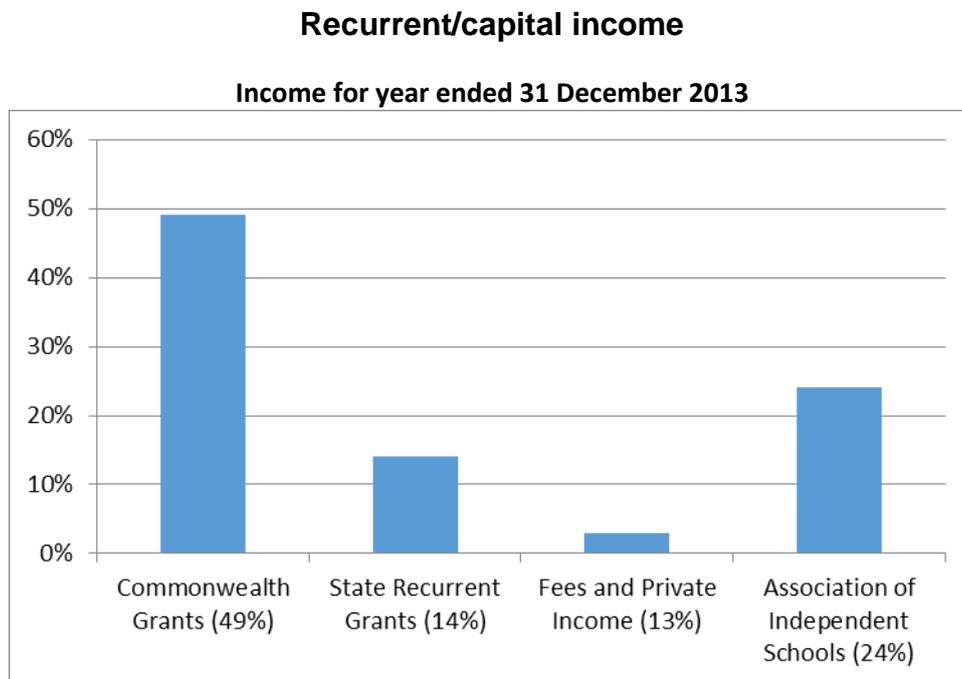


Figure 4:

