



SNOWY MOUNTAIN CHRISTIAN SCHOOL

ANNUAL
REPORT

2021

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Core Vision:

To provide the opportunity for a Christian education to all families on the Snowy Monaro.

Core Purpose:

Snowy Mountains Christian School Exists to prepare children for life by training them in partnership with their parents, to grow in character, skills and knowledge; realising their full potential in Christ to serve, as they understand more of God's truth in an atmosphere of God's love and mutual respect.

Core Values:

Each core value springs out of a Christ-centred worldview where every thought, word, action is consistent with the person of Jesus Christ.

Love - Love God and each other.

Respect - Respect each other in word and action.

Truth - Grow in the knowledge of the truth.

Integrity - Possess and express integrity.

School Motto:

'In Christ we strive for Excellence'

Philosophy:

We see our role as a partnership with parents to educate their children. The Bible clearly states that children should be brought up to base their lives on the commandments of God and to learn to love God with all of their heart, soul and mind. We also seek to make Christ known to the Snowy Monaro region.

At Snowy Mountains Christian School, we aim to nurture the whole person - intellectually, spiritually, physically, emotionally, and socially. Students are actively challenged to become active participants in their own educational journey.

It is our aim and prayer that every student will have a positive experience at school, through developing healthy relationships, achieving their personal best, maintaining physical and emotional well-being, and developing a greater understanding of Christian faith and character.

Biblical focus for 2021:

'Let us fix our eyes on Jesus, the author and perfecter of our faith.'
Hebrews 12:2

Introduction to Snowy Mountains Christian School

Snowy Mountains Christian School (SMCS) lies at the heart of the Snowy Monaro region and since 1997, teaches students through a Biblical worldview about this world and how to impact it for the glory of God.

In 2021, the Principal Mrs Ella Meyer, teachers and staff engaged in nurturing the spiritual, academic, emotional, and physical wellbeing and character of 83 students, from Kindergarten to Year 10. Through smaller class sizes, rigorous pedagogy and nurturing relationships between teachers, parents and students, students progressed in their studies in accordance with the NSW Education Standards Authority (NESA) curriculum. Each area is taught from a Christian viewpoint, bringing all of the Bible to all of life. Through activities and events such as serving on the Student Service Council; Book Week activities; international competition papers (ICAS); camp adventures and many more activities, students were given opportunities to learn, develop, and apply skills beyond the classroom and into the world, making their mark on the world.

The school relies heavily on the warm community by which it is supported, including the many people who volunteer their time whether it is on the School Board, in the library, supporting our Information and Communications Technology, fundraising, tending the school grounds, or listening to students read. It is with gratitude that we acknowledge and thank these people.

*Biblically Faithful
Academically Rigorous
Culturally Engaging Education*



PRINCIPAL'S MESSAGE

Snowy Mountains Christian School exists to prepare children for life by training them, in partnership with their parents, to grow in character, skills and knowledge; realising their full potential in Christ to serve, as they understand more of God's truth in an atmosphere of God's love and mutual respect. This Core Purpose drives everything we do.

Our focus verse this year has been,

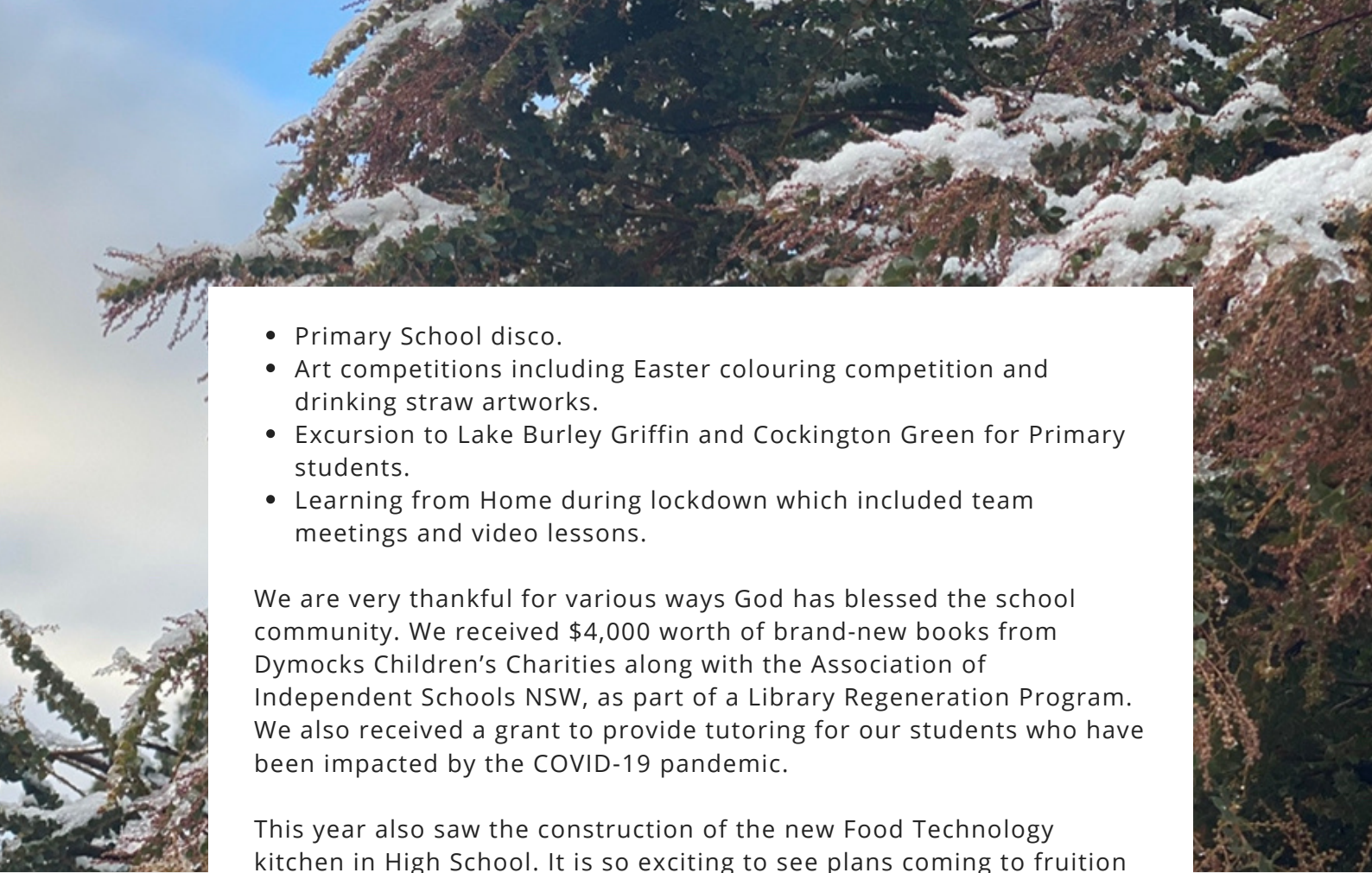
'Let us fix our eyes on Jesus, the author and perfecter of our faith.'

Hebrews 12:2.

We looked at many aspects of who Jesus is and what He means for us all, even during unexpected world issues and events. We recognise that we cannot do things in our own strength; we need Jesus to help us. Therefore, we strive to glorify God in all that we do.

Despite the continuation of the COVID-19 pandemic, the students and staff have worked very hard, and it has been encouraging to see the personal growth in each student. Many exciting experiences contributed to this development and when I began looking back, there were numerous innovative teaching and learning opportunities, both in and out of the school premises:

- Magic Mountain trip for Years 3-6.
- Year 9/10 Sailing Camp.
- Clean up Australia and weekly times of service.
- Sporting Carnivals and Cross Country.
- Public Speaking competition.
- Bell Shakespeare Incursion.
- Student Service Council activities and fundraising.
- Borambola Camp for High School.
- COVID-19 Intense Learning Program with Miss Amelia Raymond.
- Provided cans of soup for the Salvation Army Winter Pantry.
- French Day.
- Book Week, complete with amazing costumes

- 
- Primary School disco.
 - Art competitions including Easter colouring competition and drinking straw artworks.
 - Excursion to Lake Burley Griffin and Cockington Green for Primary students.
 - Learning from Home during lockdown which included team meetings and video lessons.

We are very thankful for various ways God has blessed the school community. We received \$4,000 worth of brand-new books from Dymocks Children's Charities along with the Association of Independent Schools NSW, as part of a Library Regeneration Program. We also received a grant to provide tutoring for our students who have been impacted by the COVID-19 pandemic.

This year also saw the construction of the new Food Technology kitchen in High School. It is so exciting to see plans coming to fruition and this room will play a big part in the education of our students. We have also expanded our Information Technology capacity by the purchase of laptops which can go to individual classrooms.

Staff News:

This year, Mrs. Elyse O'Connor returned from maternity leave and took on the new role of High School Coordinator.

Sadly, we said farewell to Mr. Jared Male and Miss Amelia Raymond. Mr. Male taught Maths, Science and PASS, before moving to Victoria to be close to family. Miss Raymond helped establish the COVID-19 Tutoring program for SMCS. She brought many skills, ideas, and a positive, caring heart for those students who needed extra support. Our students have had a rich variety of learning experiences. We look forward to seeing the growth in all our young people as we continue to deliver Christ-centred education, which is Biblically faithful, academically rigorous, and culturally engaging.

We give thanks to God for another great year at Snowy Mountains Christian School.

**'Not to us, O Lord, Not to us, but to your name be the glory
because of your love and faithfulness.' Ps. 115:1**

Mrs Ella Meyer



BOARD CHAIR REPORT

This year commemorates 25 years of operation of Snowy Mountains Christian School.

We celebrate the commitment of all our past and present volunteers, principals, teachers and staff as they share their lives and talents to grow the pupils under our care, trusting that God will reap a harvest from the lives that we have had the opportunity to touch.

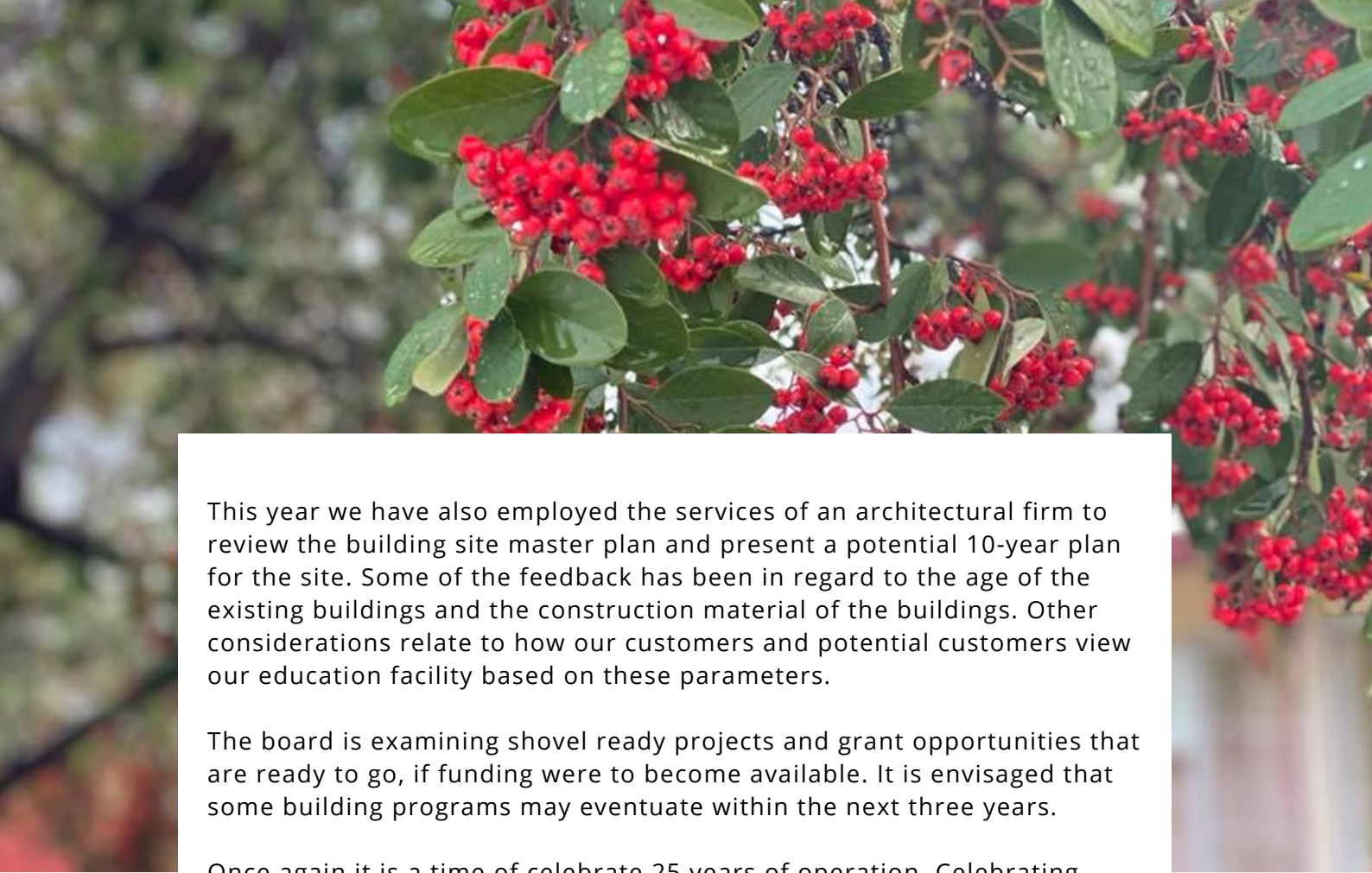
2021 was another year predominantly dominated with the ever-changing regulations regarding extreme COVID-19 responses. Ella and her staff have done an enormous job in keeping up to speed with these changes and teaching through this difficult time. The level of anxiety for students, staff and parents has been high. Thankfully with the vaccination responses and the relatively low infection rates in our region and country, we have seen the relaxation of these regulations.

Whilst all of the above has been happening, the board has undertaken a number of steps regarding the long-term development of the school. This year we have employed a financial consulting firm, which the school has used in the past, to review the financial projections for the school.

This has included:

1. Examining our present pupil year groups and how these groups flow through the school.
2. Running our school's data through their data base to glean their professional experience and feedback.
3. Exploring opportunities and identifying financial risks to the school-Meeting KPI's (Key Performance Indicator's) such as staff student ratios and debit per student ratios to mention a couple.

The increase in Government funding has certainly made a dramatic impact on the continuing long-term viability of the school and does present us with some new opportunities. The financial report demonstrates this with surpluses over the last two years.



This year we have also employed the services of an architectural firm to review the building site master plan and present a potential 10-year plan for the site. Some of the feedback has been in regard to the age of the existing buildings and the construction material of the buildings. Other considerations relate to how our customers and potential customers view our education facility based on these parameters.

The board is examining shovel ready projects and grant opportunities that are ready to go, if funding were to become available. It is envisaged that some building programs may eventuate within the next three years.

Once again it is a time of celebrate 25 years of operation. Celebrating what God has taught us about His faithfulness, what we have learnt about ourselves in our weakness and overcoming immense challenges. I trust that as a body we can trust God for the next 25 years.

In His Service

John Vanderhout

Board Chair



STUDENT ENROLMENTS AND ATTENDANCE RECORDS

The total enrolment for all our students from Kindergarten to Year 10, at the Commonwealth Census date in August 2021, was 83 students, with 46 students in Primary School and 37 in High School.

The average attendance rate in 2021 was 89.22 which was lower than 2020 which was 92.14%

While students were learning from home during the COVID-19 lockdown, students were marked as 'present'.

The attendance record of each student is monitored by their classroom teacher, and a record of attendance is kept at the school office and in software. Any absences without a written explanation from home are followed up by the classroom teacher. Persistent non-attendance, for reasons other than known illnesses or approved activities, is referred to the Principal.

The small school population promotes a family atmosphere and helps us to better cater for the individual needs of each student.

Post-school Destinations

Of our four Year 10 students, 4 have enrolled in senior secondary studies at other schools and TAFE.

All Year 10 students had their marks recorded with NESA to qualify for their RoSA.





STUDENT ENROLMENTS AND ATTENDANCE RECORDS

Management of non-attendance

SMCS utilises electronic rolls, and rolls are marked each day.

A student absentee sheet is issued to staff. A student is required to provide a note from parents/guardians for both partial absences and full day absences. If a note is still not forthcoming:

- a)The parent/guardian is called and asked to submit a note.
- b)A letter is sent to the parent (Unexplained Absence Note) to again remind them of their child's absence on that particular day, or period of time. This is photocopied and kept with the student absences and archived during the year.
- c)The Coordinator informs the Principal that no note has been submitted.
- d)The Principal calls the parents/guardians & informs them that if a note is not forthcoming the next day, a letter will be sent informing them of the absence & that their child is Absent Without Reason (Unexplained Absence).
- e)Dependent upon the outcome, the Principal will then inform Community and Justice Services of the absence.

At the end of each term, teachers are to record all absent days (full days). These are to be noted on each student's report at the end of Semester 1 & 2. Community and Justice Services will be notified at any time if staff/Principal are concerned for the welfare of any child at the school.

STUDENT ENROLMENTS AND ATTENDANCE RECORDS

Student Enrolments by Class for all 2021

Class	Number Enrolled	Attendance (%)	Class	Number enrolled	Attendance (%)
Kindergarten	6	89.93	Year 7	12	93.23
Year 1	4	90.01	Year 8	10	79.20
Year 2	5	93.38	Year 9	11	92.33
Year 3	11	91.04	Year 10	4	89.93
Year 4	7	89.14	Total	83	89.22
Year 5	7	93.07			
Year 6	6	79.07			

Snowy Mountains Christian School's enrolment policy can be found on the school's website: <https://www.smcs.nsw.edu.au/newsletters-documents> for further information regarding all prerequisites for continuing enrolment.



SPORT REPORT

It was terrific to be able to return to community sport in 2021 after 2020's lockdowns. Students were eager and ready to compete again in swimming, running and athletics.

In 2021 our Sports House Captains for Gould (green) were Reuben Khan, Phoebe Gilpin and the Vice Captains were Jack Roberson and Mia Poucher. For Liddell (blue) the House Captains were Joseph Ventura and Chloe Thompson. These students were supported by vice captains Joshua Groves and Cooper Van der Plaat. These students were excellent examples of sportsmanship and encouraged their fellow students to do their best in all sports.

Our first carnival for the year was the SMCS Swimming Carnival held on Monday 8 February. This was a very successful carnival, and being the first community event of the year was well attended by students and their support. There was a great atmosphere at the pool. We have three 11 year old boy records broken by Levi Wadland, and two 14 year old girls records broken by Grace Wadland and by Cooper Van der Plaat. The day finished with Gould setting new records in both the Primary and Secondary Mixed Relay. At the end of the day the Age Champions were as follows:

Junior Primary – Eden Khan and Blake Davis

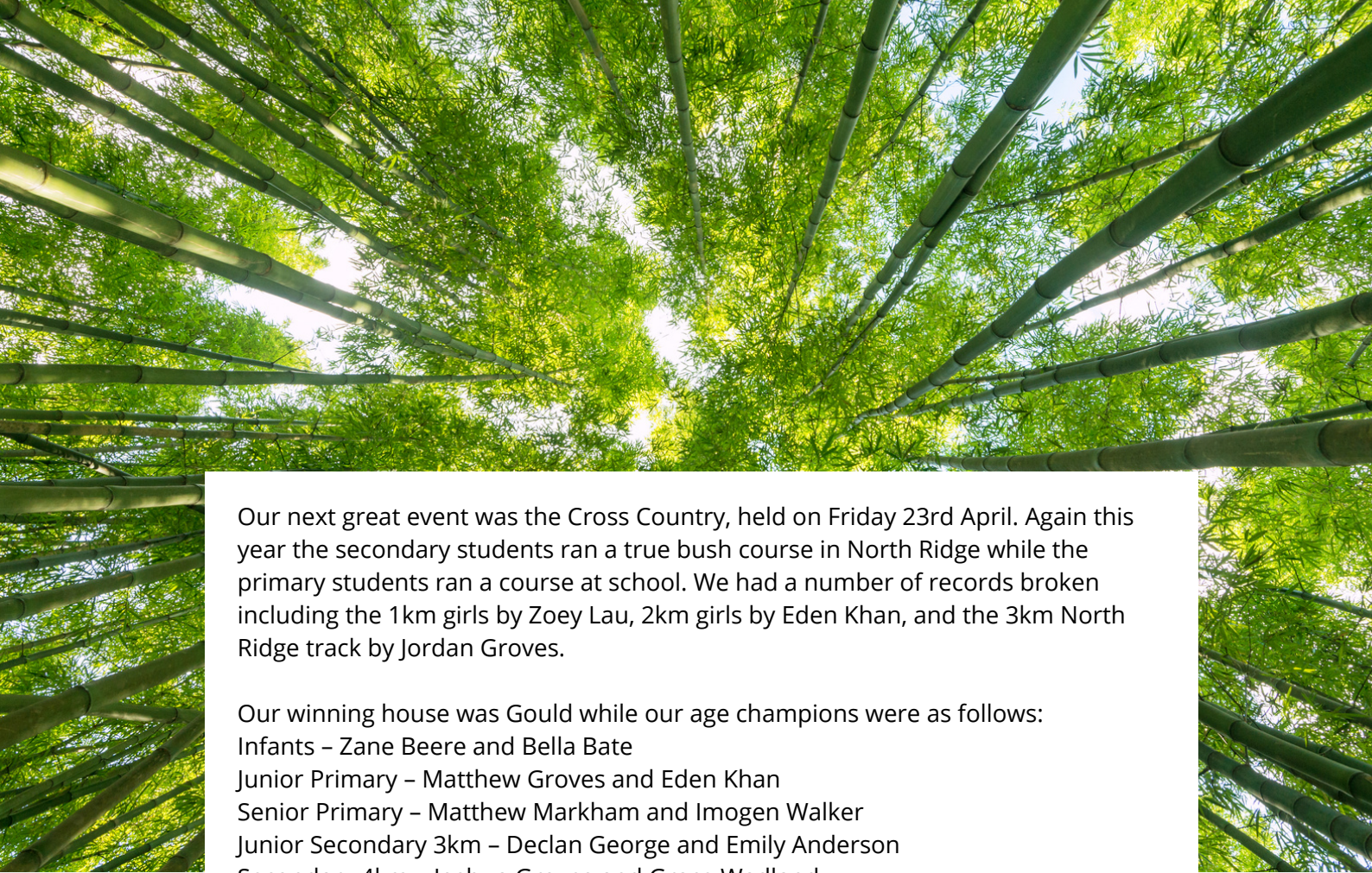
Senior Primary – Imogen Walker and Levi Wadland

Junior Secondary – Grace Wadland and Micah Khan

Senior Secondary – Phoebe Gilpin and Reuben Khan

The winning house was Gould.

We had a good contingent of 6 primary students and 3 secondary students who travelled to Nowra for the Zone Swimming Carnival. All students put in a great effort. 4 students did especially well – Levi Wadland came first in 50m Backstroke and Breaststroke, second in 50m Freestyle and Butterfly, and third in 100m Freestyle. This made him the overall 11 year old Zone Age Champion for the South Coast. Grace Wadland came second in 50m Backstroke while Phoebe Gilpin earned two ribbons by coming second in 50m Backstroke and third in 50m Breaststroke.



Our next great event was the Cross Country, held on Friday 23rd April. Again this year the secondary students ran a true bush course in North Ridge while the primary students ran a course at school. We had a number of records broken including the 1km girls by Zoey Lau, 2km girls by Eden Khan, and the 3km North Ridge track by Jordan Groves.

Our winning house was Gould while our age champions were as follows:

Infants – Zane Beere and Bella Bate

Junior Primary – Matthew Groves and Eden Khan

Senior Primary – Matthew Markham and Imogen Walker

Junior Secondary 3km – Declan George and Emily Anderson

Secondary 4km – Joshua Groves and Grace Wadland

Senior Secondary Girl 4km – Jessie-Ann Miners


Senior Secondary Boy 6km – Joseph Ventura

The first South Coast Zone Cross Country was held in Tapitallee on Monday 3rd May 2021 at Willandra Cross Country Venue. This is a terrific venue, with specifically designed and challenging Cross Country course. Since the top 4 students are able to complete, we were well represented by 19 students. Congratulations were in order for Jordan Groves who came second in the 12 year old secondary boys event and Matthew Groves who came third in the 8/9 year old boys.

Later in the month of May, we sent 12 students to the State Cross Country carnival, held in Sydney at the Sydney International Equestrian Centre, to compete with other zone champions from around NSW. This was a beautiful sunny day if not a little windy. All our students put in 110%, but a special mention to Jordan Groves who placed 6th, enabling him to qualify for Nationals. Unfortunately, due to COVID-19 lockdowns, the National Cross Country was cancelled.

After COVID-19 lockdowns, we were able to have the SMCS Athletics Carnival a little later than usual on the 11th June. On this occasion we established a new SMCS tradition – the Best and Fairest point system. This system recognizes students for their attitude, behaviour, encouragement and service on the day with points which go towards the overall house point system. We had three recipients – Maddison McKeahnie, Samuel Thompson and Mia Aitkenhead.

While Mrs Forster ran the infants carnival back at school, our older students enjoyed a fine wintery day at Snowy Oval. It was a fantastic day with 22 records broken! A record in itself! Jordan Groves established many records in the 12 year old secondary boys and Nick Constantinou for the 17 year old boys.



These were the new records set:

8 year olds – Ruby Wassink – Turbo Javlin, Shot Put, High Jump

9 year olds - Matthew Groves – High Jump and Shot Put

Eden Khan – 1500m

12 year Secondary – Jordan Groves – Discus, Long Jump, High Jump, Shot Put, 200m, 400m, 800m,

Charlotte Crane – Javelin, Shot Put

13 year olds – Micah Khan – Long Jump, High Jump, 200m

17 year olds – Nick Constantinou – Discus, Shot Put, Long Jump, Javelin, 200m, 400m

The Age Champions were as follows:

Junior Primary – Eden Khan and Matthew Groves

Senior Primary – Imogen Walker and Matthew Markham

Junior Secondary – Grace Wadland and Micah Khan

Senior Secondary – Mia Poucher and Joshua Groves

The overall house which won this event was Gould.

Due to COVID-19 restrictions, both the Zone and State Athletics were cancelled.

Overall the house shield was won by Gould. Congratulations!

During Term 3 we were able to go ahead with Snowsports for six weeks, even though the snow was getting pretty thin and there were only selected lifts running by the end. Mrs Kamenyitzky and Mrs Wadland took the group up the mountain each week. We had four instructors; two for skiing and two for snowboarding. The students loved their learning and their skills greatly improved.

We took advantage of the government's Sporting School Grant again this year. In Term 1, we saw our K-6 students participate in an intensive swimming program run by Michelle's Swim School. This was a very successful program, with many of our students progressing well and some of the older students earned their first life-saving award – the Bronze Star. We also had a specialist Netball coach some for a few weeks to coach secondary. After Term 2, we were not able to get specialised coaches in to school due to COVID-19 restrictions. We did use the grant money to add to our sports equipment, gaining for SMCS a set of frisbee golf, futsal and lacrosse equipment.

The 2021 was a very busy year for sport at SMCS. We have a wonderful parent community who continuously support sport. It is a big commitment by parents to take time out to allow their children to attend carnivals, and we want to recognise their time and efforts.

Dani Wadland

Sports Coordinator



SIGNIFICANT SCHOOL EVENTS 2021

- Swimming Carnival
- Kinder Start Program
- Kindergarten Information Evening
- Book Week Parade
- Year 3-6 'In school' camp
- Year 7-10 Camp at Borambola Sport and Recreation
- Year 3-6 Excursion to Magic Mountain
- Premier's reading challenge
- Primary Swimming Program
- Learning From Home packs
- French Day
- Year 10 Graduation
- Year 10 Formal
- Year 6 Graduation Luncheon
- Clean Up Australia Day
- Presentation Day
- Work Experience Week
- Zone Swimming Carnival
- Cross Country
- Zone Cross Country
- NAPLAN
- Public Speaking Competition
- Colin Buchanan Concert (With CBC and Lifegate Church)
- Fundraising Disco Night
- Recycle Right - Return and Earn
- Athletic Carnival
- Snowsports
- Service Week
- Excursion to Lake Burley Griffin and Cockington Green for Primary students
- New COVID-19 Intensive Learning program
- Year 9/10 Sailing Camp.
- Bell Shakespeare Incursion





SCHOOL DEVELOPED IMPROVEMENT TARGETS

School improvement requires a targeted and focused approach on key areas within a school community. After careful consideration, Snowy Mountains Christian School has identified a manageable set of priorities to guide the school's improvement efforts over the next few years.

These improvement areas have been carefully developed and referenced with the school's:

- Board Strategic Plan
- Marketing Plan
- Pedagogy Improvement Plan
- Property Plan
- ICT Plan












SCHOOL DEVELOPED IMPROVEMENT TARGETS

Goals for 2021:





National Safe School Framework: Goals achieved

- Continue the implementation of this framework. 
- Annual in-service for all staff members on each of the elements of the framework and the Policy requirements. 
- Remind the school community of this framework through newsletters and posters around the school. 

Student Welfare: Goals achieved

- Send staff to Professional Development Courses to assist in this area, and they share their learning with the rest of the staff 
- Develop ways to incorporate the learning into practice 
- All staff in-service completed regarding Mental Health. 
- Increased hours for Chaplain 

Teaching and Learning: Goals achieved

- Literacy and Numeracy program in conjunction with AIS. 
- Grow the High School Service-Learning program to reach areas within the school and the local community. 
- Research new areas for service. 
- Increased time for Teacher Aid in High School 



SCHOOL DEVELOPED IMPROVEMENT TARGETS

Other: Goals achieved

- Effective Communication
- Investigate possibilities for Years 11 and 12, depending upon student numbers and school growth
- Discussions with architects and surveyor to create Master plan.
- Maintenance of buildings.
- Establish specific area for Food Technology
- Professional Development to enhance the use of Microsoft 365
- Replacement and update of laptops and computers
- Prayer points listed in each School Newsletter
- Continued to improve connections with Cooma Community
- School involvement in service to Yallambee Lodge and Early Learning Centre.
- Salvation Army Winter Soup Drive
- ANZAC Day march
- Regular photos and editorials in the Monaro Post Newspaper

Goals for 2022:

- Development of engineering and STEM classes with research, and investigate how to best integrate into the school's existing structure and/or create new learning opportunities
- Development of Mental Health Program for SMCS students
- Revise and continue 'Deep Thinking' program to be implemented intentionally
- Re-Introduce an annual "Week of Prayer" in conjunction with Cooma Baptist Church
- Investigate a block grant for new buildings.
- Continue Service-Learning program in High School and grow the program into Primary School
- Examine the actual culture of the school and note areas where the culture of the school is beneficial or hampering the success of the students. Begin to develop strategies to create the culture desired.

STUDENT SERVICE COUNCIL



The focus of the Student Service Council (SSC) is for students to serve the school community and to represent Snowy Mountains Christian School at broader community events. It is a place for students to develop servant leadership and to hone their organisational and management skills. This is one of the ways SMCS promotes respect and responsibility.

During the year of 2021 we had 10 students serving from Year 6 to Year 10. These students were elected by their peers and teachers. The group worked well as a whole and in pairs. Respect for, and fellowship between members was consistently present.

One way that the SSC seek to serve the student body is to organise fundraising activities during and at the end of term events. This year the following events occurred: Hot Chocolate Fridays, Icy Pole Fridays, Movie and Pop Corn Afternoon, Games and Nerf War activities, and water fights in the warmer terms. A gold coin donation and multi-day usually accompanies each activity, and the money raised this year went towards supporting Vision Christian Media, Primary and High School camps, and Year 6 and 10 Graduation gifts.

Members of the SSC also represented the school by attending the ANZAC Day march and praying as a part of the Cooma ANZAC Day service. They also led Whole School Assemblies and greeted/escorted guests arriving at our school for special events such as Kinderstart and Presentation Day. The SSC were also advocates for students in regards to resolving student playground issues and improvements to in-school procedures. It was a privilege to facilitate the SSC and assist these students in the development of their leadership skills.

STAFF

Workforce composition

Summary of the workforce composition for Snowy Mountains Christian School

2021 Staff	Number	FTE
Full Time Teaching Staff	4	4.0
Part Time Teaching Staff	6	4.1
Full time non-teaching staff	1	0.9
Part time non-teaching staff	5	2.43
TOTAL	16	11.43

Average staff attendance: 95.68%

No Aboriginal and Torres Strait Islander staff are currently employed in the school.

When updated to show 2021 data, this information is also available on the MySchool website at: <http://myschool.edu.au>

STAFF

Teacher Accreditation

All teachers at Snowy Mountains Christian School have accreditation with NSW Education Standards Authority (NESA)

2021 Teaching Staff	Number
Teachers accredited at the level of Proficient teacher	9
Teachers accredited at the level of Provisional teacher	1
TOTAL	10

Teacher Qualifications

All staff are committed Christians who subscribe to the school's Statement of Faith and all teachers and aides are committed to teaching from the perspective of a Christian worldview.

In accordance with NSW Education Standards Authority guidelines, all 10 teachers reported in the 2021 Annual Census hold a recognised teaching qualification from a higher education institution within Australia (or a qualification recognised by the National Office of Overseas Skill Recognition). That is, they hold a degree in Education, or a degree related to their field of teaching with a Diploma in Education.



STAFF

Professional courses attended by staff

Teacher and Staff professional development remains a high priority but, as in previous years, this can be difficult to arrange due to financial constraints and our geographical distance from larger cities. The school gratefully acknowledges that several activities were funded or subsidised by Commonwealth grants made available through the Association of Independent Schools NSW. The COVID-19 pandemic also impacted the number and style of Professional Learning opportunities.

All staff undertook the following professional learning activities where applicable:

- National Principals of Child Safe Organisations
- Duty of Care
- First Aid

All teaching staff undertook the following training:

- Team working together
- Nationally Consistent Collection of Data requirements
- Traditional and Contemporary Families
- Creating student management practices that work
- Developing resilient learners
- Literacy and Numeracy provided by the Association of Independent Schools grant
- Creating rich learning strategies

Individual teachers attended Professional Development courses in their specialised areas. eg New Teacher Induction and Mental Health First Aid. On their return to school, they shared their learning with the rest of the staff at the next Staff Meeting.

The Executive Staff completed two courses named *Sync or Swim* and *The Wake*. These assisted them in the development of their leadership skills. The Principal attended a *Lawsense* conference learning more about the legal situation on gender issues for schools and the Christian Schools Australia, Principals' Retreat with other NSW Principals.



FUNDRAISING COMMITTEE

2021 has seen a new Fundraising Committee come together to support our school in its fundraising efforts!

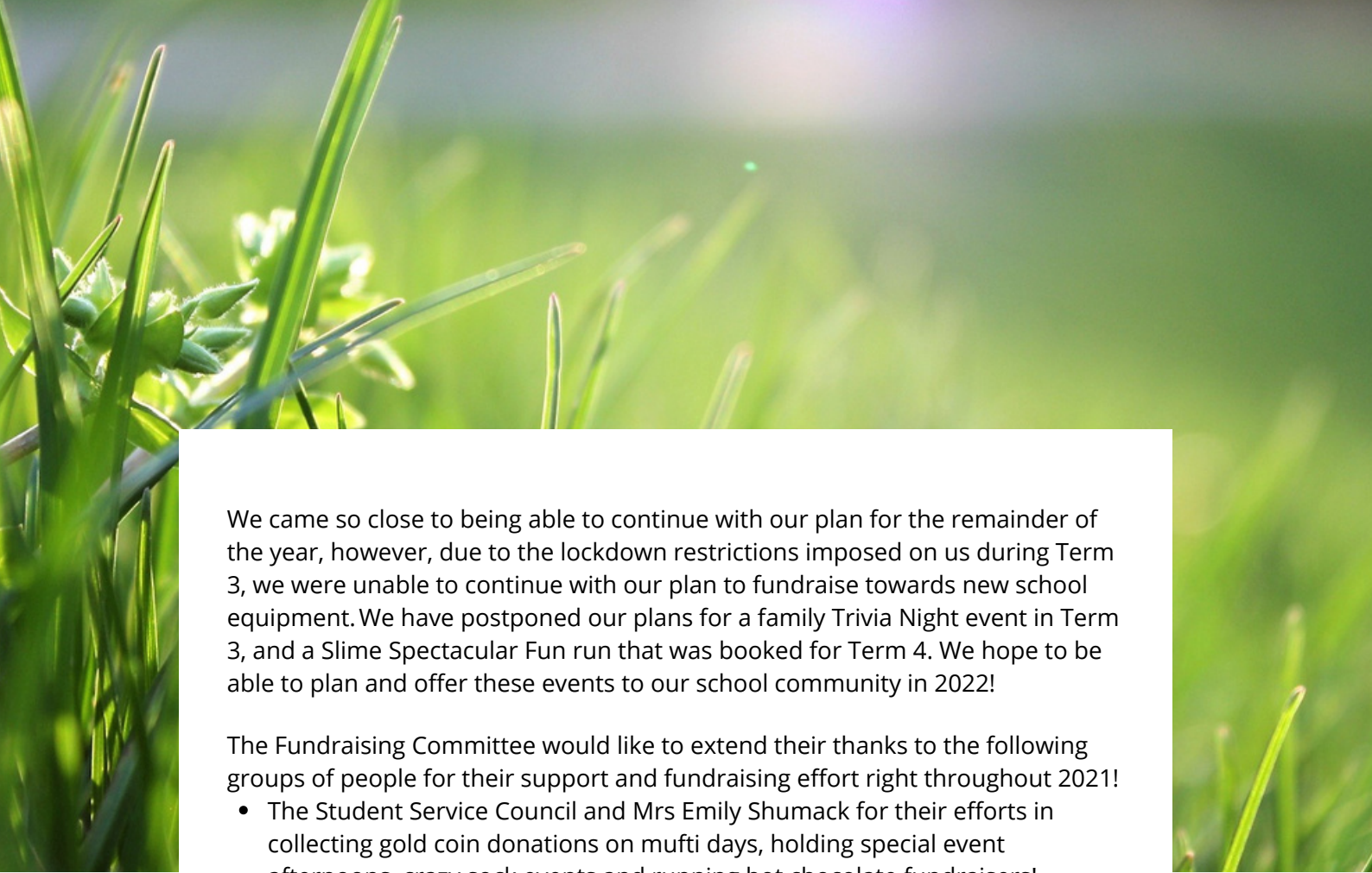
The committee broke the year's plans and activities into four segments, aligning itself with the school terms.

In Term 1, we fundraised for a Christian charity with a lollipop guessing game! An enormous jar of Chupa Chups lollipops was on display in the school office, and many, many students and adults enjoyed making guesses as to how many lollipops were in the jar! In the end, Blake Davis won the prize – the jar of lollipops! His guess of 115 lollipops was the closest guess, with 114 lollipops in the jar! We raised over \$250 for Vision Christian Media group's "Vision-a-thon". Vision Christian Media is a non-profit charity that has been working hard to bring the good news of the Gospel to Australia for over 30 years.

Term 2 saw the new fundraising committee join with the Year 9/10 PASS and Music classes and organise the Snowy Mountain Christian School's Primary Disco! The PASS class' plans and organising was creative and excellent! The students had wonderful ideas, and their help and commitment to make the evening such a great event was really appreciated by the Fundraising Committee and by the primary students who enjoyed every moment of the evening! The Music class students also did a great job in providing some fun choices in music and dances! Well done!

A very special 'Thank You' to Cooma Little Theatre, who generously contributed the disco lighting set up, with the assistance of Mr and Mrs Male. It really topped off a great evening. Also, a special thank you to the Davis/McKeahnie family who generously donated towards the evening! The evening was very successful and raised funds to go towards both the High School and Primary School Camps. The Fundraising Committee would love to hold another Disco event again in the future!

On the last week of Term 2, whilst the High School students were away on camp, the Fundraising Committee held a "lunch order/sausage sizzle" event for our Primary School students, where we were also able to raise close to \$200! A great effort!



We came so close to being able to continue with our plan for the remainder of the year, however, due to the lockdown restrictions imposed on us during Term 3, we were unable to continue with our plan to fundraise towards new school equipment. We have postponed our plans for a family Trivia Night event in Term 3, and a Slime Spectacular Fun run that was booked for Term 4. We hope to be able to plan and offer these events to our school community in 2022!

The Fundraising Committee would like to extend their thanks to the following groups of people for their support and fundraising effort right throughout 2021!

- The Student Service Council and Mrs Emily Shumack for their efforts in collecting gold coin donations on mufti days, holding special event afternoons, crazy sock events and running hot chocolate fundraisers!
- The George Family for your generous support of SMCS by donating 10% of all sales – from Monday and Thursday “Cooma School Lunches” orders – back to SMCS.
- The School Photographer for giving back 10% of all photo sales to SMCS.
- The Fundraising Committee would also like to extend thanks to our staff and school community for generously giving throughout the year to support our fundraising efforts!

We are very excited to continue to support and give back to our wonderful school again in 2022!

Allysia Kamenyitzky

Fundraising Chairperson





FINANCE REPORT

Snowy Mountains Christian School (SMCS) recorded a surplus in 2021 of \$175,088 which was a continued improvement on the \$164,768 surplus in 2020 (difference of \$10,319). The surplus was mainly due to an increased funding in the Federal and State Funding with the increase of enrolments, in addition to an increase in funding from Association of Independent Schools NSW and Dymocks Children's Charities including a Library Regeneration Grant of \$4,000.

There were 83 enrolments based on the 2021 August census, up from 77 in 2020. The Company's results for the year were as follows:

Income totalled \$1,771,635 and consisted of Federal and State Government recurrent grants of \$1,486,171, tuition fees and private income \$187,517, AIS Grants of \$63,862, Fundraising of \$5,065, Donations \$28,450 and interest income totalling \$570.

Costs for the day-to-day operation of the school ('operating costs') totalled \$1,596,548 which comprised staff salaries and related on-costs of \$1,196,148, interest payments \$5,983, non-salary expenses \$309,819 which includes depreciation of \$40,915. SMCS also undertook property improvements and acquisitions totalling \$84,598. This included an upgrade to all SMCS lighting from Fluorescent lights to LED lights, renovation of the High School kitchen and new ICT equipment including computers and televisions for classrooms.

Total current assets increased by \$162,936 during the year from \$217,391 in 2020 to \$380,327 in 2021 while the total current liabilities also increase by \$79,118 from \$220,311 in 2020 to \$299,430 in 2021.

Net assets (total assets minus total liabilities) increased by \$175,088 from \$1,212,272 in 2020 to \$1,387,360 in 2021

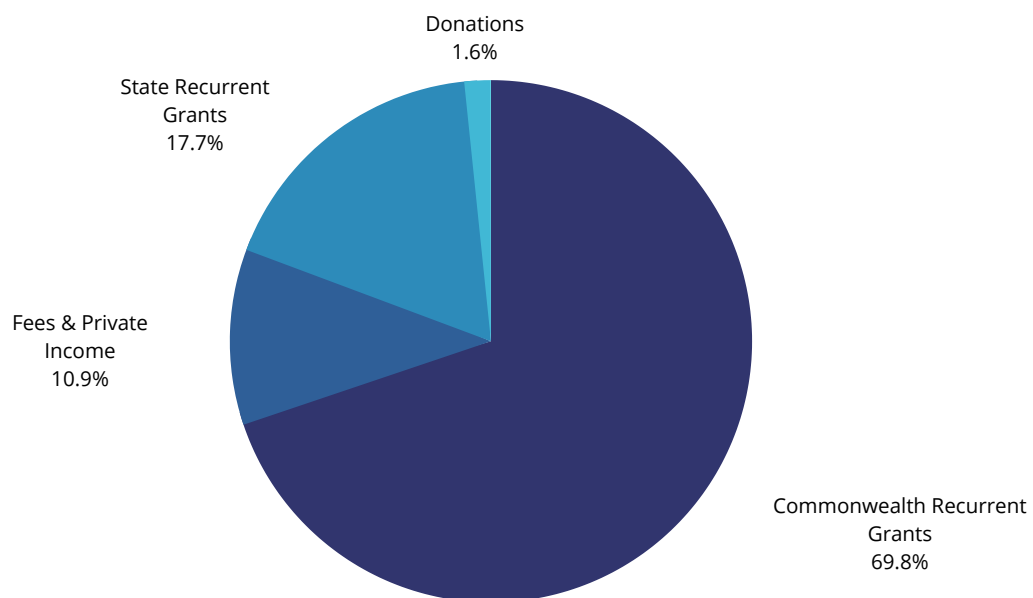
The long-term debt (non-current liabilities) decreased by \$47,589 from \$357,992 in 2020 to \$310,403, in 2021, due partly to the repayment of 2 loans.

Cash held at year end after all school activities was \$345,938.

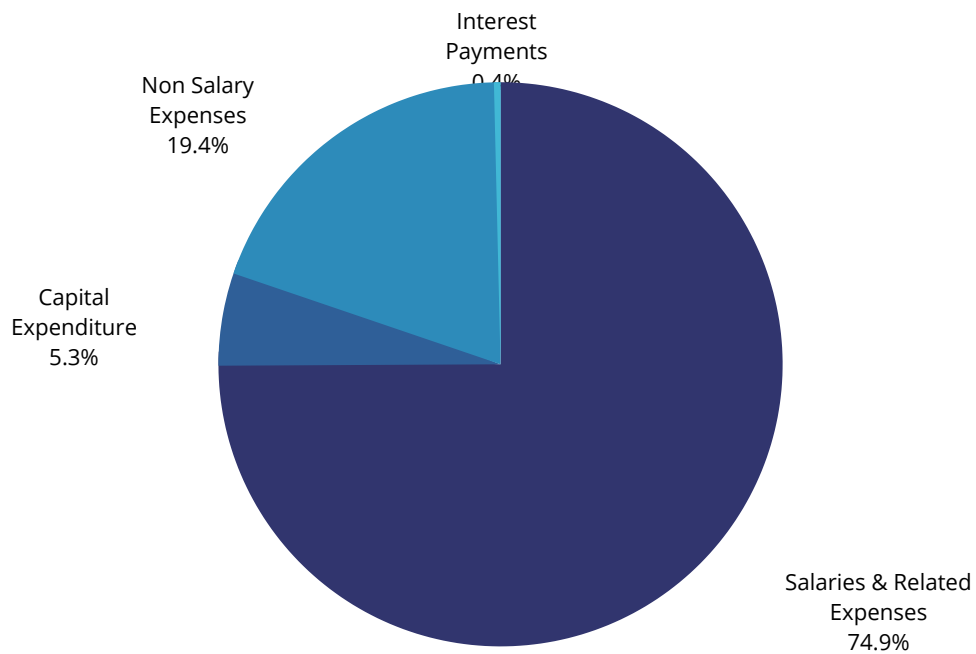
A detailed account of the financial performance of the School is contained in the audited 2021 Financial Statements which is available from the School Office.

FINANCE REPORT

INCOME FOR 2021



EXPENDITURE





ICAS REPORT

Snowy Mountains Christian School participated in the International Competitions and Assessments for Schools (ICAS) this year. It was offered to students from Year 3 to Year 10. ICAS celebrated its 40th anniversary this year. Countries around the world that participate in this competition include Brunei, Cambodia, China, Hong Kong, Malaysia, New Zealand, Singapore and Vietnam.

"ICAS is designed to target students' higher-order thinking and problem-solving skills in English, Mathematics, Science, Writing, Spelling Bee and Digital Technologies."

The assessments are suitable for students wishing to extend themselves academically and take up the personal challenge of competing in an international assessment, that has been running for 40 years.

10 students from SMCS, participated from Year 3-10 and whom together completed 25 assessments.

- In ICAS English one student in Year 8 received a Distinction certificate.
- In ICAS Writing one student in Year 8 received a Merit certificate.
- In ICAS Spelling Bee one student in Year 4 received a Merit certificate.
- In ICAS Mathematics one student in Year 10 received a Distinction certificate, one Year 8 student received a Credit certificate and a Year 3 student received a Credit certificate.
- In ICAS Science one student in Year 10 received a High Distinction certificate and one student in Year 8 received a Merit certificate.

In the analysis of the Raw Score Results with SMCS's Average Score compared to the Australian average score (for the ten students who participated) is as follows:

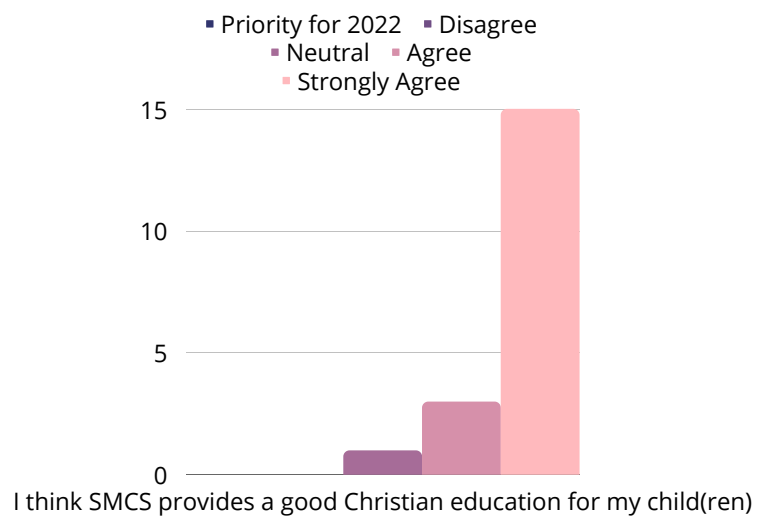
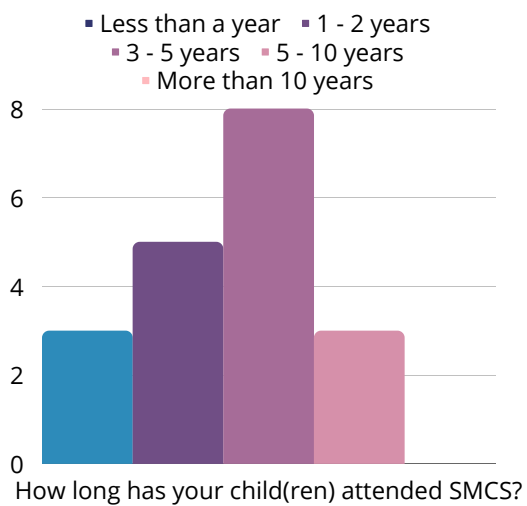
Avg Score	English	Writing	Spelling Bee	Mathematics	Science
SMCS	Yr 3: 17.5/45 Yr 8: 31.0/55	Yr 3: 7/31 Yr 8: 19.5/31	Yr 3: 14/40 Yr 4: 17.5/45 Yr 5: 16.0/45	Yr 3: 21/40 Yr 4: 21/40 Yr 5: 17/40 Yr 8: 27/40 Yr 10: 33/40	Yr 3: 12/30 Yr 5: 21/40 Yr 8: 20/40 Yr 10: 34/40
Australia	Yr 3: 23.3/45 Yr 8: 28.6/55	Yr 3: 10.7/31 Yr 8: 19.2/31	Yr 3: 21.5/40 Yr 4: 23.5/45 Yr 5: 25.6/45	Yr 3: 21.3/40 Yr 4: 21.8/40 Yr 5: 21/40 Yr 8: 22.9/40 Yr 10: 23.3/40	Yr 3: 16.5/30 Yr 5: 23.5/40 Yr 8: 20.3/40 Yr 10: 19.1/40

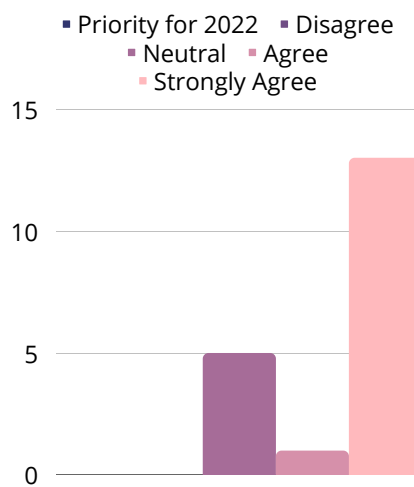
The scores that are in dark red, indicate where SMCS students scored above the Australian Average.

Mrs Emily Shumack
ICAS Coordinator

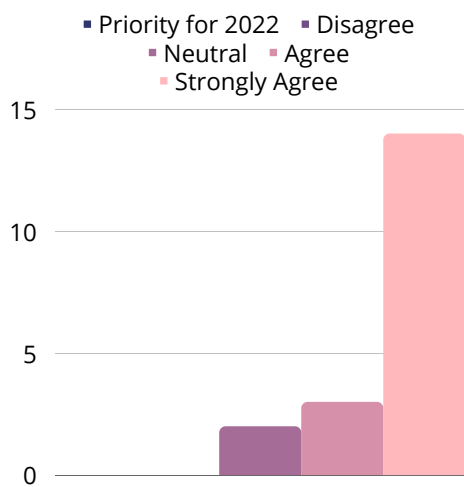


STAFF, STUDENT AND PARENT SATISFACTION SURVEY





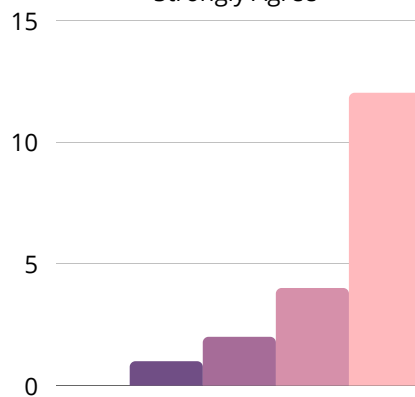
I am satisfied with the range of educational and co-curricular programs available



I am confident with the Teacher's capability

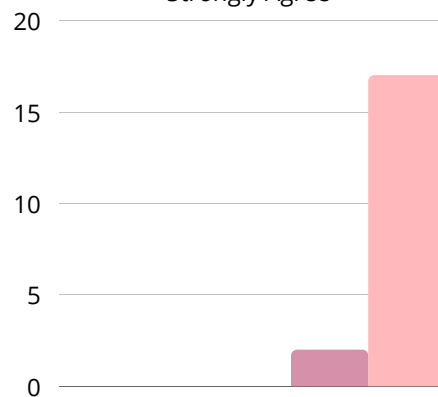


■ Priority for 2022 ■ Disagree
■ Neutral ■ Agree
■ Strongly Agree



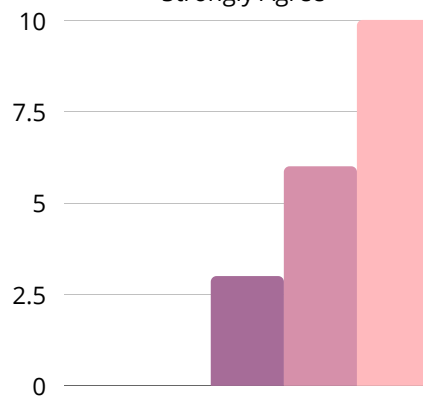
I am pleased with the way student behaviour and discipline is dealt with

■ Priority for 2022 ■ Disagree
■ Neutral ■ Agree
■ Strongly Agree

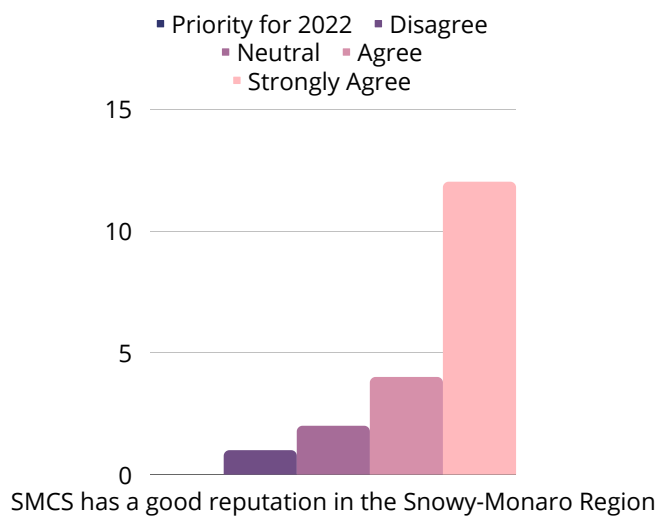
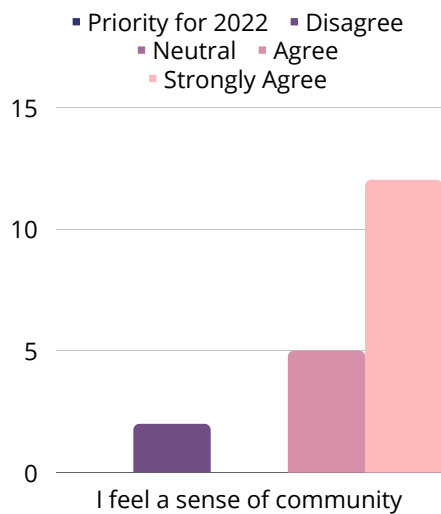
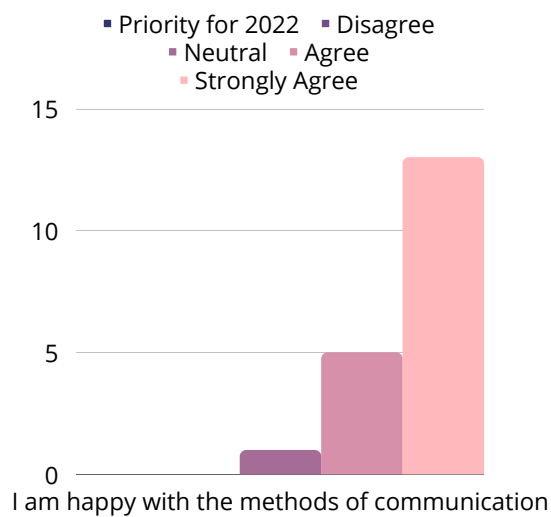


I am satisfied with the office and financial administration

■ Priority for 2022 ■ Disagree
■ Neutral ■ Agree
■ Strongly Agree



I am satisfied with the communication I receive



APPENDIX 1 - POLICIES

The full transcript of the following policies and procedures can be found on the Snowy Mountains Christian School website.

Copies of these policies can be obtained from the School Office or can be viewed on the SMCS website. Student welfare, pastoral care, anti-bullying, discipline and complaints handling is infused in all teacher-student-parent interactions and informs development of all policies and procedures.

Student Welfare Policy and Procedures:

Student Welfare encompasses the mental, physical, spiritual and emotional well-being of the students. SMCS seeks to provide a safe and supportive environment founded on the Biblical principles of grace, mercy, justice, kindness and humility (Micah 6:8) and through this, the ultimate goal is the full restoration of relationship. Student welfare incorporates both nurture and discipline in helping students progress from a strong, teacher guided experience to students taking responsibility for their own learning and behaviour. SMCS seeks to work in partnership with parents and carers to enable students to become responsible, respectful and reliable young people. This involves affirmation, example and correction.

Changes to the policy in 2021: There have been no changes to this policy in 2021

Anti-bullying Policy and Procedures:

SMCS rejects all forms of bullying behaviour including online (or cyber) bullying and seeks to provide safe, inclusive, and respectful learning communities that promote student wellbeing. Bullying can involve humiliation, domination, intimidation, victimisation and all forms of harassment including that based on sex, race, disability, sexuality or transgender. No student, employee, parent, caregiver, or community member should experience bullying within the learning or working environment of SMCS.

SMCS seeks, within school, to build a safe, supportive, positive and caring Christian environment in which we acknowledge that each human being is unique and created by God and therefore of immense value. This can be achieved by:

- Training Staff to understand the forms of bullying, identifying and documenting incidents of concern, and acting upon situations promptly.
- Encouraging parents to inform SMCS when incidents occur and to support, in partnership, the strategies mutually agreed to prevent any further incidents.
- Informing students that it is not acceptable to bully anyone and teaching and encouraging them to tell the teacher or their parents/carers how they are feeling and what is causing them to feel that way. Break the code of silence and encourage others to make a stand against bullying.

Changes to the policy in 2021: There have been no changes to this policy in 2021

Nurture and Discipline Policy and Procedures:

This policy is designed to give SMCS students and parents an understanding of the school's expectations in relation to students' conduct in, and on behalf of, the School and to give staff detailed guidelines and management options regarding the nurture and discipline of students.

It is understood that children often do behave childishly and foolishly. The policy and procedures aim to grow each student in their personal maturity. Snowy Mountains Christian School also does not explicitly or implicitly sanction the administering of corporal punishment by non-school persons, including parents to enforce school discipline.

All incidents are recorded, and serious concerns involve partnership with the parents/carers to formulate a plan or contract to manage the behaviour. When behaviour is outside the school expectations and Student Code of Conduct, the incident is investigated, and procedural fairness is to be displayed. Usually behaviour matters are resolved quickly, and relationships restored. However, when more serious incidents occur, parents/carers are involved in the process. All parties must be heard and dealt with fairly:

The 'hearing rule':

- The hearing rule includes the right of the person against whom an allegation has been made to:
- know the allegation related to a specific matter and any other information which will be taken into account in considering the matter;
- know the process by which the matter will be considered;
- respond to the allegations; and
- know how to seek a review of the decision made in response to the allegations

The 'right to an unbiased decision' includes the right to:

- impartiality in an investigation and decision-making
- an absence of bias by a decision maker
- All parties to an investigation are also directed to maintain in strictest confidentiality the matters under investigation.
- All incidents are recorded, and serious concerns involve partnership with the parents/carers to formulate a plan to manage the behaviour.
- Items that are banned from SMCS fall into one of two categories:
- those that are potentially harmful
- those that could cause distractions or disruptions
- Some items that are banned include:
- Knives, fireworks, firearms, sharp implements, weapons, replicas of weapons, offensive material, cigarettes, drugs, alcohol, laser pointers, trading cards or toys to trade, chewing gum or bubble gum, permanent markers, spray cans (including spray deodorants or hairspray).

In 2021 the staff gathered and discussed the Nurture & Discipline Policy and Procedure. In June it was proposed to re-evaluate and change the policy. After consideration and research, the Executive Staff and Teaching Staff agreed on creating a policy which had clear and defined levels and expectations. This policy will be implemented in 2022.

This policy implements a level structure where all students begin on a Green level. Continuous affirmation is encouraged from the teachers.

If student behaviour is not appropriate, the student will then be put on Yellow Level where the student will be for 10 days, and Parents/Caregivers notified. If the student does not change their behaviour, the student will proceed to Blue Level for 15 days with the expectation of 12 satisfactory days. Once the student has completed the three weeks and have changed their behaviour and attitude, the student will then return to Green level.

If the student does not meet the required satisfactory days, the student will be referred to the Principal and placed on Red Level. The student will be suspended and then placed on a Red level when the student returns to the classroom. An interview with the parents/caregivers, classroom teacher and the appropriate Coordinator must occur prior to the student returning to the classroom. The student will remain on the Red Level for 15 days and are expected to have 12 satisfactory days, the student will then go back to Blue Level. If the student does not achieve the 12 satisfactory days, the student will be externally suspended, and the Executive Staff will discuss whether the student should be allowed to remain enrolled at school. Parents/Caregivers will be notified of the decision. Any student who is on a red level is not eligible to participate in any off-site camps, excursions or sporting events.

Changes to the policy in 2021: Changes were made to this policy as it was re-evaluated and recreated.

Grievance Policy and Procedure:

From time to time a parent may have concerns over their child's relationship with a teacher or other aspects of their child's education. SMCS values the partnership with all people in the school community. All members of the school community are liable to say and do things which may cause others some discomfort. We need to be free to work through this process no matter what the role of those involved is in the school.

The school believes it is important that these issues are raised in a way that will facilitate open and honest discussion, with a view to bringing understanding and resolution for all parties involved. The School is committed to handling grievances in line with biblical principles and encouraging all parties to act in a way that reflects the fruit of the Spirit as outlined in Galatians 5:22-23: "love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control"

In keeping with the school's desire to act in a way that reflects the fruit of the Spirit, it is imperative that parents and staff members who have grievances behave with professional integrity at all times and refrain from discussing these grievances with third parties at any stage of the process (unless the third party is the mutually agreed support person outlined below), otherwise the issue may become more difficult to resolve.

Should a parent wish to address this, we would want them to follow the appropriate grievance process.

Changes to the policy in 2021: There have been no changes to this policy in 2021.

Child Safe Policy and Procedures

The safety, welfare and wellbeing of children, including protecting children from child abuse, is the paramount consideration in decision-making at Snowy Mountains Christian School (The School). The School seeks to create a safe and caring environment where Christian values inspire and affirm the highest standards of ethical conduct in relation to the care, support, and welfare of the students entrusted to it.

The Entity (Snowy Mountains Christian School) has the following preventative strategies in place:

- A Staff Handbook, incorporating the Employee Code of Conduct, to set out clear guidelines for appropriate and inappropriate behaviour.
- Clearly defined roles for employees within the Entity
- Pre-employment screening procedures in addition to the WWCC clearance such as checking references and backgrounds checks
- Information provided to families and the community about child protection strategies adopted by the Entity. This can be seen in the Policies and Procedures of the Entity, the Parent Handbook and on the SMCS website.
- Annual training (one week before Term 1 and one week before Term 3) and induction procedures for employees in best practices to ensure a safe and secure environment for student wellbeing
- Regular Executive Staff meetings to review any matters arising and to identify contributing factors to minimise the chance of reoccurrence with 'Child Safe' as a standing item
- Regular Staff meetings with 'Child Safe' as a standing agenda item are helpful and employees are encouraged to ask questions and contribute to the continuous improvement of child safe policies, procedures and practices in the workplace
- Parent-Student-Teacher conferences and school information events
- Formal and informal communication such as newsletters and class communication
- Precautions, restrictions and code of conduct when online learning platforms (Class Dojo, Office 365) are utilized
- Parents and students have access to the Child Safe Policy and other relevant school policies as well as the Parent Handbook

Parents have access to and receive the Office of the Children's Guardian's resources.

Complaints Management and Reporting: At Snowy Mountains Christian School, the Principal is the Child Safe Contact Person. A child or young person, or any employee can make a complaint or raise a concern by:

- Face to face meeting (with the Child Safe Contact Person)
- Phone call (with the Child Safe Contact Person)
- Email (Child Safe Contact Person email)
- Letter (to the Entity)

The Child Safe Contact Person will follow the following steps when managing complaints:

Listen to the person making the complaint and document the complaint

Notify The Office of the Children's Guardian and follow steps for making a report

If the complaint involves inappropriate behaviour and a breach of the Code of Conduct, the Head of the Entity will make a decision and take action in accordance with the internal discipline procedure.

Training, support and supervision of employees: The Entity, SMCS, promotes respect, fairness and consideration for all workers. It is expected that all employees to be caring and compassionate people who take an interest in the wellbeing of students, and who set appropriate boundaries for employee-student relations.

June 2019: Updated in line with NSW Ombudsman Checklist, Legislation and Code of Conduct.

Changes to the policy in 2021: There have been no changes to this policy in 2021

The full transcript of this policy can be viewed on the SMCS website and a hard copy can be obtained at the School Office.

APPENDIX 2 - NAPLAN

Results in the 2021 NAPLAN for Year 3, Year 5, Year 7 and Year 9 are as follows:

Year 3 results were close to the national average for Writing, Grammar and Numeracy, but were well below average for Reading and Spelling.

Year 5 results were close to the national average in Reading, Writing, Spelling, and Numeracy and below national average for Grammar.

Year 7 results were above the national average for Reading, Writing and Grammar and below the national average for Spelling and Numeracy.

Our Year 9 class were close to the national average for Reading, Writing and Numeracy and well below the national average in Spelling and below the national average for Grammar.

Due to Snowy Mountains Christian School's Literacy results in the 2021 NAPLAN, SMCS is working in consultation with the Association on Independent Schools to upskill in Explicit Direct Instruction (EDI) in the greatest areas of need.

The Introduction of the COVID-19 Intensive Learning Program, will also further address these areas of need.

READING

Year	AVG Score similar Schools	AVG National Score
3	419	438
5	507	511
7	548	542
9	575	577

WRITING

Year	AVG Score similar Schools	AVG National Score
3	429	425
5	485	480
7	540	522
9	554	551

SPELLING

Year	AVG Score similar Schools	AVG National Score
3	398	421
5	502	504
7	540	548
9	560	580

GRAMMAR AND PUNCTUATION

Year	AVG Score similar Schools	AVG National Score
3	417	433
5	491	503
7	542	533
9	562	573

NUMERACY

Year	AVG Score similar Schools	AVG National Score
3	401	403
5	507	495
7	542	550
9	584	588



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