



ANNUAL REPORT 2023



IN HIM WE GROW

ST NARSAI
ASSYRIAN CHRISTIAN COLLEGE



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INTRODUCTION

This Annual School Report is provided to the Assyrian Christian Schools (ACS) and to the community of St Narsai Assyrian Christian College offering parents and members of the wider College community clear, reliable, and objective information about the college's operations, performance, initiatives, events, and accomplishments throughout 2023.

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 2023 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

217 Horsley Road
Horsley Park, NSW 2175

P.O. Box 340
Horsley Park, NSW 2175

Phone: (02) 8818 1300
Email: info@stnarsai.nsw.edu.au

Principal Mr. Edwar Dinkha



MESSAGE FROM THE ACS 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 2023 and continued its good work through committees created in the prior year.

The 2023 Board comprised of five 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 NESAs guidelines. In 2023, the Board continued to sharpen its governance capabilities through the Association of Independent Schools (AISNSW).

The Board and Senior Executive developed a 10-year Strategic Plan 2023-2032, including a 10-year financial cashflow projection. Both of these documents are reviewed annually and provide the strategic reference point for the development of an outcome-based, target-oriented 3-year rolling School Improvement Plan by the K-12 Senior Executive team.

In 2023, Assyrian Christian Schools reviewed and updated policies and procedures, as well as developing a K-12 Teaching and Learning Framework, K-12 Wellbeing Framework, Staff Wellbeing Program, Marketing Strategic Plan and ICT Strategic Plan.

The 2023 year marked further 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 2023 HSC student 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

It is with pleasure that I present to you the 2023 Annual School Report for St Narsai Assyrian Christian College.

St Narsai College staff continued to empower all our students to work on developing their personal skills, to strive for excellence and to be life-long learners.

This year's college spiritual motto *"Together in Christ"* is inspired by Matthew 18:20 *"For where two or three are gathered together in My name, I am there in the midst of them"*. This is a very fitting message for our college, as we work together, in our respective teams and groups to live out our Christian faith through our daily actions as staff and students.

It is wonderful to report that the 2023 HSC results showed an improvement from the previous year. In junior school, the college achieved its best NAPLAN results in both Years 7 & 9. Well done to our students and congratulations to all staff and especially the Mathematics and the English KLA teams for this great achievement.

The college continued its improvement journey in eLearning practices in 2023 as we saw more students clocking more hours into their literacy and numeracy online modules as well as the use of subjects based educational packages during and outside school hours.

In sport, our students achieved great results as listed below:

- CSSA U15's Girls Touch Footy – Winners
- CSSA U15's Boys Football – Winners
- U16's Girls Futsal – Won one region (Bankstown), Qualified to States Championships & finished overall fourth in the whole state.

This year the college commenced its work on implementing a new 3-year **School Improvement Plan 2023-2025** which is based on a newly created 10-year **Assyrian Christian Schools Strategic Plan 2023-2032**. Both these plans are being used to drive growth and performance and are based on five key ACS Pillars.

1. Faith and Heritage

- Development of the K-10 Christian Studies Program.
- Development of the K-10 Assyrian Language Program.
- Develop links with Nisibis Theological College.

2. Student and Staff Wellbeing

- Development of a K-12 Student Wellbeing Framework.
- Development of a Staff Wellbeing Program.
- Development of Employment Value Proposition.

3. Quality Teaching and Learning

- Development of K-12 Quality Teaching and Learning Framework.
- Improve HSC results.
- Improve NAPLAN results.
- Develop a meaningful student tracking process.
- Enhance extracurricular programs.

4. Community Engagement

- Enhance church connections.
- Enhance parent connections.
- Develop Alumni connections.
- Develop Inter-school connections.
- Develop a service-learning program.
- Develop university connections.
- Develop industry partnerships.
- Foster P-12 cross-campus connections.

5. Infrastructure and Operations

- St Narsai – Begin work on Sport and Performing Arts Centre.
- St Hurmizd – upgrade classrooms internally.
- Complete 10-year Financial cashflow projections.
- Implement Marketing Annual Strategic Plan.
- Implement ICT 3-year Strategic Plan.

Middle leaders and executives developed various improvement plans within their respective teams or groups using these five ACS Pillars.

MESSAGE FROM STUDENT BODY

As the 2023 School Captains and members of the Student Leadership Team (SLT), we were incredibly honoured and privileged to serve as leaders and in our roles guide and mentor our fellow students at St Narsai Assyrian Christian College.

Our Student Leadership Team (SLT) and Christian Representative Council (CRC) have collaboratively created initiatives, all with the aim of wholeheartedly embracing the 2023 College theme, *"Together in Christ."*

As School Captains, we've had the privilege of being part of numerous initiatives that have enriched the college's experience. From organising charity feeds that exemplifying our commitment to giving back to fostering a sense of inclusivity.

Throughout our leadership journey, we witnessed firsthand the significant role the SLT played in having a student voice. It was a great experience to have been involved in whole-school decisions from school initiatives to a proposed new school uniform.

The SLT consisted of 8 senior students. 2 Captains, 2 Vice Captains and 4 Prefects. Each SLT member was also allocated representative roles within the school including Faith Prefects, Assyrian Cultural Representatives, Sport Representatives and Wellbeing Representatives as well as the role of representing relevant year groups by which suggestions and concerns were gathered from various year groups and discussed at SLT meetings. SLT meetings occurred on a fortnightly basis with a dedication to continuous improvement in various aspects of student life, including academics, extracurricular activities, and overall well-being.

Throughout 2023, the SLT was a driving force in organising fundraising events with money donated going towards various charities.

The Student Leadership Team took a decisive step to embody our spiritual theme for 2023, *"Together in Christ,"* by extending our assistance to those who are less fortunate.

Supported by the SLT, sports house captains, and teachers, we joined with St Mary's congregation members to head to the city in Martin Place, with the mission of providing food to the homeless. This endeavour not only allowed us to offer great support but also facilitated profound interactions, wherein we listened to and shared the deeply moving stories of the individuals we assisted. Encouraged by the resounding success of this initiative, the school subsequently organised a similar campaign, this time involving younger students, fostering an environment of empathy, social awareness, and active engagement in the community by sharing our faith.

In 2023, the SLT also initiated the college's first *Wake-a-thon* fundraiser and involved the Year 12 cohort. The evening served as a reminder of the enduring bonds St Narsai College students, especially those of us in Year 12 have forged during our time together and the importance of cherishing these connections as we transition to the next chapter of our lives.

Cinema Under the Stars movie night was also an event the SLT held with the support of Year 12 students and St Narsai staff. It was a testament to our college's commitment to community and creating memorable moments that transcend the ordinary. It was an evening of shared joy, laughter, and unity, and it reflected the theme of our college where we came together and built meaningful connections.

We extend our heartfelt gratitude to our fellow members of the Student Leadership Team and all who supported our endeavours. We lead with pride and have graduated with experiences and values instilled by St Narsai Assyrian Christian College.

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

Kind Regards

Meera Qachi and Jozef Al Ishaq (2023 College 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 was established in 2006 and caters for students in Years 7-12. 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.

St Narsai Assyrian Christian 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. Students come to the College from the main feeder school, St Hurmizd Assyrian Primary School in Greenfield Park and from several other local schools.

The College motto, **“Excellence, Christian Values, Commitment”** instils in our college community the value of displaying Excellence in every aspect of our daily lives. Christian values are reflected in our actions, manners, and lifestyle. All students are encouraged and supported to demonstrate commitment to persevere through the challenges of college life in order to grow and mature into successful young individuals who integrate these foundational characteristics into their lives in general.

Our 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. Staff continue to embrace new technology tools that support student engagement in learning inside and outside the college.

We offer a rigorous academic program that includes consistent and purposeful feedback to students as well as a strong pastoral care program with an emphasis 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. Moreover, the college continues to support its Selective Stream program which has expanded into year 9 this year.

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.

We are grateful for the strong support we continue to receive from our college community. Their assistance that comes in many forms is much appreciated.



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.

Students and staff started the year with a strong sense of optimism and enthusiasm for the year ahead. Students participated in many activities and events throughout the year.

In general students took part in a range of college events including:

- Various sporting and community events
- College Choir
- Charitable fundraising events
- Debating Club
- Chess Competition
- Collaborating with students from other schools
- External sporting activities and competitions
- Year 10 Work Placement
- STEM Challenges
- RUOK? Day initiative
- Student Resilience Survey
- Science, Geography and Book Weeks
- Enrichment Programs
- 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
- Outreach Services supporting the homeless

CHRISTIAN LIFE AND RELIGIOUS EDUCATION

Faith Education

St Narsai Assyrian Christian College provides its students with opportunities to cultivate their faith and achieve an enriched understanding of the doctrines and traditions of the Holy Apostolic Catholic Assyrian Church of the East. The 2023 annual theme, *'Together in Christ'* inspired by Matthew 18:20, highlights the unity and presence of Christ when students, staff, and the community unite in His name. It promotes collaboration and spiritual growth, fostering a supportive environment where every interaction is guided by Christ's teachings. This theme strengthens the bond within the College, ensuring that Christ's guidance is central to all activities.

Curriculum

The College has constantly upheld its dedication to spreading the teachings of the Assyrian Church of the East (ACOE) among its students. This commitment is evident through the implementation of the Christian Studies Syllabus for Stages 4 and 5, complemented by the fortnightly Christian sermons for Stage 6 students. The curriculum for Stages 4 and 5 encompasses a comprehensive range of topics, including God's creation, fasting and holy week, feasts and celebrations, God's Word, saints, sacraments, and the Annunciation. These modules, carefully developed by the Christian Studies department, aim to deepen students' connection to their faith and inspire the application of these teachings in both their academic and personal lives.

Senior Christian sermons, catering to Stage 6 students, were conducted by **His Grace Mar Benyamin Elya**, the Bishop of Victoria and New Zealand, alongside College Chaplain **Reverend Father Shamuel Shamuel**. These sessions provided a vital opportunity for students to engage with complex social issues, fostering an environment of inquiry and dialogue.

The committee responsible for the Christian Studies textbooks is committed to producing engaging and relevant educational materials for Stages 4 and 5, ensuring alignment with the syllabus' content and objectives. With divine grace and guidance, the committee has completed the draft of the Stage 4 (Year 7 and 8) textbooks and has begun working on the year 9 Christian Studies textbooks. The College anticipates the continued adoption and impact of these programs by both educators and students in the years to come.

Extracurricular work within the college community

Guided by the spiritual ethos of 'Together in Christ', the faculty and students of the College collaborated to enhance connections within the Assyrian and broader local communities, manifesting in several key initiatives:

- **Together in Christ Project**- This project engaged each cohort in a meaningful initiative to spread the Word and Work of Christ throughout the Great Fast. Students actively participated in various activities aimed at deepening their faith and extending their spiritual insights to the wider community, embodying the principles of service and fellowship central to this sacred period.
- **Liturgical Eucharistic Services**- The College participated in Liturgical Eucharistic Services quarterly, where students and faculty joined in the Eucharist, reflecting on the sanctity of Christ's Body and Blood.
- **ACOE Church Partnerships** - The College has maintained a strong partnership with the ACOE churches, actively participating in feast events to strengthen community bonds and cultural heritage. This collaboration not only enriches the spiritual life of our students but also reinforces the connection between the educational environment and our foundational religious traditions.

- **Prayer Services**- The College hosted numerous prayer services, encompassing morning roll call prayers, lunch prayers, end-of-day prayers, prayers during the seven Holy feasts, and commemorations of saints, fostering an environment of reflection and spirituality.

- **Charity Works** - Committed to social responsibility, the College actively raised funds for charities, such as ACERO (Loose Change Friday), St Vincent's De Paul (Winter Appeal), Cancer Council (Bandanna Day), St Mary's Retirement Village (Mother's and Father's Day) and Feeding the Homeless (St Mary's Maidservant of the Lord's Mission Program).



CURRICULUM

At St Narsai College we believe in:

- Reflecting Christ in everything we do each day – witness to the Gospel.
- The values of care, compassion, doing your best, honesty, trustworthiness, integrity, respect, responsibility, social justice, inclusion, hope, harmony, opportunity, personal growth, and empathy.
- Quality Learning and Teaching and are committed to:
 - A supportive and collaborative learning environment that make 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.

With the introduction of a new 10-year Assyrian Christian Schools Strategic Plan, the College started using a new three- year school improvement plan 2023- 2025 as a basis to design our curriculum and our teaching and learning practices. The key purpose of this School Improvement Plan (SIP) is to improve student outcomes.

College staff at all levels contribute to the implementation of the School Improvement Plan through their on-going work in their respective Faculty Improvement Plans.

Moreover, as an improvement initiative in 2023, the college started implementing a new program – Roadmap to Academic Success – Years 7 to 12 that guides staff to work on enhancing the performance of our students across the curriculum.

In 2023 the College offered the following HSC courses:

- | | | |
|--------------------------------|--------------------------|---------------------------|
| ■ Ancient History | ■ English Advanced | ■ Mathematics Extension 1 |
| ■ Biology | ■ English Standard | ■ Mathematics Extension 2 |
| ■ Business Studies | ■ English EAL/D | ■ PDHPE |
| ■ Chemistry | ■ English Extension 1 | ■ Physics |
| ■ Community and Family Studies | ■ Food Technology | ■ Society and Culture |
| ■ Construction (VET) | ■ Legal Studies | ■ Studies of Religion II |
| ■ Design and Technology | ■ Mathematics Standard 2 | ■ Textiles and Design |
| ■ Engineering Studies | ■ Mathematics Advanced | ■ Visual Arts |



PASTORAL CARE AND WELLBEING

St Narsai Assyrian Christian College is 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 ensure the welfare and wellbeing of our students is well looked after. Our Pastoral care programs enable us as to identify and nurture the needs of our students whilst developing each student's talents.

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

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

Students are always valued, respected and supported. College staff work together to meet the pastoral care needs of students. Pastoral Care teachers, supported by Year Coordinators have supported students through daily interactions and regular dialogue. Each day it is the College's objective that students feel happy, healthy and safe.

In 2023 the Pastoral Care Program delivered Pastoral Care (PC) lessons once a fortnight with the main objectives to address any issues/concerns that are identified by the Welfare team within their cohorts, the results of the 2022 *Youth Resilience Survey* conducted in September of 2022 as well as current issues/concerns surrounding youth in general.

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 2023, St Narsai College had participated in its sixth year of the survey, and we are able to identify trends from year to year.

Towards the end of 2022, Year Coordinators and their Pastoral Care staff evaluated the survey results and used the data to create programs specifically targeting the concerns of the various students' cohorts for implemented in 2023.

St Narsai College has an extensive Pastoral Care program and includes the following topics delivered through PC lessons and/or presented by external providers to students across Years 7 – 12:

- Presentations by the Local Police Liaison Officer are held annually. Students are given an opportunity to ask relevant questions to the focus topics. Topics for 2023 included Cybersafety, Dangers of Vaping and Driver Safety (this topic was specifically for students in Year 11 and 12).
- Peer-to-Peer Support Program (Year 10 students supporting the Year 7 students in their transition into high school)
- Wellbeing Walls (affirmation and team building within classes)
- Year Group breakfasts
- Screentime – how much damage is it doing?
- Effective Study (building academic study skills)
- Preparing for Examinations
- Building Resilience (specifically for students in Years 7 and 8)
- Building Confidence
- Self-Worth (caring and valuing oneself)
- Positive body image
- Importance of sleep and healthy sleeping patterns

Year Group Snapshot Presentations

At the beginning of the year all staff are given information about specific students in each year group. This is done for staff to be able to cater to the diverse needs of the students in their classroom. Such information identifies students that are:

- a) High Potential Learners (HPL)
- b) in Learning Support and the strategies that would help them
- c) of an EAL/D background
- d) identified as having a medical issue – and what to look out for
- e) students at risk (academically, socially, emotionally)

SAR (Students at Risk)

'Students at Risk' (SAR) are students who receive regular targeted support as they are identified as experiencing wellbeing challenges.

The Principal, Deputy – Wellbeing, the Pastoral Care Coordinator and the Counsellor meet and update any information or interaction they may have had with the students listed as SAR during that week. In this way, by monitoring and supporting our At-Risk, the students remain engaged in their learning and have a sense of belonging to the College.

Case Management Model

The Pastoral Care Coordinator has fortnightly discussions with Year Coordinators to inform and update them on the SAR students specific to their relevant year group. In this way, Year Coordinators can further monitor and support students in their year group.

Other Pastoral Care initiatives:

The Pastoral Care and wellbeing of students at St Narsai College were also supported through the following initiatives:

- Enhancing resilience and well-being among our students through:
- RUOK? Day with various in class activities, Year Group picnics throughout the day with teambuilding activities
- National Bullying Awareness Week
- Fortnightly Breakfast with the Principal for Year 12 students
- The Push Up Challenge in support of Mental Health
- The College Chaplain holds The *Faith in Action* sessions and Prayer to support students in their spiritual needs and daily struggles.
- Resilience Days and Spiritual Days to support the development of positive mental health held for all year groups throughout the year.
- Year Cohort meetings promote achievement and deliver welfare and wellbeing messages.
- Year Coordinators continued into the next year with their cohort. In this way the Year Coordinator knows their students very well and students build a rapport and trust with their coordinator.

- Roll call teachers and Pastoral Care teachers, where possible, carried their roll call class over from 2022 into 2023. This provided the opportunity for staff continue to build a stronger rapport with their students and truly know their students well.
- Learning Support Program (led by the Learning Support Team) supporting students with learning difficulties.
- The College counsellor is available to all students. The counselling service supports individual students' social-emotional needs including (but not limited to) Mental illness, depression; family issues, etc.
- Year 6 into Year 7 Transition Days were held three times in 2023 to support a positive transition into High school for Year 7 2024.
- For Staff wellbeing, the college engaged the services of Daniella Falecki, founder of Teacher Wellbeing whose mission is to work with schools to provide high quality resources that build the psychological capacity of staff in schools. This includes engaging seminars, meaningful online courses, whole-school approaches to wellbeing, interactive resources and qualified coaching/consulting.
- Following all mandatory requirements under the Child Protection laws and Duty of Care.

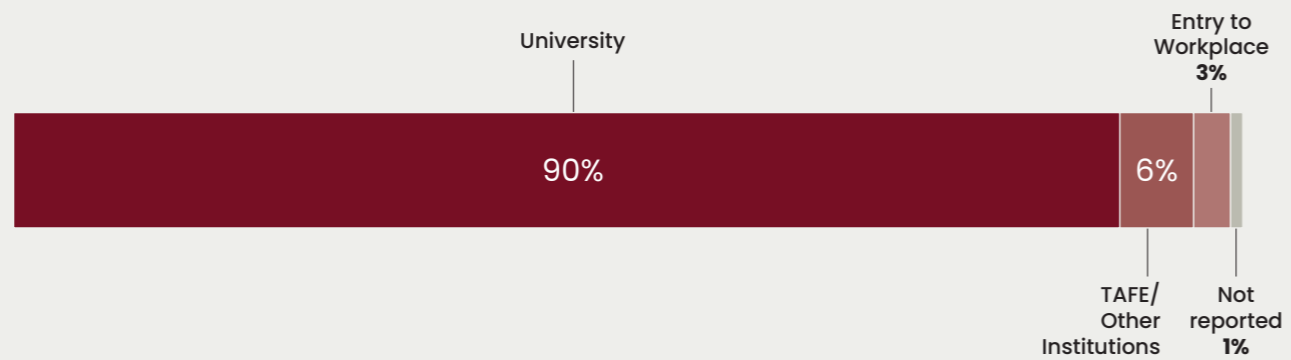


STUDENT PERFORMANCE IN NATIONAL AND STATE-WIDE TESTS

Table 7: Senior Secondary Outcomes – Year 12, 2023

% of student undertaking vocational training or training in a trade during the senior years of schooling	11
% of students attaining the award of Higher School Certificate or equivalent vocational education and training qualification.	94

Figure 8: Students Post School Destination, Year 12 – 2023



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

In March 2023 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 and planning 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

	Reading	Writing	Spelling	Grammar	Numeracy
St Narsai – Year 7	534 ★	558 ★★	563 ★★★	545 ★★★	563 ★★★
Students with similar background	496	504	515	500	492
All Australian students	536	534	539	539	538
St Narsai – Year 9	559 ★	598 ★★	586 ★★★	568 ★★★	572 ★★★
Students with similar background	526	539	546	515	520
All Australian students	564	567	568	557	568

★ Above the average of students with similar background ★★ Above the average of all Australian students

Future directions 2024:

- The College Leadership Team will develop strategies to focus on areas identified in the NAPLAN and HSC results analysis, including writing which entails whole school approach to teaching literacy and numeracy skills. A greater focus on literacy and numeracy across all subjects to be made explicit in all Teaching and Learning Programs.
- Expand the implementation of the Deep Learning Framework across all KLA's to focus on student competencies with the aim of supporting students to grow 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.
- Create even more opportunities for developing partnerships to improve student engagement with various industries and organisations.
- Maintaining the college mentoring program for new career teachers.
- Allowing for 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 St Narsai 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 and create opportunities for students to make choices about their learning.
- 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.
- Developing strategies to help students develop their independent learning skills across 7-12.

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. Students leaving school prior to the completion of the Higher School Certificate (HSC) request their RoSA.

In 2023, no students had requested a RoSA.

Higher School Certificate Examination Results: 2023

The class of 2023 had 89 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)

	2021		2022		2023	
	School	State	School	State	School	State
Ancient History	73	62			52	60
Biology	40	66	19	53	30	63
Business Studies	71	66	21	64	60	64
Chemistry	63	66	18	64	30	66
Community and Family Studies	69	72	55	74	67	72
Construction (VET) Examination					22	76
Design and Technology	59	83	76	81	27	78
Engineering Studies			0	62	0	68
English (Advanced)	96	94	82	93	94	95
English (Standard)	46	58	18	55	45	59
English EAL/D	43	58	13	46	40	53
Food Technology	25	63	32	57	69	64
Legal Studies	83	69	36	66	75	69
Mathematics (Advanced)	52	79	0	76	25	75
Mathematics (Standard 2)	53	51	6	54	27	58
PDHPE*	63	60	29	50	38	63
Physics	42	71	17	67	50	67
Society and Culture	70	80	81	75	98	80
Studies of Religion II	38	72	46	79	43	82
Textiles and Design	44	81	55	79	38	78
Visual Arts	82	91	83	91	100	91

Note: Based on percentage. * Personal Development, Health and Physical Education

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

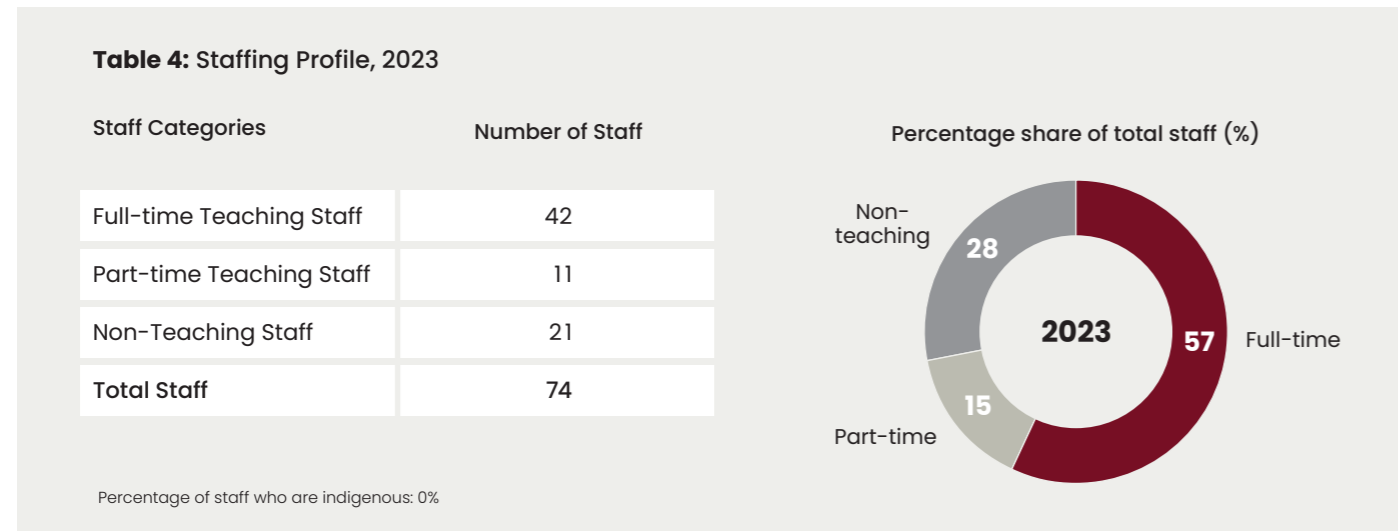
Table 12: Students receiving results E3 and E4

	2021		2022		2023	
	School	State	School	State	School	State
English Extension 1	100	94	67	92	100	94
Mathematics Extension 1	100	74	–	–	50	71
Mathematics Extension 2	100	87	–	–	0	85

Note: Based on percentage.

STAFF PROFILE

The following tables shows staffing profile for 2023:



Professional Learning

Staff professional learning and development is highly valued at St. Narsai and as such, the College invested heavily in staff professional learning throughout 2023 with many staff attending a range of professional development opportunities.

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

- Planning and Programming for new Syllabuses/ New Teachers
- HSC Teacher Training and Strategies
- AIS Deep Learning
- AIS Pathways and Partnership Forum
- Various ICT Professional Learning
- Student Engagement and Student Welfare
- Teaching and Learning including Assessment Design and Research
- NCCD Moderation Training
- Inclusive Teaching
- Christian Studies Staff enrolling to study Theology courses
- Data in Schools
- Literacy and Numeracy professional Learning
- VET Teacher 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 2023 covering the following areas:

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

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

Table 6: Teacher Accreditation Stage at commencement of the 2023 school year

Stage	Number of Teachers
Conditional or Provisional (working towards proficient teacher)	17
Proficient teacher (maintaining proficiency)	36
Achieved proficiency in 2023 at St Narsai	3

STUDENT PROFILE

Student Enrolment

The college caters for students in Years 7–12. The following information describes the student profile for 2023:

Table 1: Student Enrolment

Girls	Boys	LBOTE*	Total students
333	316	649	649

* 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 2021, 93% completed Year 12 in 2023 at St Narsai. Leavers post Year 10 were attributed to enrolment at TAFE, entry into the work force, relocation of student's places of residence (distance from school) and parental financial restrictions.

Table 2: Student Retention

Year Level	Cohort students completing		Actual retention rate (%)
	Year 10	Year 12	
2020/2022	101	95	94.0
2021/2023	96	89	92.7

Enrolment Process

a) Application

Parents submit an Enrolment Application along with the required documentation:

- Birth Certificate
- Baptismal Certificate
- Immunisation Certificate
- 2x Passport Photos
- Latest school report from last school the student attended (if applicable)
- Year 5 NAPLAN report (when enrolling in Year 7)
- Citizenship/Visa Documentation (if applicable)
- Relevant Family Court Orders (if applicable)
- Relevant medical and/or special needs information including clinical assessments (where applicable)

A non-refundable Application Fee (currently \$50), to place their child on the 'Wait List' for their requested year.

b) Wait List

Those registered are sorted according to date of application. Priority for enrolment is given to the following:

1. Siblings of students presently enrolled in any Assyrian school
2. Children from families affiliated with the Assyrian Church of the East
3. Children from families affiliated with other Assyrian Churches
4. Children from Christian families
5. Children from non-Christian families

c) Interview

Two years prior to commencement, interviews with the principal and other enrolment interview panel members are held according to our priority list and number of places on offer for that year.

d) Successful Applicants

A letter will be sent to every applicant informing them of the outcome of their application. Successful applicants will receive further information as the year progresses and when necessary.

Enrolment decisions made by the principal are final and no discussions will be entered into.

Successful applicants need to be committed to paying the school fees for the first term at the start of the term unless notice is given to withdraw enrolment one term in advance.

e) Commencement

All students enrolled to commence in Year 7 will be invited to attend set *Transition Days* (also known as *Orientation Days*) in the year prior to commencement. All other new students will have the opportunity to meet staff and peers on the day school commences for their year group.



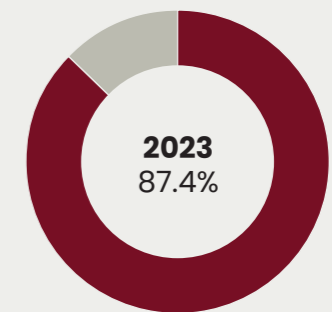
Student Attendance Rates

The average student attendance at St Narsai Assyrian Christian College for 2023 was 87.4%. The following table shows detailed attendance rates per year group.

Figure 3: Attendance rate for each Year Group

Year Group	Attendance (%)
Year 7	89.4
Year 8	89.0
Year 9	87.2
Year 10	86.1
Year 11	85.2
Year 12	87.2

Average attendance rate for Year 7 to Year 12



SCHOOL POLICIES

Enrolment Policy

The purpose of the Enrolment Policy is to clearly outline the conditions associated with enrolment at Assyrian Christian Schools (ACS) and applies to existing and future student enrolments.

As per ACS Enrolment Policy, St Narsai College is open to all parents and students who are prepared to support the philosophy, values and objectives of the College.

Clear and transparent enrolment systems and processes are crucial in ensuring all stakeholders are treated equally and with consistency.

Policy Guidelines

Applications for enrolment may be made at any time by the parent/carer(s) of students to the relevant school administration office. However, this does not guarantee enrolment of their child in the school.

An interview will be arranged with the principal to determine the suitability and compatibility of the student enrolment.

The College will base its decision of offering a place to a student on:

- Family relationship with ACS (Sibling of a current or ex-student and whether attitudes, values and priorities are compatible with ACS' vision, values and faith)
- The student's reports from their previous school and a background check (risk assessment) provided by the previous school)
- The family's ability to meet the financial requirements of the school.
- The school's ability to meet the special needs or abilities of the student.
- Order of receipt - when the application to enrol is received by the school.
- Availability of places within the Year level being applied.

The school has an absolute discretion in determining the weight of each of the factors it takes into account in determining whether to offer a place for the student and will liaise with parent/carer(s) of the student before offering a place.

Continued enrolment at the school is dependent upon the student making satisfactory academic progress, regular and consistent attendance, and the student and the parent/carer(s) observing all behavioural codes of conduct and other requirements of the school which are applicable from time to time.

Once the necessary application process has been completed, parents will be advised in writing of the outcome of their application for enrolment of their child or children under their care.

The Enrolment Policy also outlines:

- The Enrolment Process
- Tuition Fees (including payments, refunds process, discounts and other expenses)
- Financial Hardship
- Fee Structure

Specific details regarding the Enrolment Policy can be found in the ACS Enrolment Policy document available on the college website or upon request from the College.

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 maximize 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 school, 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 of compulsory school age seek 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 school 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

The Deputy Principal (Wellbeing and Welfare) is responsible to ensure that the roll call responsibilities and general attendance procedures are being followed by teachers. Concerns regarding student attendance are usually referred to the Year Coordinators and then DP (Wellbeing and Welfare) for follow up. Attendance letters are sent twice a term for students below the College attendance standard.

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

Other Policies related to Welfare and Wellbeing

Behaviour Support Policy

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

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

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 2023.

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.

Moreover, in 2023, the pastoral care coordinator led a committee to create the Assyrian Christian School (ACS) Wellbeing Framework to be implemented in 2024. The ACS Wellbeing Framework is supported by the CASEL domains and is a customised wellbeing programme to meet the unique needs of our students by drawing on research-based social and emotional learning initiatives. Additionally, each cohort also receives grade-specific, age-appropriate.

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 2023.

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 2023.

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 2023.

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

STAKEHOLDER SATISFACTION

2023 satisfaction surveys were conducted as part of the college's continuous review and improvement processes, covering key aspects of education offered at the college with all stakeholders: staff, parents, and students. Below is a summary of the survey results.

Parent Satisfaction Survey

The Parent Satisfaction Survey showed 91% of parents surveyed are satisfied with the education their child is receiving at Assyrian Christian Schools (ACS) with 90% positive about the school's future direction and 91% of parents surveyed would recommend the school to others.

The Parent Satisfaction Survey aligned well with the School Improvement Plan.

Regarding *Faith and Heritage*, 99% of parents surveyed agreed Christian values are a priority in the school. 95% of parents agreed the Assyrian language, heritage and culture are celebrated and respected and 94% of parents surveyed agreed the school is 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"*.

For *Student and Staff Wellbeing*, 98% of parents surveyed agreed the school environment feels safe and secure with 90% of parents surveyed agreeing the school is a happy and caring place for their child. 90% of parents surveyed agreed the school has a zero-tolerance for bullying and harassment and 95% of parents agreed staff wellbeing is valued at ACS.

Views on *Quality Teaching and Learning* showed 91% of parents surveyed agreed, excellence in all pursuits is encouraged, 90% agreed teachers are dedicated with a positive attitude and 91% of parents agreed their child uses ICT effectively in their learning.

For *Community Engagement*, 96% of parents surveyed feel welcomed at the school, 90% agreed they are well informed about their child's progress and 80% have a positive experience at parent information evenings.

Students Satisfaction Survey

Students from Year 7 to 12 completed the survey.

80% of students surveyed believed the school is 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"*.

80% of students agree their teachers have high standards of learning and encourage them to improve. 80% also agreed they have access to high quality teaching and learning resources that help them learn.

91% of students surveyed agreed the school gives them the opportunity to strengthen and practice their Christian values with 80% agreeing the school is a safe place to learn.

Staff Satisfaction Survey

100% of the staff surveyed agreed teachers at St Narsai College know and care about their students.

90% of staff surveyed agreed the executives, teachers and other staff treat each other with respect and 80% of staff enjoy working at the school.

90% of staff surveyed encourage their students to attain the best academic results and 90% of staff agreed professional development helped them to improve student outcomes with 95% of staff surveyed using a variety of teaching strategies and learning activities to help their students learn.

Apart from the anonymous satisfaction surveys, St Narsai College uses the following measurements of satisfaction:

Parent satisfaction is measured in the following ways:

- The *Complaints Handling Policy* is published on the College website accessible to all community members. Parents and carers are aware of the procedures should a concern arise.
- Exit interviews are held with parents/carers if they are withdrawing their child from the college to determine whether there are issues or concerns resulting in the withdrawal.
- 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 feedback from the relevant stakeholders within the college community is requested.

Student satisfaction is measured in the following ways:

- Students are represented by the Student Leadership Team and Christian Representative Council and they both can present grievances directly to the Principal and Deputy Principal when necessary.
- 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 about the quality of canteen services, organising St Narsai Day through to suggestions for new proposed uniform designs.

Staff satisfaction is measured the following ways:

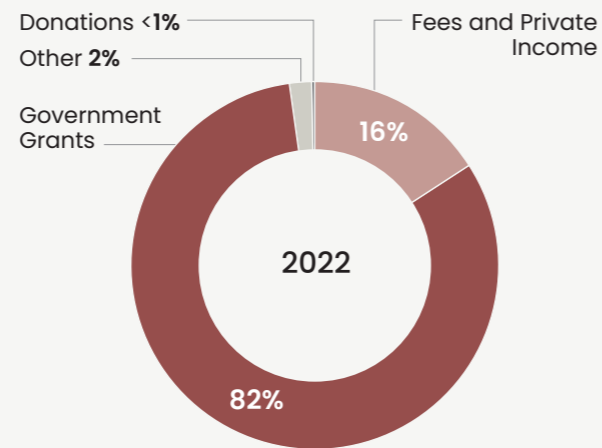
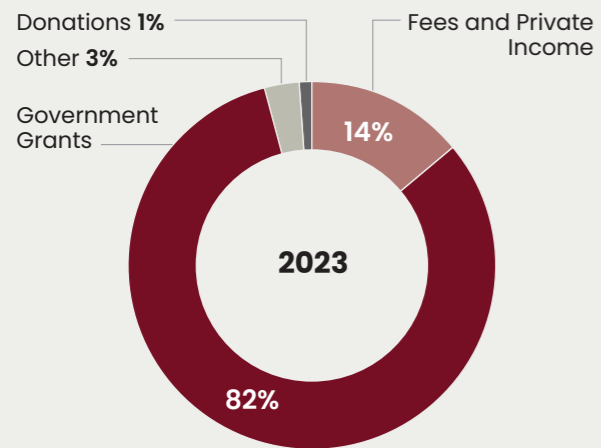
- Issues of concern are raised with the Principal and/or the Deputies and Chaplain through various avenues either through weekly staff meetings, Year Coordinator meetings or through their supervising staff in KLA Coordinator meetings.
- There is also a more direct approach with the Principal checks in 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 move on to other schools to determine whether there are areas of dissatisfaction for the leaving staff member.
- 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 INFORMATION

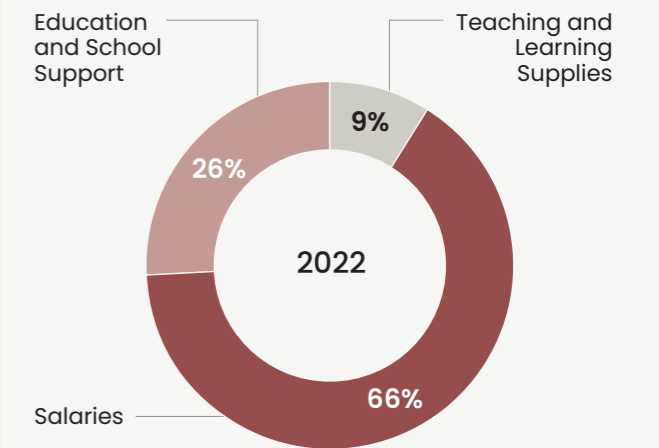
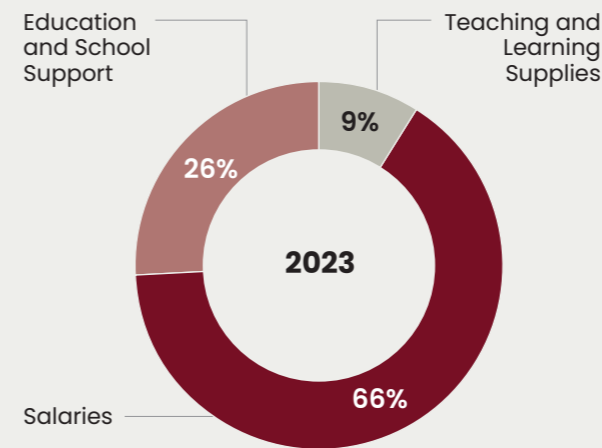
The College Financial Information is based on the detailed information provided to the Commonwealth Government in the Commonwealth Financial Questionnaire.

Figure 9: College Financial Information, 2022-23

INCOME



EXPENDITURE



EXCELLENCE CHRISTIAN VALUES COMMITMENT



IN HIM WE GROW

ST NARSAI
ASSYRIAN CHRISTIAN COLLEGE

217 Horsley Road, Horsley Park NSW 2175

Phone (02) 8818 1300

Email info@stnarsai.nsw.edu.au

Web www.stnarsai.nsw.edu.au