



ANNUAL REPORT 2022



ST NARSAI
ASSYRIAN CHRISTIAN COLLEGE

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INTRODUCTION

This year's *Annual School Report to the Assyrian Christian Schools (ACS) and the community of St Narsai Assyrian Christian College* offers parents and members of the wider College community clear, reliable, and objective information about the College performance, initiatives, events, activities, and accomplishments throughout 2022.

The report also provides other important information relating to College practices, policies, student learning progress and achievements, staff professional learning, teacher standards, school improvement initiatives as well as a financial statement for the 2022 school year.

This report demonstrates accountability to relevant regulatory bodies, the college community, and the Assyrian Christian Schools Board.

This report adds to and is supplementary to College newsletters and other regular communications.

Further information about this report and the College may be obtained by contacting the College directly or by accessing the College's website.



St Narsai Assyrian Christian College

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MESSAGES FROM KEY GROUPS IN OUR COMMUNITY

MESSAGE FROM THE ASSYRIAN CHRISTIAN SCHOOLS BOARD

St Narsai Assyrian Christian College forms part of the Assyrian Christian Schools that is governed by the Assyrian Christian Schools Board (the Board).

The Board is responsible for overseeing the overall governance and strategic direction of the Assyrian Christian Schools. To assist in the competent execution of its role, the Board met monthly in 2022 and continued its good work through Committees created in the prior year.

The 2022 Board comprised of six Directors, including the Chairperson His Grace Mar Benyamin Elya. The Board possess a wide range of skills and experience across varied industries such as Finance, Risk, Strategy and Tertiary Education. Each Director is deemed a responsible person and is required to complete professional development in school governance policies and procedures in compliance with NESA guidelines. In 2022, the Board continued to sharpen its governance capabilities through the Association of Independent Schools (AIS).

The Board and Senior Executive developed a 10-year Strategic Plan 2023-2032, including a 10-year financial cashflow projection. This was then followed up with the development of an outcome-based, target-oriented 3-year School Improvement Plan (based on the 10-year Strategic Plan) by the Senior Executive team.

In 2022, Assyrian Christian Schools also realigned and completely updated policies and procedures, as well as creating a Marketing Annual Strategic Plan, an ICT 3-year Strategic Plan and the College began the development of a new wellbeing program for students.

The 2022 year marked improvements in NAPLAN and over 90% of HSC students received University places. The Board congratulates the College, its staff, students, and parent body on the results achieved by the 2022 HSC cohort. The Board is proud of the achievements of the College in fostering responsible and respectable learners, grounded in their faith and Assyrian heritage, and looks forward to continuing to celebrate the achievements of the College in years to come.

MESSAGE FROM THE PRINCIPAL

At St Narsai Assyrian Christian College, our goal is to empower all our students to strive for excellence, to be life-long learners and to grow in Christ as they live out their faith every day. This year's college spiritual motto "*Let Your Light Shine*" based on *Matthew 5:16* inspired our students to strive for their personal best and to be a light to others inside and outside the college.

It was wonderful to commence the 2022 school year free from the limitations and challenges of the COVID pandemic. Students and staff returned to normal school routines with optimistic outlook to the school year ahead. College staff took steps to retain gains we made through the eLearning practices they used successfully during the remote learning period and were able to incorporate them into their daily pedagogical practices.

This year, college staff worked together to implement the 2022 School Improvement Plan that was derived from the College's Strategic Plan (2021-2023).

The three strategic directions in this new Strategic Plan are:

- 1.** Responsible students, actively engage in learning and are intrinsically motivated to succeed and achieve.
- 2.** Excellence in teaching and learning using evidence-based quality teaching strategies and practices.
- 3.** Positive and collaborative school community that promotes a shared culture of high expectations.

The following three priority areas were identified as key to successful attainment of the strategic goals for the 2022 school year:

Priority 1: Staff use specific strategies to ensure that all students are assessment capable learners.

Priority 2: Teachers develop engaging and effective learning experiences that lead to improved student academic performance.

Priority 3: Development of a shared College's vision of high expectations amongst staff, students, and parents across all areas.

Staff worked together to implement the above listed three priorities using numerous strategies and resources and successfully supported students' learning and achievements throughout the year.

I have much pleasure in presenting the 2022 Annual Report of St Narsai Assyrian Christian College.

MESSAGE FROM STUDENT BODY

As the 2022 Student Leadership Team (SLT), we were honoured and privileged to have served as leaders and mentors at St Narsai Assyrian Christian College. It was with great joy and excitement that we embarked on this journey together, striving to create a nurturing and inspiring environment for staff, students, and the community. Throughout our journey, we witnessed firsthand the invaluable role played by all members of the SLT in representing the voices and concerns of the student body. Through open and constructive communication, we worked tirelessly to bridge the gap between students and the College, ensuring that our needs and aspirations were heard and addressed.

The SLT's dedication to contribute to improvement was evident in our practical efforts to enhance various aspects of daily student life, including academics, extracurricular activities, and overall well-being.

The student leadership team consists of seniors and juniors, bringing together the school captains, vice captains, and prefects, while the juniors aid as Christian Representatives. This inclusiveness offers a collaborative environment in which students benefit from one another's strengths and perspectives. The student leadership team fosters a vibrant and harmonious environment that promotes positive change and supports all through integrating the experience and insight of the seniors with the innovative concepts and enthusiasm of the juniors.

The commitment and passion of the staff and the college's executive team in advocating for students' needs creates an environment where concerns are not only acknowledged but also addressed promptly. Our teachers allow constructive collaboration to create changes that foster

improved learning outcomes by acting as a link between students and school administration.

Throughout the year, the school organised multiple events that included the great honour and blessing of welcoming to St Narsai College the Catholicos Patriarch of the Assyrian Church of the East, His Holiness Mar Awa Royel III to visit and bless the beautiful college in 2022. Other events included athletics and swimming carnivals, St Narsai Day, Assyrian New Year, RUOK? Day.

The 2022 School Motto "*Let Your Light Shine*" served as an inspirational reminder to students, and staff that they possess unique qualities, talents, and potential. It encouraged them to embrace their individuality and strive for personal and academic success. This inspiration motivated individuals to overcome challenges, pursue excellence, and make a positive impact on each other and the college.

We extend our heartfelt gratitude to all our peers and members of the Student Leadership Team and all those who supported our endeavours in 2022. As we move forward with our individual paths, we carry with us the values instilled by St Narsai Assyrian Christian College and the memories of a vibrant community that shaped our lives.

May the College and the Student Leadership Team continue to thrive, nurturing the growth and development of future students, and fostering a sense of pride, unity, and continuous improvement within the St Narsai Assyrian Christian College community.

All the best,

Joseph Hamlet Ismail and Mariam Yousef
The 2022 School Captains

COLLEGE FEATURES

St Narsai Assyrian Christian College is a Co-educational Independent Christian College of the Holy Apostolic Catholic Assyrian Church of the East located in Horsley Park.

The College moved to this current site in Horsley Park in December 2017 and students commenced their studies in the new premises at the start of the 2018 school year.

The College provides a secondary education for Christian families from the parishes of Fairfield, Greenfield Park, Bossley Park, Cecil Park, Hoxton Park, Leppington, and other areas. The College was established in 2006 and caters for students in Years 7-12.

The College motto, "*Excellence, Christian Values, Commitment*" instils in our college community the value of showing **Excellence** in every aspect of our daily lives. **Christian values** are reflected in our actions, manners, and lifestyle. While students are encouraged to show **Commitment** to persevere through the challenges of college life in order to grow and mature into successful students who integrate these foundational characteristics into their lives.

College Mission

We provide students of any background a unique education based on 21st century pedagogy in order to equip them with necessary skills so that they will be active Australian citizens, reflecting the faith, heritage, language and culture of the Assyrian Church of the East.

College Vision

We foster the heritage and Christian values of the Assyrian Church of the East, developing individuals who strive for excellence, are life-long learners, and live their faith.

Our students contribute to a vibrant campus, where all students are well supported and nurtured in spacious state-of-the-art facilities and contemporary learning spaces.

College staff are skilled educators and leaders of learning, committed to improving learning outcomes for all students by engaging and motivating them to achieve their personal best in every possible avenue.

We offer a rigorous academic program as well as a strong pastoral care program imbued with a focus on faith development and daily prayers.

St Narsai's curriculum is designed to develop our students into engaged and critical thinkers, well-equipped to deal with the challenges of the 21st century. We are also mindful of those students who need extra assistance or extension at the College. Moreover, the College continues to support its Selective Stream program to support junior high performing learners.

Our dedicated staff use contemporary digital technologies to enhance and broaden students' learning experiences beyond classroom walls. The College continues to offer a range of extracurricular activities that encourages students to pursue their sporting and other interests. Students are encouraged to explore new areas of interest, develop new friendships, and extend their learning beyond the classroom.

Students come to the College from the main feeder school, St Hurmizd Assyrian Primary School in Greenfield Park, and from other several schools within other close by areas as listed above.

We continue to develop our advertising and marketing campaign to help us diversify our yearly enrolment intake as we aim to accept more enrolment from other schools and from our local community in Horsley Park.

With the return to normal school operations, free from COVID-related restrictions, students and staff resumed their school-based routines and students were able to re-engage fully in their schooling. Students participated in many activities and events.

In general students were still able to participate in a range of college events including:

- Various sporting events
- College Choir
- Charitable fundraising events
- External sporting activities and competitions
- Wellbeing Wednesday
- Year 10 Work Placement
- RUOK Day initiative
- Student Resilience Survey – second three year-round restarted
- Science, Geography, History and Book Weeks
- Intensive Literacy and Numeracy tutoring program (Government funded program)
- College Pastoral Care programs and a range of co-curricular activities
- Academic intervention programs such as tutorials during Term breaks, early morning *Drop-in Study Centre* in the College Library as well as an *After School Study Club* that was held twice a week.

STUDENT PROFILE

Student Enrolment

The college caters for students in Years 7–12. The following information describes the student profile for 2022:

Table 1: Student Enrolment

Girls	Boys	LBOTE*	Total students
336	312	648	648

* Language background other than English

Student Retention

The majority of our students completed their HSC at the College. Of the students who completed Year 10 in 2020, 94% completed Year 12 in 2022 at St Narsai, an improvement from 2021. Leavers post Year 10 were attributed to enrolment at TAFE, relocation of student's places of residence (distance from school) and parental financial limitations.

Table 2: Student Retention

Year Level	Cohort students completing		Actual retention rate (%)
	Year 10	Year 12	
2019/2021	102	92	90.2
2020/2022	101	95	94.0

Enrolment Policy

Enrolment at St Narsai College entails specific relationships between students, parents/carers, staff and the College community. Understanding this, the student agrees that it is of the utmost importance that they respect themselves, the dignity of others, fellow students, staff and all members of the College community.

Parents and students undertake to support all the College values and high academic expectations, spiritual and cultural programs of the College.

The conduct of a student of St Narsai Assyrian Christian College, will, at all times, reflect the emblem of the College and be marked by *Excellence*, *Christian Values* and *Commitment*.

Parents/carers agree to conditions of enrolment as outlined in Section 13 of the enrolment form.

Consistent with its Mission Statement, Assyrian Christian Schools Limited attempts to provide the best possible education and has as its focus, the Assyrian Church of the East ethos. It is vital that Assyrian Christian beliefs and ethics are integrated into the whole life of the school. In this regard, Assyrian Schools are committed to educating its students in an environment which strives to be faithful to the Church of the East, its traditions, and teachings.

It is the aim of Assyrian schools to provide the choice of schooling to all those seeking an education in an environment formed by the teachings and traditions of the Church of the East. Notwithstanding this, enrolment of a student at St Narsai Assyrian Christian College cannot be guaranteed.

Principles

1.1 St Narsai College is open to all parents and students who are prepared to support the philosophy, values and objectives of the Holy Apostolic Catholic Assyrian Church of the East.

1.2 St Narsai College will endeavour to be inclusive of all students, consistent with the belief that all are equal before God.

1.3 St Narsai College recognises that every student has a right to a complete their education and in this regard shall offer students a curriculum that is not restrictive in scope and which is in line with NSW Educational Standards Authority (NESA) guidelines and syllabuses.

1.4 Parents who choose St Narsai College for their children undertake to support the religious principles, traditions and practices of the school and the parish/es they serve. This includes but is not limited to full participation of their children in St Narsai College religious education programs.

1.5 Enrolment of students at St Narsai College obligates parents/guardians to accept and meet the school's fees and levies unless another agreement is reached with the principal. Parents/guardians of those students who are marginalized and, in most need, shall not be refused enrolment merely because of an inability as opposed to unwillingness on their part to meet St Narsai College financial requirements.

Note: A strong pastoral care is adopted for parents experiencing financial difficulties. Children of new arrival families receive very generous support from the College.

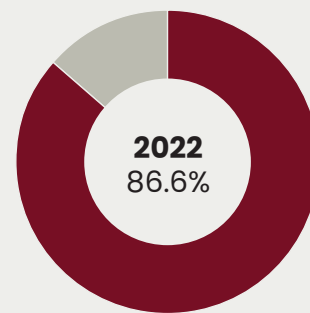
Student Attendance Rates

The average student attendance at St Narsai Assyrian Christian College for 2022 was 86.6%. The following table shows detailed attendance rates per year group.

Figure 3: Attendance rate for each Year Group

Year Group	Attendance (%)
Year 7	90.1
Year 8	89.0
Year 9	85.5
Year 10	86.0
Year 11	87.1
Year 12	82.1

Average attendance rate for
Year 7 to Year 12



Attendance Policy

Preamble

Education in NSW is compulsory. All students from six years of age and under the minimum school leaving age of 17 are legally required to attend school unless they are registered for home schooling.

Regular attendance at schools is essential if students are to maximise their potential. Schools, in partnership with parents, are responsible for promoting the regular attendance of students. While parent(s)/carer(s) are legally responsible for the regular attendance of their children, school staff monitor part or whole day absences as part of their duty of care for students' welfare.

Policy

The Principal of St Narsai Assyrian Christian College maintains a register, in a form approved by the Minister, of the enrolments and daily attendances of all children at the College, which includes information for each student as required by Section 3.8 of the NSW Education Standards Authority (NESA) Registered and Accredited Individual Non-Government Schools (NSW) Manual.

Where the parents of a student at compulsory school age seeks an exemption from attendance at school or an exemption from enrolment, the Principal will process the parent's application in accordance with the guidelines for exemption and any delegation from the Minister.

The principal may exercise the Minister's delegation under Section 25 of the Education Act in relation to granting and cancelling a certificate of exemption from being enrolled in or attending school in certain prescribed circumstances.

The College will monitor student attendance and follow up on student absences.

The College has put in place procedures to monitor and improve student attendance including procedures for:

- Having a register of enrolments
- Having a register of daily attendance
- Monitoring and following up attendance (including late to school)
- Exercising the Minister's delegation under Section 25 of the Education Act, and
- Exemptions from attendance and enrolment

Parents of students who consistently receive Attendance letters are called in for a meeting with the Deputy Principal (Pastoral Care). If attendance has not improved, the student is placed on an attendance plan in agreement with the parents and after meeting with the Year Coordinator. If attendance continues to be an issue, an AIS consultant is engaged by the College to attend another parent meeting known as a Compulsory Schooling Conference and to organise an attendance plan.

If again, there is no improvement in the child's attendance, parents are given a **Notice of Further Action** including a referral to the Children's Court.

Specific details regarding the Attendance Policy can be found in the College's **Attendance Policy and Procedures** document available upon request from the College.

STAFF PROFILE

Table 4: Staff Profile, 2022

Staff Categories	Number of Staff
Full-time Teaching Staff	43
Part-time Teaching Staff	10
Non-Teaching Staff	17
Total Staff	70

Percentage of staff who are indigenous: 0%

Table 5: Teacher Qualifications

Category	Number of Teachers
Teachers who have teaching qualifications from a recognised higher education institution or equivalent.	53
Those having graduate qualifications, but not a formal teaching qualification from a recognised higher education institution or equivalent.	0

Teacher Accreditation

All teachers are required to be accredited with NESAC.

The table below outlines the different stages of the accreditation journey.

Table 6: Teacher Accreditation Stage at Commencement of 2022 School Year

Stage	Number of Teachers
Conditional	18
Provisional	9
Proficient	26

Professional Learning

Staff professional learning and development is highly valued at SNACC and as such, the College invested heavily in staff professional learning throughout 2022 with many staff attending a range of professional development opportunities.

The following list details the range of these professional learning activities attended by staff.

- HSC Teacher Training and Strategies
- AIS Deep Learning
- AIS Pathways and Partnership Forum
- Careers and Entrepreneurial Skills
- Planning and Programming for new Syllabuses/ New Teachers
- Various ICT Professional Learning
- Student Engagement and Student Welfare
- Teaching and Learning including Assessment Design and Research
- NCCD Moderation Training
- Inclusive Teaching
- Data in Schools
- Literacy and Numeracy training

In addition to regular short staff professional learning sessions run by the College staff, the College succeeded in organising seven Staff Development Days throughout 2022 covering the following areas:

- Staff Code of Conduct
- Workplace Health and Safety
- Child Protection
- Teacher Accreditation
- Student Welfare and Wellbeing, and Pastoral Care
- Trauma Professional Learning (through AIS)
- First Aid Training
- Data Collection and Analysis
- College's Mission, Vision and Strategic Plan
- HSC Processes for LSU students
- Staff Welfare and Team Building
- Assessment Practices
- Teaching and Learning Strategies
- ICT and E-learning

Teacher Professional Development Plan (PDP)

College staff continued to use a reflective model of practice called the Teacher Professional Development Plan (PDP). All teachers in consultation with their nominee (KLA Coordinator, Deputy Principal or Principal) were expected to develop their own personal development plan based on the College goals, KLA aligned priority goals and the Australian Professional Standards for Teachers.

CHRISTIAN LIFE AND RELIGIOUS EDUCATION

Faith Education

St Narsai Assyrian Christian College consistently offers its students opportunities to foster their faith and gain a deeper comprehension of the principles and customs of the Holy Apostolic Catholic Assyrian Church of the East. *Psalm 119:105* was the Bible verse that inspired the 2022 annual theme '*Let Your Light Shine*' and was instilled throughout all aspects of the College setting. It is only through the light that one can see the wonders of Christ's Works and Words, and students projected this from charity work, religious events, liturgical services, and classroom lessons.

Curriculum

The College continued its commitment to impart the teachings of the Holy Apostolic Catholic Assyrian Church of the East to its students through the Stage 4 and 5 Christian Studies program, as well as regular Stage 6 Christian sermons.

The Stage 4 and 5 programs encompassed various units, such as God's Creation, Fasting and Holy Week, Feasts and Celebrations, God's Word, Saints, Sacraments and Annunciation. These educational modules were meticulously crafted by the Christian Studies team with the aim of fostering a deeper connection to their faith among students and encouraging them to put these teachings into practice, both within the school and in the broader setting.

Senior Christian sermons (Stage 6 students) were held every two weeks and led by **His Grace Mar Benyamin Elya**, the Bishop of Victoria and New Zealand, along with College Chaplain **Reverend Father Shamuel Shamuel**. They provided senior students a valuable platform to explore and seek guidance on complex societal matters. These sermons offered an interactive space where students could ask questions and address these inquiries.

The committee responsible for the Christian Studies textbooks, continue their efforts to develop captivating educational materials for secondary Stage 4 and 5 students. These textbooks were designed to align with the content and progression outlined in the Christian Studies syllabus. With the hope and blessings of God, these programs are expected to be implemented by both educators and students in the upcoming years.

Extracurricular Work within the College

Embracing the spiritual motto of '*Let Your Light Shine*,' both the faculty and students offered light and inspiration to their fellow peers, forging stronger connections within the Assyrian and local community:

- **The Patriarchal Visit** – We were truly honoured to have the esteemed presence of **His Holiness Mar Awa Royel III**, the Catholicos Patriarch, at the College in 2022. During his visit, His Holiness had the opportunity to immerse himself in the daily activities of a St Narsai student, attending assembly and visiting classrooms. Additionally, we were fortunate to have His Holiness as a special guest on the '*Harp of the Spirit*' podcast. It was an extraordinary and unforgettable day for both the staff and students.

- **Liturgical Eucharistic Services** – The College had the opportunity to participate in Liturgical Eucharistic Services once a term, where they partook in the sacred offering of the Body and Blood of Christ.

- **Prayers** – Various prayer services were held throughout the day, including roll call morning prayers, prayers before lunch break, a prayer at the end of the school day, prayers during the seven Holy Feasts of the Assyrian Church of the East, and prayers to commemorate saints.

- **Charity Works** – The College continued its efforts in fundraising for charitable causes, such as ACERO (Loose Change Friday), St Vincent's De Paul (Winter Appeal), Cancer Council (Bandana Day), St Mary's Retirement Village (Mother's and Father's Day).

CURRICULUM

At St Narsai College we believe in:

- Reflecting Christ in everything we do each day – witness to the Gospel
- The values of Commitment, Integrity, Respect and Excellence
- Quality Learning and Teaching and are committed to:
 - A supportive and collaborative learning environment that makes learning visible;
 - Providing opportunities for students to take responsibility for their own skills development, growth and progress that leads to improved outcomes;
 - Providing opportunities for parental and community involvement.

St Narsai Assyrian Christian College offers a broad and diverse curriculum endorsed by the NSW Education Standards Authority (NESA) as required for school Registration and Accreditation under the Education Act 1990 (NSW) and implement the curriculum requirements of Assyrian Christian Schools in Sydney. College staff regularly evaluate the quality of our teaching and learning programs to ensure that effective classroom learning occurs in all our classrooms and learning spaces.

The College uses priorities from the three-year College Strategic Plan 2021-2023 as a basis to design our curriculum and teaching and learning practices and to develop an annual School Improvement Plan. This is then presented to staff and staff at all levels contribute to the implementation of the college strategic and School Improvement plans through their work in their respective Faculty Improvement Plans.

In 2022 the College offered the following HSC courses:

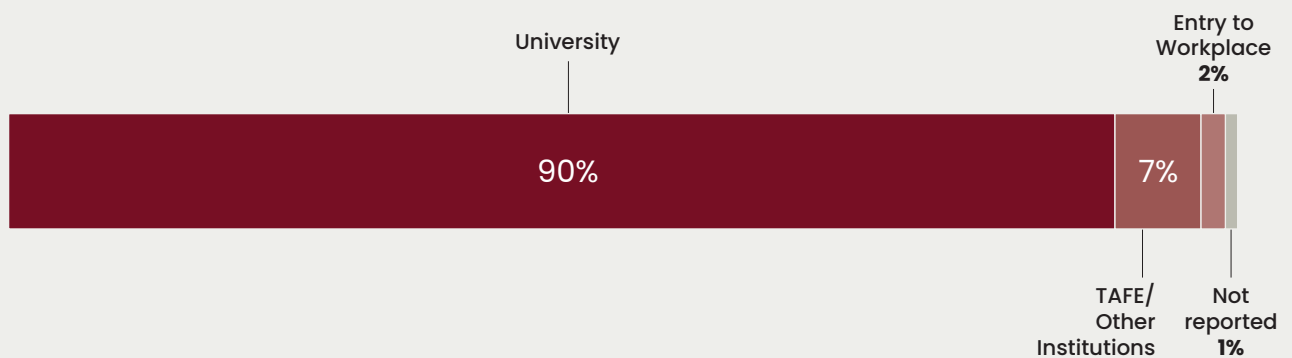
- Biology
- Business Studies
- Chemistry
- Community and Family Studies
- Design and Technology
- Engineering Studies
- English Advanced
- English Standard
- English Studies
- English Extension
- English EAL/D
- Food Technology
- Industrial Technology
- Information Processes and Technology
- Legal Studies
- Mathematics Standard 2
- Mathematics Advanced
- Music 1
- PDHPE
- Physics
- Society and Culture
- Studies of Religion II
- Textiles and Design
- Visual Arts

STUDENT PERFORMANCE IN NATIONAL AND STATE-WIDE TESTS

Table 7: Senior Secondary Outcomes – Year 12, 2022

% of student undertaking vocational training or training in a trade during the senior years of schooling	0
% of students attaining the award of Higher School Certificate or equivalent vocational education and training qualification.	95

Figure 8: Students Post School Destination



Student Outcomes in National Assessment Program – Literacy and Numeracy (NAPLAN)

The National Assessment Program – Literacy and Numeracy (NAPLAN) is an annual assessment for students in Years 3, 5, 7 and 9. NAPLAN assessment results provide valuable information about student achievements in literacy and numeracy. Analysis of these results assists College planning and is used to support teaching and learning programs.

In May 2022 students in Years 7 and 9 sat the NAPLAN Online tests. The analysis of our students' performance in these assessments provide valuable information that will be used to assist in the design of the College's teaching and learning program.

Further details of NAPLAN data are available on the My School website <https://www.myschool.edu.au/school/43807/naplan/results>

The table below shows the average student results at St Narsai compared to students with similar background and all Australian students.

Table 9: Average student NAPLAN results

	Year 7			Year 9		
	St Narsai Assyrian Christian College	Students with similar background	All Australian students	St Narsai Assyrian Christian College	Students with similar background	All Australian students
Reading	532 ★ ●	500	543	563 ★ ●	541	578
Writing	544 ★ ★	494	530	566 ★ ●	527	560
Spelling	566 ★ ★	514	547	586 ★ ●	552	577
Grammar	534 ★ ★	488	533	567 ★ ●	534	573
Numeracy	538 ★ ●	490	546	570 ★ ●	545	585

★ Above the average of all Australian students

★ Above the average of students with similar background

● Close to similar schools

Future Directions 2023

- The College Leadership Team will develop strategies to focus on areas identified in the NAPLAN and HSC tests including writing including whole school approach to teaching literacy and numeracy skills. A greater focus on literacy and numeracy across all subjects to be made explicit in Teaching and Learning Programs.
- Designing learning using the Deep Learning Framework to focus on student competencies with the aim that students are supported to develop as a whole person with opportunities for them to develop critical and creative thinking skills, empathy for others and to engage in the world around them.
- Greater opportunities for developing partnerships to improve student engagement with various industries and organisations.
- Mentoring program for new career teachers.
- Greater access to online literacy and numeracy programs to engage students and provide opportunities for learning at home.
- Greater access to reading resources in the library – both print and online resources.
- Whole school reading initiatives.
- Teachers continue to make learning visible to SNACC learners with a greater focus on sharing the understanding of what an effective learner is with students and parents.
- Teachers enable students' voice within the learning process. This involves continuing the work on the feedback across the College.
- Teachers continue to facilitate students setting their own learning goals, monitor how students make progress on their goals and help them develop strategies to achieve their personal learning goals.

Student Performance in Record of School Achievement (RoSA)

The RoSA is a cumulative credential issued by NESA that documents the accumulation of student academic results until they leave school.

The RoSA records the completion of Stage 5 and Preliminary Stage 6 courses and grades, and participation in any uncompleted Preliminary or HSC courses. Students leaving school prior to the completion of the Higher School Certificate (HSC) request their RoSA.

In 2022, the following number of RoSAs were issued by the College:

Table 10: Number of students requesting RoSA*

Year 11	2
Year 12	1

*Students enrolled in 2022

Higher School Certificate Examination Results: 2022

The class of 2022 had 95 students complete the HSC examinations. The results of the College's HSC results for the Bands 4, 5 and 6 are provided in the table below compared to the state results.

Table 11: HSC Results Comparison (Bands 4, 5, 6)

	2020		2021		2022	
	School	State	School	State	School	State
Ancient History	53	63	73	62	–	–
Biology	48	63	40	66	19	53
Business Studies	37	62	71	66	21	64
Chemistry	40	70	63	66	18	64
Community and Family Studies	44	70	69	72	55	74
Design and Technology	44	83	59	83	76	81
Engineering Studies	8	68	–	–	0	62
English (Advanced)	95	95	96	94	82	93
English (Standard)	31	58	46	58	18	55
English EAL/D	30	57	43	58	13	46
Food Technology	14	60	25	63	32	57
Industrial Technology	–	–	–	–	0	50
Information Processes and Technology	29	59	14	57	33	64
Legal Studies	45	68	83	69	36	66
Mathematics (Advanced)	45	81	52	79	0	76
Mathematics (Standard 2)	11	50	53	51	6	54
Music 1	78	91	100	89	75	89
PDHPE	49	61	63	60	29	50
Physics	14	67	42	71	17	67
Society and Culture	67	80	70	80	81	75
Studies of Religion II	49	74	38	72	46	79
Visual Arts	88	90	82	91	83	91

Note: Based on percentage.

The results of the percentage of students receiving results E3 and E4 are shown in the following table below.

Table 12: Students receiving results E3 and E4

	2020		2021		2022	
	School	State	School	State	School	State
English Extension 1	83	93	100	94	67	92
Mathematics Extension 1	100	75	100	74	–	–
Mathematics Extension 2	–	–	100	87	–	–

Note: Based on percentage.

PASTORAL CARE AND WELLBEING

The Welfare and Wellbeing team consists of the Principal, the Deputy (Welfare and Wellbeing), the College Counsellor, the Pastoral Care Coordinator and Year Coordinators.

Our students are encouraged to develop as Christian people through a systematic program of pastoral care in an environment that fosters in each student a sense of unique value, self-esteem and importance to society.

We are dedicated to educational excellence, encouraging students to reach their full potential in a nurturing environment to help them become productive Australian citizens reflecting the Christian faith of the Assyrian Church of the East, Assyrian Language and Assyrian culture.

St Narsai Assyrian Christian College takes seriously its responsibility to identify and nurture the needs of our students whilst developing each student's talents and ensures the welfare and wellbeing of our students is well looked after.

For our College to be able to do this successfully, students need to know that they are always respected and supported. College staff work together to meet the pastoral care needs of students. Pastoral Care teachers, assisted by Year Coordinators support students through daily interactions and regular dialogue.

Each day it is the College's objective that students feel happy, healthy and safe. Hence, Pastoral Care at St Narsai Assyrian Christian College is a significant part of student's development and overall well-being.

In 2022 the Pastoral Care Program delivered Pastoral Care lessons once a fortnight with the main objectives during PC lessons to address any issues or concerns that are identified by the Welfare team within their respective cohorts. The team also addressed current or emerging issues or concerns surrounding youth in general and those that surfaced from the results of the 2021 Youth Resilience Survey conducted in September of 2021. The results of the survey were provided to the College in October 2021.

The Youth Resilience Survey is an online survey which collects, analyses and reports the resilience of young people at a cohort level in terms of their strengths, life satisfaction, hopefulness, anxiety and depression, coping style, and risk and protective behaviours. The survey measures the resilience and wellbeing of our young people across 9 key domains: Understanding Self, Social Skills, Positive Relationships, Safety, Healthy Body and Healthy Mind, Learning, Positive Attitude, Positive Values, Positive Identity. In 2022, St Narsai College had participated in its fifth year of the survey, and we are able to identify trends from year to year.

Towards the end of 2021, Year Coordinators and their Pastoral Care staff evaluated the results and created programs specifically targeting the concerns of the students in their year group and this program was implemented in 2022.

In Term 1 the Pastoral Care (PC) program began with a focus on the College SHARP expectations. The SHARP expectations are an acronym for the PBS matrix, being Safe, having High expectations, Achieving, having Respect and being Prepared.

The following topics were also covered in the PC program for students in Year 7 – 12 throughout 2022:

- Peer Support Program (Year 7)
- Resilience (Years 7 and 8)
- CyberSafety*
- Dangers of Vaping*
- Driver Safety* (Year 11 and 12 students)
- Effects of Screen time
- Academic Study Skills
- Exam Preparation/building study skills
- Building confidence
- Self-Care
- Positive body image
- Healthy Sleeping patterns
- Wellbeing Year Group breakfasts

**The Cybersafety workshop, Dangers of Vaping and Driver Safety were presented by the Local Police Liaison Officer to each year group with a student Q&A session.*

Year Assemblies are also held regularly to deliver important wellbeing messages to students.

Students in all year groups also have annual Resilience Days and Spiritual Days to support the development of positive mental health.

For the welfare and wellbeing of our staff and students, Monday 30th May 2022 was **Mindful Monday in May** – a pupil-free day to promote positive mental health.

On **Mindful Monday**, staff were involved in various wellbeing activities and students were given a variety of wellbeing activities they could choose to complete from home and share onto their year group's TEAM's page at the end of their day.

Also, for Staff wellbeing, the College engaged the services of a wellbeing presenter who provided high quality resources that supported building the psychological capacity of our staff during a dedicated Staff Development Day.

SAR (Students at Risk)

Students who face wellbeing challenges are identified as at-risk students and receive targeted support on a regular basis. These students receive intensive support in the College.

A team made up of the Principal, Deputy (W&W), the Pastoral Care Coordinator and the Counsellor go through the list weekly and update any information or interactions they may have had during that week. In this way, our At-Risk students are monitored and supported to remain engaged in their learning and have a sense of belonging to the College.

Case Management Model

From the SAR list, the Pastoral Care Coordinator, has fortnightly discussions with Year Coordinators informing them of updates regarding the students on the SAR list specific to their relevant year group. In this manner, Year Coordinators are also available to provide ongoing required support and care for the students in need in what is known as the Case Management Model.

Year Group Snapshots

Year Group Snapshots are presentations given to all staff at the beginning of the year to inform all staff of students that are:

- a) Students at Risk
- b) In Learning Support
- c) Have an EAL/D background
- d) Medical issues
- e) High Potential Learners

This is done for staff to be able to cater to the diverse needs of the students in their classroom.

Other Initiatives

The following also supported the Pastoral Care and Wellbeing of students at St Narsai College:

- In 2022 the College continued the notion of having one Year Coordinator per year group. Where possible, the Year Coordinator continued into the new academic year with their year group.
- Roll call teachers and Pastoral Care teachers, where possible, carried their class over from 2021 into 2022 which provided the opportunity for staff to establish a stronger rapport with their students and truly know their students well.
- The Faith in Action Chaplain Service continues to support students in their spiritual needs
- Learning Support Program (led by the Learning Support Team) supporting students with learning difficulties
- Counselling Service – supporting individual students in the social and emotional areas including students with – Mental illness, depression; family issues, etc
- Following all mandatory requirements under the Child Protection laws and Duty of Care.
- Year 6 into Year 7 Transition Days were held twice in 2022 to support a positive transition into High school for Year 7 2023.
- Other initiatives to enhance resilience and well-being among our students include:
 - ‘R U OK’ Day?
 - National Bullying Awareness Week
 - Resilience Days
 - Spiritual Days in Year groups
 - Fortnightly Breakfast with the Principal for Year 12 students
 - The Push Up Challenge in support of Mental Health

Other Policies Related to Welfare and Wellbeing

Behaviour Support Policy 2022

The College has in place and implements procedures related to the behaviour support of students that:

- are based on procedural fairness
- prohibit the use of corporal punishment
- does not explicitly or implicitly sanction the administering of corporal punishment by non-school persons, including parent(s)/carer(s), to enforce discipline at the school.

St Narsai Assyrian Christian College may in cases of serious breach/ breaches of the school behaviour management guidelines, and consistent with the enrolment policy, suspend or expel students as described in the procedures. Suspension is a temporary debarment of a student from classes they would normally attend at school. Expulsion is the permanent removal of a student from the school and at the College will result in the termination of the student's enrolment.

St Narsai Assyrian Christian College does not exclude students. Exclusion is the act of preventing a student's admission to a number of schools.

The College will follow the St Narsai Assyrian Christian College Child Protection Policy when it is believed a student is at risk of significant harm.

The College applies the SHARP PBS matrix that encourages and rewards positive behaviour from students. Our aim is to prevent negative behaviour through acknowledging positive and appropriate behaviour and making role models of students and specific behaviour.

All students are expected to be effective learners to abide by the ethos of the Assyrian Church of the East. The behavioural expectations of every student are outlined in full in the Positive Behaviour System (PBS) matrix, the Student Code of Conduct in the student diary and the Effective Learner Dispositions.

The Behaviour Support policy and procedures are reviewed on an annual basis. There were no significant changes made to the policy in 2022.

The full text can be accessed on the school's website or on request from the Principal.

Pastoral Care Policy

Initially, the College Welfare Policy used to incorporate the discipline and welfare of students into one policy. As the Student Behaviour Support Policy separated from the Welfare Policy, a separate Pastoral Care Policy was created in 2021 and continued to be applied in 2022.

The purpose of this policy is to provide an overarching framework for the provision of an environment in which the wellbeing of students can be promoted and safeguarded. This policy applies to all staff members, which includes non-teaching staff.

This policy is underpinned by the Australian Student Wellbeing Framework which is based on evidence that demonstrates the strong association between safety, wellbeing and learning. The framework recognises five elements that are key to supporting the whole school community to build and maintain safe, positive relationships and wellbeing: leadership, inclusion, student voice, partnerships and support.

St Narsai Assyrian Christian College commits to child safety and leaders champion a child safe culture by implementing the 10 Child Safe Standards as set by the Office of the Children's Guardian.

Anti-Bullying and Harassment Policy

The College has zero tolerance for bullying and harassment. The Anti-Bullying and Harassment Policy, which is implemented by our staff, provides a framework for school communities to prevent and address issues of student bullying, in order to build respectful relationships that respond effectively and sensitively to the needs of each person.

The Anti-Bullying and Harassment policy and procedures are reviewed annually. There were no changes made to the policy in 2022.

The full text can be accessed on the school's website or on request from the Principal.

Child Protection Policy

College staff receive in depth yearly training on Child Protection Policies and procedures at St Narsai College by the Deputy Principal (Wellbeing and Welfare). A 'refresher' is given mid-year whereby a summary and reminder of the policy is once again delivered to staff. The College follows all mandatory requirements under the Child Protection laws and Duty of Care obligations.

Staff also complete an online professional development program provided by the AISNSW in Identifying and Responding to a child or young person at risk as part of the mandatory training requirement of the college.

The safety, protection and welfare of students is the responsibility of all staff members and encompasses:

- a duty of care to ensure that reasonable steps are taken to prevent harm to students which could reasonably have been foreseen.
- obligations under child protection legislation.

The Child Protection policy and procedures are reviewed annually and updated according to the guidelines provided by AISNSW in line with relevant legislation. There were no significant changes made to the policy in 2022.

The full text can be accessed on the school's website or on request from the Principal.

Complaints Handling Policy and Procedure

This procedure applies to St Narsai Assyrian Christian College in handling complaints made in respect of services provided by the school or against staff members, which includes employees, contractors and volunteers. This procedure does not extend to personal grievances between parents, guardians or other members of the school community.

The Complaints Handling policy and procedures are reviewed annually. No changes were made to the policy in 2022.

The full text can be accessed on the school's website.

Parent, Student and Staff Satisfaction Surveys

2022 satisfaction surveys were conducted as part of the college's continuous review and improvement process, covering all key aspects of education with staff, parents, and students.

A summary of the survey results are as follows:

PARENTS:

With Faith and Heritage being a pillar of the College's Strategic Directions, it was great to see the highest satisfaction percentages were **89%** and **85%** where parents agreed *"the Assyrian language, heritage and culture are celebrated and respected, and Christian values are a priority in the school."*

In 2022, **83%** of parents surveyed believed the school was achieving its vision of *"We foster the heritage and Christian values of the Assyrian Church of the East, developing individuals who strive for excellence, are life-long learners, and live their faith"* with **73%** indicating their satisfaction with the College.

77% of parents surveyed were positive about the school's direction with **79%** of parents recommending the college to others. **81%** of parents agreed with the question *"the college is safe and secure"*, **79%** saw *"the College's pursuit of excellence in all pursuits is encouraged"*.

75% of parents felt well-informed about school matters.

STUDENTS:

Students from Year 7 to 12 completed the survey in 2022.

60% of students surveyed believed the school was achieving its vision of *"We foster the heritage and Christian values of the Assyrian Church of the East, developing individuals who strive for excellence, are life-long learners, and live their faith"* with **73%** showing their satisfaction with the College.

73% of students surveyed agreed the school gave them the opportunity to explore their Christian values. **70%** of students surveyed agreed *"individual differences are respected as students"* and **63%** feel *"the school is a safe place to learn"*.

STAFF:

71% of staff agree *"the College promotes positive staff welfare and wellbeing"* and **79%** agreed that the schoolwork environment promoted the Christian faith. **96%** of staff agreed the school climate encouraged them to be their best.

In another survey based on rating various categories, the survey strongly showed staff work together to achieve the school's vision with a score of 4/5. A score of 4.3/5 indicated staff felt they were supported when needed. Data showed teachers in the school *"know and care about their students"* with a score of 4.5/5 and felt *"the school is a safe place to learn"* with a score of 4.3/5.

Apart from the anonymous satisfaction surveys, at St Narsai College, parent satisfaction is measured in the following ways:

- The Complaints Handling Policy is published on the College website and is accessible to all community members. Parents and carers are aware of the procedures should a parental concern arise.
- If a parent decides to withdraw a student from the school, an Exit Interview is usually conducted to determine whether there are issues related to parent satisfaction.
- Our Parent information evenings and Parent/Teacher meetings also provide an opportunity for parents to provide feedback or share their concerns with college staff.
- Feedback and Evaluation surveys are conducted for major school events and staff feedback is used from organising St Narsai Day through to suggestions for uniform.

Student satisfaction is measured in the following ways:

- Students are represented by the Student Leadership Team and Christian Representative Council and have the opportunity to present grievances to the Principal and Deputy Principal.
- Student surveys assist in determining the level of satisfaction of students with school programs. Students in all year groups, 7 through to 12, are surveyed on an annual basis.
- Feedback and Evaluation surveys are conducted for major school events and student voice is represented from feedback for canteen experiences, organising St Narsai Day through to suggestions for uniform.

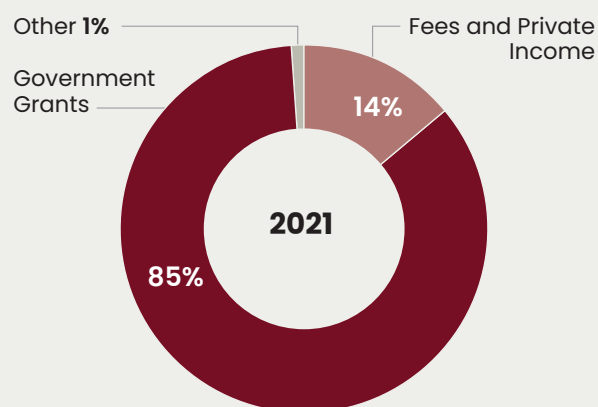
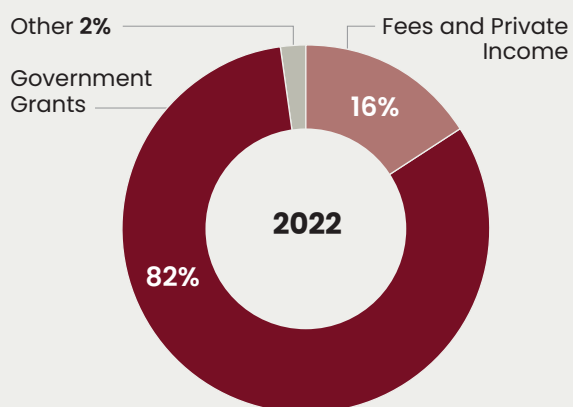
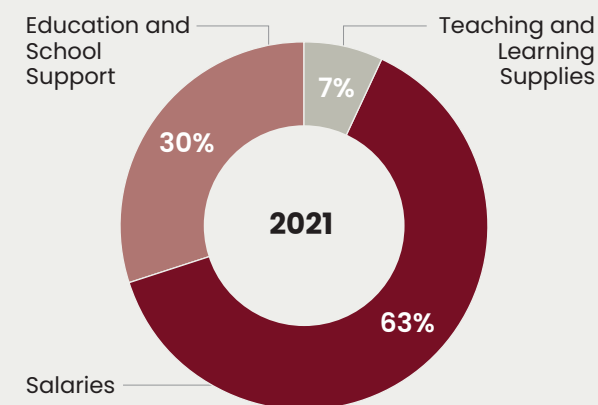
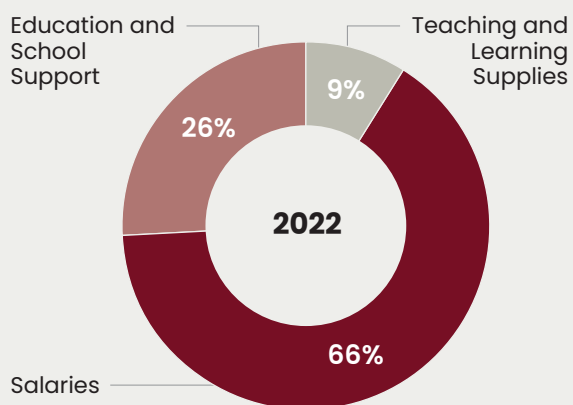
Staff satisfaction is measured the following ways:

- Issues of concern are raised with the Principal and/or the Deputies and Chaplain through various avenues either through weekly staff meetings, Year Coordinator meetings or through their supervising staff in KLA Coordinator meetings.
- There is also a more direct approach with the Principal checks in on each staff member to ensure there is no dissatisfaction in the workplace. In addition to the 1:1, the Principal also allocates a time, once a term for an open forum for staff to discuss/raise any issues
- Exit interviews are conducted with teachers and other staff who leave the school, to determine whether there are areas of dissatisfaction for staff.
- Feedback and Evaluation surveys are conducted for major school events and staff feedback is used from organising St Narsai Day through to suggestions for uniform.
- The representative of the Independent Education Union brings matters of staff concern to the attention of the Principal through regular, scheduled meetings. All members of the Leadership Team and the Principal maintain an open-door approach and are always prepared to meet with staff.

FINANCIAL STATEMENT

The College Financial Information is based on the detailed information provided to the Commonwealth Government in the Commonwealth Financial Questionnaire.

Figure 9: College Financial Information, 2021-22

INCOME**EXPENDITURE**

Note: Donations accounted for <1% of total income in both 2021 and 2022

EXCELLENCE CHRISTIAN VALUES COMMITMENT



IN HIM WE GROW

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