



ANNUAL REPORT
2022

Contents

From the Principal	3
From the Chairman of the School Board	4
From the Student Representative Council	4
Contextual Information About the School	5
Student Outcomes in Standardised National Literacy and Numeracy Testing	6
Senior Secondary Outcomes	6
Teacher Professional Learning, Accreditation and Qualifications	7
Workforce Composition	8
Student Attendance, Retention Rates and Post-School Destinations	8
Enrolment Policy	10
General School Information	12
School Determined Priority Areas for Improvement	14
Initiatives Promoting Respect and Responsibility	15
Parent, Teacher and Student Satisfaction	17
Summary Financial Information	18

From the Principal

The year 2022 was a memorable year in many ways. The year was one where regular classroom work was the norm and special school events could recommence. This was refreshing and brought great excitement after the challenges of COVID-19 throughout 2020 and 2021. However, on a sadder note, the year was also one where we farewelled several key staff who have had a profound impact on the history of our school. The year 2022 was also notable as a year where the school board was required to carefully evaluate the purpose and future of the school, and challenging decisions were made to ensure that the school was best placed to continue to grow and flourish into the future.

The year began with a transition in leadership after the resignation of Mrs Rebekah Chaudhary. Rebekah had faithfully served in the position of Head of School in 2021 and led the school admirably through a year of change, and diverse challenges. Rebekah's long history in the school as both a student and a staff member, meant that her departure was greatly felt amongst the staff and students as the academic year began. However, an unusually busy year lay ahead, and it was very encouraging to see a spirit of unity and teamwork amongst the staff. It is important to emphasise the great dedication of the staff throughout 2022, as they all performed their individual roles admirably to help the school to function effectively and ensure excellence in Biblical education could be provided for each student.

A number of events throughout the year provided our staff with opportunities to demonstrate their professionalism and dedication to the students and their families. The renewal of our Exemption from Registration for K-10 was an important focus throughout the year, and all the hard work culminated in a wonderful visit and report from the NESA inspectors. We were encouraged to once again hear that we exceeded the requirements from NESA to renew our registration for another five years, and this again is a testimony to dedication and focus of all our staff. It is also important to highlight that, coinciding with this renewal of registration process,

the school board decided to not apply to renew our registration to teach Stage 6 (Year 11-12) curricula. The school will remain as a Kindergarten to Year 10 school for 2023 and for the foreseeable future.

Throughout 2022, we were very pleased to once again engage with the wider school community through an Open Day, Primary Drama Night and Music Concert. It was a delight to welcome parents and friends onto the school property to witness the wonderful and wide-ranging achievements of our students. The year culminated in our End of Year Awards and Graduation ceremonies, where students were rewarded for their endeavours throughout the year, but it was also a bittersweet time as the planned changes to the school ahead of 2023 led to the need to farewell a number of students. We are encouraged that these students have been well grounded academically and in their faith throughout their time with us at Condell Park Christian School and are confident that they will flourish in the next phase of their education.

As the year came to a close, a number of staff also saw that it was their time to move on from their ministry at Condell Park Christian School. It is with sadness but great thankfulness for their service, that we farewelled Pastor Ron Christie (Executive Principal), Mrs Susan Leys (Head of Primary and Kindergarten teacher), Miss Kaitlyn Gouvin (Lower Primary teacher), Mrs Sally Daly (Teacher's aide) and Mrs Abigail Zaarour (Music teacher). In particular, Mrs Leys had been a member of school staff since it first began in 1979, and consistently demonstrated godly wisdom, faithfulness, and a genuine love for both staff and students.

As Head of School in 2022, it was a pleasure to work with a dedicated team of staff and a wonderful and supportive parent community. It is a blessing to see each child grow in their knowledge of God's Word and the world that He has created. I look forward to seeing how God will continue to use this school into the future.

Dr. Thomas Herrington
Principal

From the Chairman of the School Board

I am pleased to commend the Annual Report of Condell Park Christian School 2022. It provides an opportunity to thank the Lord for His many blessings. It also offers an opportunity to rejoice in the School's continuing ministry of providing quality Christian education.

I commend our Principal, Dr Thomas Herringson, for his leadership as Head of School throughout 2022. I also commend all the staff for their wonderful work in providing a Biblical education for each student and helping the School operate effectively each day.

Thanks and appreciation are extended to Dr Herringson and all the staff for their excellent work preparing for our 2022 School inspection. The representatives from NESAs reported that we had exceeded the requirements and recommended the renewal of our registration for K-10 for another five years, all praise to the Lord!

A special acknowledgement and thanks to the Lord is expressed for several long-standing staff members who concluded their service in 2022. Mrs Rebekah Chaudhary, Mrs Sue Leys, and Pastor Ron Christie served the Lord and the School community with distinction over many years. Their ministries impacted many, and while the fruit of their labours is visibly evident today, it will be fully revealed in heaven.

In 2022 we note that Condell Park Christian School has served our community for 44 years, and we are deeply grateful for all the Lord has done. As we look to the future, we are now ready to 'pass the baton' to another church of like-faith so that the School may continue and grow. After much prayer the decision was made to hand the School over to Faith Baptist Church. This decision will support the future growth of the School, but it will also provide the opportunity to take the ministry to the next level of maturity and strength. The transition is a work in progress, and we are looking to the Lord as we finalise all the details. Meanwhile, the School will continue to operate onsite at Condell Park for 2023 and 2024. Special thanks to all the School staff and church members of Condell Park Bible Church and Faith Baptist Church for their support of the handover decision and through this transition period.

Finally, I would also like to praise the Lord for Pastor Mansour Youssef of Faith Baptist Church and the School Board, whose faithful ministry and diligent labours behind the scenes have been greatly appreciated throughout the course of 2022.

Glenn Matthews
Chairman

From the Student Representative Council

Though 2022 began with uncertainty, there was also an open door to trust God and seek ways to enrich school life at Condell Park Christian School. The Student Representative Council worked hard to connect and engage with students to explore opportunities to enhance the experience of school for all.

The SRC continued and developed "Buddy Time" which allowed students across grades to spend a set time each week together in order to build relationships across the school. Students participated in activities including Scavenger Hunts, artistic projects, and games. Our students enjoyed building friendships with one another.

Some of the events that we coordinated included the Multicultural Day and School Spirit Day events at the end of the year, both of which were very

successful. Multicultural Day gave our students and staff the opportunity to learn about and engage with new cultures by wearing clothing representing another country and bringing food to share for our Finger Food Festival. School Spirit Day was filled with lots of fun, games, slushies and a jumping castle for the Primary students.

Additionally, the SRC played an active role again in our annual ANZAC Day and Remembrance Day commemorations throughout the year, taking the opportunity to exercise school leadership among their fellow peers.

We are grateful for the opportunity to have contributed to school life in 2022.

Elizaveta P
On behalf of the 2022 Student Representative Council

Contextual Information About the School

Condell Park Christian School provides a distinctively Christian education, delivering a quality academic program reflecting a clear Biblical worldview. Such a worldview ensures that Christian parents are supported in their Biblical mandate to 'bring up their children in the nurture and admonition of the Lord'; that Christian church pastors are assisted in their role of 'shepherding the flock of God' and that God is honoured in all that is taught and learned at the Christian school. In 2022, Condell Park Christian School continued as a ministry of Condell Park Bible Church, an independent Bible-believing church in the south-west of Sydney. The Pastoral leadership team, school teaching staff, and parents engage daily with students not only in their teaching and learning activities, but also in modelling lives where Biblical virtues and loving servant leadership are both cherished and encouraged.

The mission of the school is to provide quality Christian education, in order to prepare students for a life of leadership among the citizenry of their communities, while living a life of robust Christianity and service for God. The school achieves its mission by: teaching truth as found in the Bible in all subjects; developing Godly character in all students; and preparing young people for life-long, Christ-centred service towards men, women, boys and girls. This inspiring mission is contingent upon each student coming to a personal knowledge and assurance of Jesus Christ as Saviour and Lord, being nurtured in their God-given academic and spiritual gifts and abilities, whilst learning to live a God-dependent life. The school staff, in concert with parents and church leadership, are highly motivated in assisting each student to identify his or her particular giftedness, and to strengthen that gift through courses of instruction, nurture and expression.

On 5 August 2022 (Census date), the school had an enrolment of 57 students in Years K-12. We seek to admit children of families who meet selection criteria, and who choose to have their children educated in a caring Christian environment, where Christian character development is considered a high priority. The school maintains a quality academic program, using an effective blend of Christian education curriculum materials with a distinctively Biblical worldview, along with other carefully-selected resources. There is also a strong emphasis on developing leadership and personal ownership and responsibility for learning among all students.

Teaching and learning comprises teacher-directed and group learning strategies where knowledge, understanding, skills, values and attitudes are enriched and students learn to work in team situations. A major emphasis is placed on concept mastery rather than mere acquaintance, with learning based on strong foundations of language, literature, communications, digital technologies and numeracy. Specialist learning support interventions assist greatly with achievement of those students who are identified as needing additional assistance, whilst extension and enrichment activities are prescribed for those who are gifted learners. The school endeavours to provide real academic support for the growing number of students enrolled from migrant families in our multicultural area of south-west Sydney.

Extra-curricular activities such as school band and school choir provide wonderful opportunities for young people in personal development and increased effectiveness in service. Our growing number of band musicians, trained from Primary years to master traditional orchestral instruments, perform with regularity, and along with the school choir, provide rich musical and vocal performances in a variety of school, church and public contexts.

The student body receives the preaching of the Word of God which is living and life changing. Therefore, a common characteristic of the student body at Condell Park Christian School is a faith in Jesus Christ as Saviour from sin. Lives have been changed and testimonies reflect lives that are centred in Jesus Christ to the glory of God.

Condell Park Christian School plays an important role in the Christian community by providing a school that complements homes and churches in all that is believed, taught, and practiced. This engenders harmony, cohesion and strength in traditional families in the community at large, in a day when these attributes are so desperately needed. This relationship between home, church and school continues to produce spiritually-strong, socially-confident, caring and well-adjusted young people.

Total student numbers on 5 August 2022 (Census date) were 20 students in K-2, 21 students in Years 3-6, 14 students in Years 7-10 and 2 students in Year 11. 4% of enrolled students identified as indigenous.

Student Outcomes in Standardised National Literacy and Numeracy Testing

In 2022, our Year 3, 5, 7 and 9 students participated in the yearly National Assessment Programme – Literacy and Numeracy (NAPLAN). Tests were in Reading, Writing, Spelling, Grammar and Numeracy.

The Year 3 students achieved results above the national average in all categories, with all except Spelling being reported as well above average.

The Year 7 students also achieved results above the national average in all categories, with all except Numeracy being reported as well above average.

The Year 5 and Year 9 cohorts were too small to require reporting in this forum. However, the individual results of the students were very pleasing with most students returning results that were reflective of being above the National Average in all tests.

The overall data has also been helpful in identifying that Condell Park Christian School has continued to demonstrate a high level of achievement in both Literacy and Numeracy testing.

More detailed information and graphs can be found by locating Condell Park Christian School on the ACARA My School website at: (<http://www.myschool.edu.au>).

	READING	WRITING	SPELLING	GRAMMAR	NUMERACY
YR 3	Well above national average	Well above national average	Above national average	Well above national average	Well above national average
YR 7	Well above national average	Well above national average	Well above national average	Well above national average	Above national average

Senior Secondary Outcomes

Recognition of School Achievement (ROSA)

Condell Park Christian School is not accredited for Years 7-10 and students are not required to meet the study requirements for each KLA as detailed on the Assessment Certificate Examination (ACE) website. Therefore, there are no candidates for the Recognition of School Achievement (ROSA). The parent community is aware of this status and is supportive of the same.

High School Certificate (HSC)

Senior Secondary Outcomes are linked with school accreditation and students who attain a Year 12 HSC. However, Condell Park Christian School has not pursued accreditation or the HSC. This School is exempt from registration with the status of a School that has been deemed to be registered. Nevertheless, the quality of the scope and sequence of teaching programs, teaching and learning activities and samples of student work is still evident and seen by Registration Inspectors when they visit the School.

Teacher Professional Learning, Accreditation and Qualifications

Professional Learning Undertaken by Teachers

All staff at Condell Park Christian School fulfil a Christian ministry before God on behalf of Condell Park Bible Church as part of their vocational calling to minister the Word of God for the salvation of souls and the edification of believers. Each one is a committed Christian who subscribes to the Church's Statement of Faith.

As well as individualised professional development, all school staff participated in an induction review day as well as a workshop on Child Protection and Work Health and Safety. Staff have appreciated the opportunities for ongoing professional learning.

Teacher Accreditation

LEVEL OF ACCREDITATION	NUMBER OF TEACHERS
Conditional	2
Provisional	2
Proficient	9

Teacher Qualifications

CATEGORY	NUMBER OF TEACHERS
Teachers having teacher education qualifications from a higher education institution within Australia or as recognised within the National Office of Overseas Skills Recognition (AEI-NOOSR) guidelines	11
Teachers having a bachelor's degree from a higher education institution within Australia or one recognised within the AEI-NOOSR guidelines but lack formal teacher education qualifications	2

Workforce Composition

The following information was recorded on the August 2022 school census.

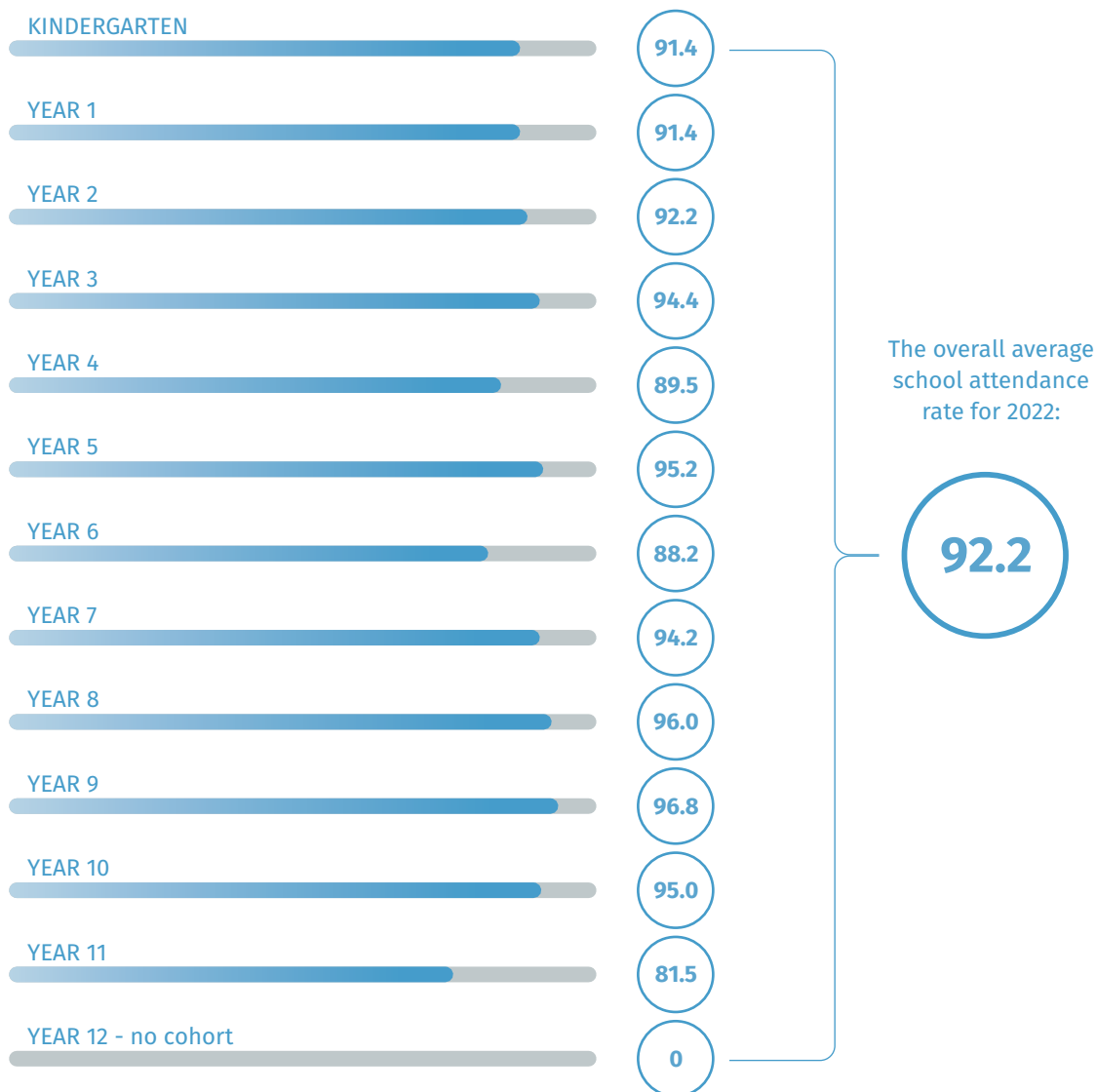
DESCRIPTION OF STAFFING CATEGORY	NUMBER OF STAFF
Teaching Staff	13
Full-time Equivalent Teaching Staff	8.8
Non-Teaching Staff	10
Full-Time Equivalent Non-Teaching Staff	4.5

During 2022, Condell Park Christian School did not have any employees who identified as Aboriginal and/or Torres Strait Islander.

Student Attendance, Retention Rates and Post-School Destinations

Student Attendance

2022 ATTENDANCE RATE



Student Attendance

The overall attendance rate for 2022 was less than the overall attendance rate for 2021, however this is to be expected in a year of normal classroom learning. It is also important to note that the Year 11 cohort only consisted of two students, so the lower than average attendance rate for this cohort is only a reflection of the low attendance rate of one particular student.

The School monitors the daily attendance and absence of every student by maintaining a daily register for each class of students. Student absences from classes are recorded in a consistent manner on an electronic roll by the supervising staff member. Unexplained absences from classes are followed up with an automatically generated email to the parents (or guardians) with the request that they provide a timely and feasible explanation for their child's absence. Where unsatisfactory attendance is identified, the attendance issue and any action taken is recorded, as appropriate, on the student file. Parents or guardians of students with an attendance rate of less than 90% for a semester are notified of their child's unsatisfactory attendance rate. Where no improvement is noted in the following semester, the Principal follows up with the parents directly. Mandatory reporting procedures apply where absences are extended or the student may be at risk.

Retention Rates

As we had no Year 10 students in 2020, retention rates to Year 12 for this cohort could not be tracked.

Post-School Destinations

In 2022, we had two senior students who turned 17 before the end of 2022. One student has continued her Secondary education at another school, while the other graduated and is undertaking both Bible College and university studies.

Enrolment Policy

1.0 Policy Statement

Condell Park Christian School is a comprehensive co-educational K-12 school that strives to serve the Church community by providing a sound, Bible-based education as well as operating within the policies of the NSW Education Standards Authority (NESA).

2.0 Policy Background

For Christian education to be effective in each student, the mutual support of and harmony between home, Church and school must be the priority of all stakeholders, including the student. This is considered essential for enrolment to proceed.

It is the expectation of the Church and school administration that students not only be provided with quality Christ-centred teaching and learning programmes, but also that they be nurtured at home, church and school to develop a love for God, love for others, a desire to develop and maintain a Godly testimony and to prepare for life-long ministry for Christ.

Condell Park Christian School values the diversity of all students including those students with disabilities or special educational needs, and implements specific procedures for enrolment of children with disabilities/special needs found in Section 2.0, SP1.6: Procedures for Enrolment.

All applications will be processed in order of receipt and consideration will be given to the applicant's support for the school's philosophy, siblings already attending the school and other criteria as outlined in Section 3.0 Conditions of enrolment.

Students are expected to act consistently with the school's ethos and comply with the school rules to maintain the enrolment. Parents also are expected to be supportive of the ethos of the school.

3.0 Conditions of enrolment

- 3.1 Christian parents, who are born-again believers in the Lord Jesus Christ, in regular attendance of Condell Park Bible Church or a church of like faith, practice, and convictions, may seek to enrol their child in Condell Park Christian School.
- 3.2 Acceptance of the application for enrolment is subject to the provisions outlined in Section 5.1 of the policy.
- 3.3 Parents must be willing to maintain a Biblical testimony by keeping the Word of God central in their lives, attending worship services regularly, teaching the Word of God in the home and setting a godly example.

4.0 Scope

The Policy of Enrolment is for all Pastors concerned, the Principal, parents and students.

5.0 Implementation Guidelines

5.1 Procedures

- All applications should be processed within the requirements outlined in the school's Enrolment Policy and Procedures.
- The enrolment process carried out must be fair, open and transparent with a central focus on the will of God in each situation.
- The school administration will consider each applicant's ability and willingness to support the school ethos.
- The educational needs of each applicant will be considered by gathering information and consulting with the parents/family and other relevant persons.
- The school Principal and relevant persons will prayerfully seek to identify any strategies which need to be put into place to accommodate the applicant before a decision regarding the enrolment is made.
- Upon considering the above points, the applicant will be informed of the outcome.
- Subject to availability, an offer of a place will be made according to the suitability of the applicant, whether there are siblings of the student already at the school, and the order of application.
- Continuing enrolment is subject to the student's adherence to school rules (see Student Handbook and P3.1 Pastoral Care, P3.2 Discipline policies) and parental support including payment of all school fees.

5.2 Enrolment of Students with Special Needs/ Disabilities:

All applications for students with special needs and/or disabilities will be processed in accordance with the school's Enrolment policy and procedures.

Condell Park Christian School will assist students with disabilities by:

- valuing all students as individuals made in the image of God;
- respecting rights to privacy and confidentiality;
- encouraging positive, loving and accepting attitudes towards students with disabilities; and
- devising equitable enrolment procedures for all students.

6.0 Policy Review Statement

This policy is to be reviewed every two years.

7.0 References and Related Documents

- SP1.6 Enrolment.doc
- F1.6 Enrolment.doc
- P3.1 Pastoral Care
- P2.5 Health Care.doc

General School Information

Other School Policies

STUDENT WELFARE

The Student Welfare Policy is a suite of documents that outline policies and procedures for Child Protection, Security, Supervision, Communication, Code of Professional Conduct, Pastoral Care, Healthcare and Homework. Adherence to these documents ensures that a safe and supportive environment is provided and supports the mental, social, emotional and spiritual development and wellbeing of all students.

Changes in 2022: There were no changes to the Security, Supervision, Communication, Code of Professional Conduct, Pastoral Care, Health Care and Homework Policies. The Child Protection policy had some minor modifications, to clarify the role of the Head of School as well as specify who is responsible for keeping records and organising training.

Access to Full Text: Available on request from the Principal.

ANTI-BULLYING

Condell Park Christian School upholds a God-honouring, loving, safe and caring approach so as to ensure that all pupils may learn in a secure environment. Bullying is unacceptable and will not be tolerated (Matthew 18:6-10). The School has in place policies and procedures to appropriately address any act of bullying as defined in the School's Anti-bullying Policy. In compliance with the Australian Safe Schools Framework, the School works to promote and uphold anti-bullying behaviour. In order to avoid, prevent and manage bullying behaviour, the School provides guidelines, support systems and resources on how to identify and address bullying behaviour. The School continues to use and promote the 'Bully Busting' anti-bullying plan. It is important that teachers, teacher's aides, students and parents become aware of the School's Anti-bullying Policy and how to respond if/when bullying does occur. Classroom discussions and Chapel messages reinforce the principle of gracious, kind and respectful behaviour toward others. The Principal is responsible to ensure that the School implements an anti-bullying plan.

Changes in 2022: No changes were made in 2022.

Access to Full Text: Available on request from the Principal.

DISCIPLINE

At school, discipline, which is firm, consistent, fair, and tempered with love, is maintained. Our staff maintain standards of behaviour in the classroom through kindness, love and a genuine regard for the students. Students are required to abide by the school's clearly defined rules based on Biblical standards and to follow the instructions of staff and other authority figures placed in a position of responsibility by the school. Disciplinary action will vary according to the nature of the breach and a student's prior behaviour, and when it becomes necessary, it is carried out firmly and lovingly, followed by prayerful restoration. Principles of procedural fairness have been incorporated into the Discipline Policy. In all respects the school adheres to the mandate given by God to parents in the exercise of authority by parents over children and seeks to cooperate with parents on all issues relating to the upbringing of their children. However, the Education Reform Amendment (School Discipline) Act, 1995, does not permit the use of corporal discipline as part of the school's official policy; therefore, the school prohibits the use of corporal discipline by church-school workers themselves as a method of correction. The Principal will not permit himself/herself or any members of the staff to administer corporal discipline to students attending this school. The Principal and/or teachers shall refer matters of a serious nature to a student's parents for their consideration with no reference being made to the issue of corporal correction.

Changes in 2022: No changes were made in 2022.

Access to Full Text: Available on request from the Principal.

COMPLAINTS AND APPEALS

Condell Park Christian School acknowledges that Biblical pathways must always exist for parents, guardians, carers, staff, volunteers and students to express honestly and sincerely matters of concern. The aim of the policy is to provide fair and equitable processes to ensure that all concerns are considered and resolved in a spirit of love and care for each person. Procedures are in place so that at such a time when a matter of concern, grievance or complaint arises, there is a mechanism in place to ensure that such a problem is heard, assessed and any necessary action taken. Available complaint pathways and details of the contact persons are provided in this policy.

Changes in 2022: No changes were made in 2022.

Access to Full Text: Available on request from the Principal.

School Determined Priority Areas for Improvement

2022 School Determined Priority Areas for Improvement

AREA	PRIORITY	ACHIEVEMENTS
Curriculum	Preparation for implementation of the new K-2 syllabus in 2023.	Several staff completed professional development with a focus on the new syllabus and new resources were purchased.
	Developing a consistent approach for curriculum document storage.	Shared Google Drive folders were created and utilised for curriculum document storage.
Students	Further development of a student behavioural management system.	The Chronicle module in Compass was further developed alongside specific guidelines for its use in High School.
	Introduction of in-school extra-curricular activities for secondary students.	A weekly coding class occurred for Y7-8 in Terms 2 and 3. Also, a time was allocated each week for students to develop skills in self-interest areas under teacher guidance.
Teachers	Development of an internal website for staff to refer to for school guidelines and common documents.	A Secondary Staff Portal was developed and populated with shared documents.
	Transition away from an official staff uniform.	Rather than having a staff uniform, dress code guidelines were developed and consistently followed by staff.
Premises & Buildings	Create an allergy-friendly classroom for students that are highly sensitive to allergens.	A demountable classroom was modified to remove all carpet. Furniture and some classroom resources were also substituted.
	Identify and utilise a wider range of venues for PDHPE.	Several local ovals were booked and used as an alternate venue for PDHPE throughout the year. While further away, these venues provided enhanced facilities to enable more elaborate sporting activities.
Resources	Trial a BYOD program for High School students.	Rather than use school-purchased MacBooks, High School students were given the option of utilising their own devices throughout the school year.
	Renewal of sports equipment.	Throughout the year, additional sports equipment was purchased or donated to the school for use in the playground and off-site.
Administration	Further use of Compass Student Management System.	Additional modules within Compass were investigated and utilised including Photos, Canteen and News Feed.
	Updating of Staff Employment Agreements.	A new common staff employment agreement was drafted in consultation with AISNSW, for general and teaching staff.
Other	Determine the optimal structure of the school moving forward.	A K-10 model was determined to be the structure of the school for 2023 onwards. As a result, renewal of registration was only sought for K-10.
	Preparation for and participation in inter-school sports carnivals.	Both primary and secondary students were prepared for and entered into a Zone Athletics Carnival run by Christian Schools Sports Association (CSSA). One secondary student also participated in a Zone Swimming Carnival run by CSSA.

Initiatives Promoting Respect and Responsibility

Condell Park Christian School teaches students the principle of responsibility for their own actions and respect toward others. It is necessary because of the Gospel message of unconditional love to all people. The life of Christ, the Saviour, and our ultimate example, are major themes of teaching in chapel messages and devotional sessions. Staff endeavour to be examples and models of this behaviour.

The Student Representative Council (SRC) is a student body elected from students themselves. Students can present their needs to teachers and the school administration by talking to an SRC member, who then brings ideas and concerns before the SRC. These students are trained in leadership, and they experience the accomplishment of goals as a team. A major focus is love, manifested in respect, care and consideration of others.

All students have learnt respect for other cultures as the student body includes indigenous students as well as local students with family heritage from countries throughout the whole world. It is an unquestionable mark of the western suburbs of Sydney, and something that has lifted everyone's understanding of other cultures and diversity. It has definitely enhanced consideration of respectful attitudes toward all people.

Students are encouraged to take responsibility by fulfilling certain tasks throughout the year as detailed on the Job Charts within the School and for each department. Experience shows that students love to participate, help and assume a level of responsibility. School and class rules are set by teachers with input from students themselves and embedded in these rules is respect for others.

Events throughout the year give students many opportunities to develop and display their skills and talents in such diverse fields as singing, instrumental performance and drama. The older students in particular are able to use these talents in ministry both locally and abroad by participating in church ministry and, where possible, in overseas missions trips. Students also look forward to earning awards for their year of academic accomplishments at the annual Awards functions.

Specific events and initiatives from 2022 that were beneficial in promoting respect and responsibility included:

- **SRC** - A small group of students were elected by their peers at the beginning of the year to function as members of the Student Representative Council. These students worked together as a team to present suggestions for improvement of the school facilities, programs and student morale through a range of initiatives throughout the year.
- **Upper Primary Camp** - It was exciting to hold Upper Primary Camp once again, after several cancellations due to COVID-19. The students visited Bathurst this year, and enjoyed learning about the goldfields as well as having a wonderful bonding time together.
- **High School Camp** - This was a wonderful experience to help bond together students from Year 7-11. The camp was held in Canberra and in addition to the typical educational and recreational activities, there was an opportunity to meet and encourage the leaders and congregation of Queanbeyan Bible Baptist Church.
- **Music Concert** - Our students excitedly presented a range of items from the school bands, string ensemble and recorder groups at our end of year Music Concert. Students and staff enjoyed the opportunity to work together on presentations, some having been developed throughout the entirety of the school year, and each item was delivered with skill and excellence during the performance evening. Students developed skills in persistence, teamwork and self-discipline as they worked together with their teachers in readiness for this special event.
- **Multicultural Day** - The SRC organised a day where students were able to dress in a national costume and contribute to a multicultural lunch. In addition, there was a special theme in both Primary and High School Chapel focused on the need to respect and love one another, regardless of any physical

differences.

- **School Open Day** - The School Open Day gave students an opportunity to display their work to parents and other visitors to the school. Appreciation from every participant was evident as students happily presented individual and group assignments to show the work they had completed through the year. The respectful attitude of the School students was clearly displayed and they were delighted by the presence of each visitor.
- **Primary Drama Night** - Primary Drama Night for Kindergarten to Year 6 was held during Term 3 and the students were delighted to perform in their class presentations. The plays were: 'A Ruler for Brass Cobweb' (Kindergarten and Lower Primary) and 'Daniel and the Lion's Den' (Middle and Upper Primary). The plays conveyed messages relating to responsibility, friendship, cooperation, kindness, selflessness and respectful behaviour. Students demonstrated teamwork, discipline and effort in their preparations.
- **Homeless Care Packages** - As an initiative of a number of High School Students, a team of parents and students put together packages for the homeless and distributed these in various locations throughout the city on two occasions during the year.
- **Awards & Graduation Events** - Students were acknowledged for their hard work, dedication and positive attitudes throughout the academic year.

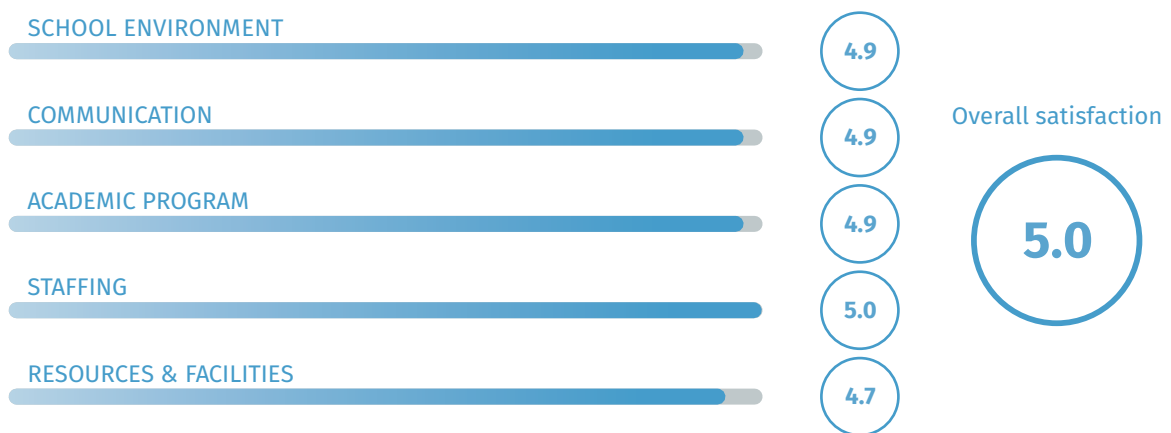
Parent, Teacher and Student Satisfaction

There is a close-knit relationship between students, parents and staff in the Condell Park Christian School community. Through the many interactions that regularly occur throughout the school week as well as at special functions, verbal and written feedback from students and parents consistently expresses appreciation for the values and functioning of the school. A number of families travel large distances each day to come to the school, and the staff are very thankful for the continued opportunity to minister in the school. The school enjoys an encouraging level of support from its alumni, a number of which have returned to join the school staff.

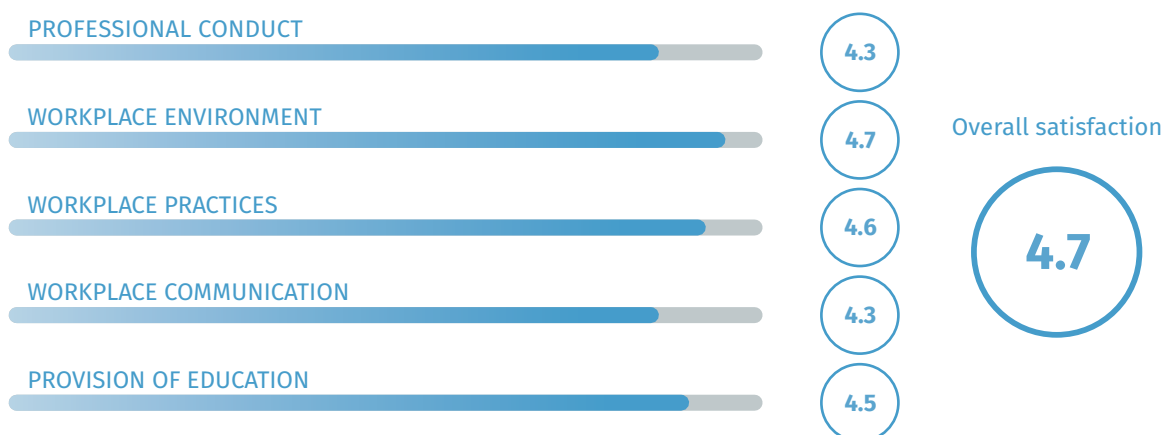
Furthermore, an annual satisfaction survey was conducted to measure the school's level of success in achieving its goal to provide for students a quality education which is distinctively Christian. Parents and staff were surveyed across a variety of relevant category groups and asked to provide responses indicating level of agreement with each statement, with a rating of 5.0 being the highest level of agreement. An overall level of satisfaction with the school was also requested and is indicated below.

The data collected from these surveys has been useful in informing forward planning in several domains of the school's life. Overall, the results show a very high level of satisfaction amongst the parents and staff bodies.

Parents

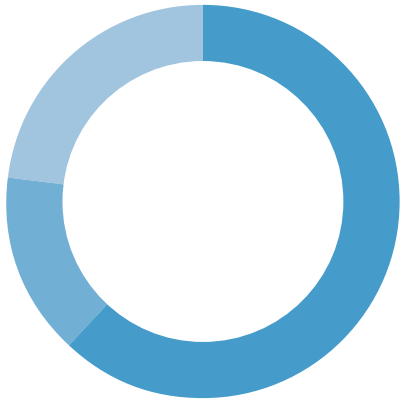


Staff



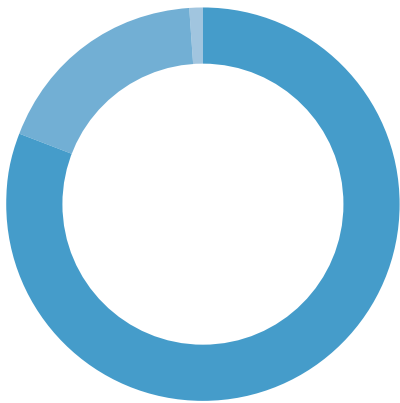
Summary Financial Information

Recurrent/Capital Income



- 62% Commonwealth Government recurrent funding
- 15% State Government recurrent funding
- 23% Fees and private income

Recurrent/Capital Expenditure



- 84% Salaries and related expenses
- 15% Non-salary expenses
- 1% Capital expenditure