

ANNUAL REPORT 2022



ST HURMIZD
ASSYRIAN PRIMARY SCHOOL

TABLE OF CONTENTS

Theme 1	A Message from Key School Bodies	
	• Message from Assyrian Schools Board	3
	• Message from the Principal	4
	• Message from St Hurmizd Assyrian Primary School Parents and Friends Association	6
	• Message from School Representative Council	8
Theme 2	Contextual Information about the School and Characteristics of the Student Body	9
Theme 3	Student Outcomes in Standardised National Literacy and Numeracy Testing	
	• NAPLAN 2022	10
Theme 4	Teacher Professional Learning, Accreditation and Qualifications	11
Theme 5	Workforce Composition	13
Theme 6	Student Attendance	14
Theme 7	Enrolment Policies	15
Theme 8	Other School Policies	17
Theme 9	School Determined Priority Areas for Improvement	18
Theme 10	Initiatives Promoting Respect and Responsibility	19
Theme 11	Parent, Student and Teacher Satisfaction	21
Theme 12	Summary Financial Information	22

MESSAGE FROM KEY SCHOOL BODIES

MESSAGE FROM THE ASSYRIAN CHRISTIAN SCHOOLS BOARD

St Hurmizd Assyrian Primary Schools forms part of the Assyrian Christian Schools that is governed by the Assyrian Christian Schools Board (the Board). The Board is responsible for overseeing the overall governance and strategic direction of the Assyrian Christian Schools. To assist in the implementation of its role, the Board met regularly throughout 2022 and also maintained its strategic focus through the various Board Committees.

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

The 2022 year marked a return to school permanently for all staff and students. The Board congratulates the School, its staff, students, and parent body on the outstanding results achieved by the 2022 NAPLAN student cohort. The Board is proud of the achievements of the School in fostering safe, responsible and respectable learners, grounded in their faith and Assyrian heritage, participating in extracurricular programs, and contributing to our local community, and looks forward to continuing to celebrate the achievements of the School in years to come.



MESSAGE FROM THE PRINCIPAL

It is with great pleasure and pride that I present to you the St Hurmizd Assyrian Primary School Annual Report for the year 2022. This year has been a remarkable milestone for our school as we celebrated 20 years of excellence in providing a high-quality education rooted in our faith, heritage, and commitment to education.

I would like to express my heartfelt gratitude to the dedicated staff and hardworking students of St Hurmizd for their unwavering commitment to our school's values of integrity, respect, commitment, and excellence. It is through their collective efforts that we have achieved outstanding outcomes in various aspects of our educational program.

I would also like to extend my sincere appreciation to Mr. Aaron Boyd, our esteemed CEO, for his visionary leadership and continuous support in guiding our school towards excellence. His commitment to providing the best possible educational experience for our students has been instrumental in our success.

I would be remiss not to acknowledge the valuable contributions of our School Board, as well as the Chair of Assyrian Christian Schools Board, His Grace Mar Benyamin Elya. Their wisdom, guidance, and tireless dedication have been invaluable in shaping the direction and growth of our school.

Academic Achievements

Our commitment to academic excellence is evident in the exceptional results achieved by our students in the National Assessment Program – Literacy and Numeracy (NAPLAN). Our students have demonstrated commendable proficiency in essential literacy and numeracy skills, placing them among the highest achievers in the nation. These outstanding results are a testament to the hard work and dedication of our students, their families, and our exceptional teaching staff.

Curriculum Developments

Throughout 2022, we continued to enhance our curriculum to meet the evolving needs of our students. Our teachers have been proactive in implementing innovative teaching strategies, integrating technology, and creating engaging learning experiences that inspire and challenge our students. We have focused on developing critical thinking, problem-solving, and digital literacy skills to equip our students for success in the ever-changing world.

Co-curricular Opportunities

At St Hurmizd, we believe in providing a well-rounded education that nurtures the talents and interests of our students. In 2022, our students had ample opportunities to participate in a comprehensive range of co-curricular activities. From sports and cultural events to leadership programs and community engagement, our students developed important life skills, built character, and fostered a sense of belonging within our school community.

Faith and Heritage

As a school affiliated with the Assyrian Church of the East, our commitment to faith and heritage remains at the core of our educational philosophy. Our Christian Studies program, regular Mass, and observance of significant religious events have provided our students with a strong moral foundation and a deep understanding of their Assyrian heritage. We have embraced the values of compassion, service, and respect, instilling in our students a sense of responsibility towards their community and the wider world.

Looking Ahead

As we reflect on the achievements of 2022, we are filled with a sense of gratitude and anticipation for the future. We will continue to build upon our successes, foster a culture of continuous improvement, and provide an exceptional educational experience that prepares our students for a successful future.

Once again, I extend my sincere appreciation to the staff, students, parents, and members of the St Hurmizd Assyrian Primary School community for your unwavering support and dedication. Together, we have created an educational environment where our students can flourish academically, spiritually, and personally.

May God bless you all.

Warm regards,

Benjamin Khoshabeh
Principal

MESSAGE FROM ST HURMIZD ASSYRIAN PRIMARY SCHOOL P&F ASSOCIATION

I am pleased and thankful to be the one who presents the P and F committee annual report for 2022. This report is a simple summary of the many days and months during the year that carried mixed feelings, between fatigue and the joy of our success. It was a glorious second year for myself leading this extraordinary committee and representing the parents and friends of our exceptional school. As a committee we must continue to preserve, maintain and develop this community as we did in the past, present, and looking to further dimensions of growth for the future.

The Benefit:

The education system considers parents as full partners in the educational process of the school, as well as partners in responsibility for the best educational and social program of their children. Parents are given the opportunity to participate in what is happening in the school such as (school events and activities) and contribute their knowledge and experience in order to improve and enhance the work of our educational institution.

Committee Objectives:

- To build a great relationship with the school parents and community, reassuring them to pass on their suggestions and opinions of the school, through our committee members.
- To work alongside the school staff and develop a sense of community amongst parents and friends of our school.
- To arrange social activities for parents and friends.
- To fundraise towards the schools' projects where 100% of the proceeds are invested back into the school. This year the project was to build a new proper stage for the school hall to benefit our students during their talent shows and drama programs.

Activities Carried out by the committee:

This year, we were blessed with the privilege to provide the following activities to our parents, friends and students:

- Easter Hats which were created by P and F members for students.
- Assyrian T shirts and caps, designed by our school graphic designer for parents and students to proudly wear.
- Assyrian Dishes for Assyrian New Year, celebrating our different traditional foods.
- After school lunches, which allowed us the opportunity to mingle with parents.
- A Mother's Day Lunch at Eden Venues to celebrate the hard working and much deserving mothers of our school and community.
- Coffee and chat with P & F to build on our friendship with parents.
- Pizza and sausage lunch for students
- A Father's Day Picnic where we were able to create a day of fun for kids with their fathers.
- St Hurmizd 20th anniversary as we joined in the fun and sold food.
- Athletics Carnival where we ran the canteen for the day.
- Christmas card competition for students to raise money for the year 6 formal.
- Disco day for the students to celebrate their hard work and triumphs of another successful year.

As the president of this committee, I am delighted to say that this year has been full of fun and successful events, which have allowed us to grow a closer bond with the parents of this exceptional school.

On behalf of the P & F committee, I would like to express my gratitude and appreciation for:

- The school principal Mr. Khoshabeh for his dedication and continual support.
- the school's admin staff who facilitated vital communication and provided invaluable support.
- the continuing support of our loyal SHAPS parents and friends.

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The P&F committee look forward to more gatherings in the coming year where we warmly encourage families to come along and join in on our discussions and activities.

Dunia Mashko
President of P & F Committee 2022

MESSAGE FROM SCHOOL REPRESENTATIVE COUNCIL

It gives me great pleasure to present the accomplishments of the Student Representative Council (SRC) at Saint Hurmizd Assyrian Primary School for the year 2022. Our SRC is a highly active and engaged student body, consisting of twelve Year Six members who are elected by their peers at the end of Term 3 each year.

Guided by our vision to foster a school community where every student is confident and driven to contribute to the wider community, the SRC members actively participate in various school committees, taking on leadership roles during school assemblies and fundraisers.

The Successes of our SRC Committee

The year 2022 was marked by the continued productivity of our SRC committee. We successfully organized several meaningful fundraising activities, including:

- Active participation in all school sporting carnivals such as the Swimming Carnival, Cross Country, and Athletics Carnival.
- Organization of various Year 6 fundraisers, including the Jellybean Jar competition, Crazy Hair and Sock Day, Mother's and Father's Day stalls, Cadbury Chocolate Drive, and Donut Day fundraiser.
- The Sport Captains led various community connection fundraisers, such as:
- Edessa House Sport Captains organized a Westmead Children's Hospital Toy Drive.
- Nineveh House Sport Captains supported the Heart Foundation by organizing Jump Rope for Heart.
- Seleucia House Sport Captains organized Daffodils Day to raise funds and awareness for cancer.
- Nisibis House Sport Captains sponsored the ACERO organization to fundraise for Assyrian families in need abroad.

We are immensely proud of our Student Representative Council for their exceptional achievements in 2022. Their dedication, leadership, and commitment to serving the school and wider community have been truly commendable.

On behalf of the entire Saint Hurmizd Assyrian Primary School community, I extend my heartfelt gratitude to the SRC members for their invaluable contributions. Your efforts have not only raised funds for worthy causes but have also fostered a spirit of unity, compassion, and service within our school.

Thank you and God bless,

St Hurmizd Assyrian Primary School SRC 2022

CONTEXTUAL INFORMATION ABOUT THE SCHOOL & CHARACTERISTICS OF THE STUDENT BODY

MISSION AND PHILOSOPHY

St Hurmizd Assyrian Primary is a faith-based Christian co-educational school, affiliated with the Holy Apostolic Assyrian Church of the East established in 2002. It offers classes from Kindergarten to Year 6.

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

At St Hurmizd Assyrian Primary School, we're committed to developing a child who is equipped to become a life-long learner. We want our students to acquire skills, be creative and solve problems. We nurture a learning culture that celebrates creativity, engagement and critical thinking. Our professional standards are deeply embedded in worldwide research and best practice, and we actively seek to share our expertise, facilities and resources to create a vibrant global educational community.

We provide our students with a balanced education through extensive academic and co-curricular opportunities. Students are supported and encouraged to explore a wide range of programs as they develop their skills in an environment of dynamic, engaged learning.

THE SCHOOL MOTTO

The school's motto is: Haimanoota, Yartoota and Yulpana which translates into: Faith, Heritage and Education.

The motto espouses a positive and supportive environment in which students are able to reach their full potential in all aspects of learning; be it intellectually, physically, emotionally, culturally or spiritually. With a progressive and holistic approach to the curriculum our students are steered towards skill development for life-long learning.

CHARACTERISTICS OF THE STUDENT BODY

The school had 658 students enrolled in 2022. With 358 male and 300 female students. The school draws its students from the local communities of Fairfield City which is situated in Sydney's Southwest. The majority of students are of Assyrian linguistic and cultural heritage and English is not the main language spoken at home. This is a contributing factor to the identification of students who have English as another language or dialect (EAL/D). The school also caters for several students that experience learning difficulties.

St Hurmizd Assyrian Primary School operates within the policies of the NSW Education Standards Authority (NESA).

STUDENT OUTCOMES IN STANDARDISED NATIONAL LITERACY AND NUMERACY TESTING

2022 NAPLAN results as summarised below and available on My School: <http://www.myschool.edu.au>

Table 1: NAPLAN Results 2022

Year 3	Percentage of Students in the Top Two Bands		Percentage of Students in the Bottom Two Bands	
	St Hurmizd	State	St Hurmizd	State
Grammar and Punctuation	78.6	56.3	2.4	10.92
Reading	81.4	57.9	0	11.13
Writing	84.9	59.7	0	6.55
Spelling	84.5	54.4	2.4	12.95
Numeracy	51.8	39.8	6.0	13.81

Year 5	Percentage of Students in the Top Two Bands		Percentage of Students in the Bottom Two Bands	
	St Hurmizd	State	St Hurmizd	State
Grammar and Punctuation	53.9	36.6	1.3	13.7
Reading	44.2	44.0	2.6	11.4
Writing	87.3	29.8	1.3	15.3
Spelling	85.5	43.1	1.3	12.2
Numeracy	43.4	31.2	1.3	14.7

TEACHER PROFESSIONAL LEARNING, ACCREDITATION AND QUALIFICATIONS

At St Hurmizd Assyrian Primary School, we prioritize the continuous growth and development of our teachers, fostering a vibrant learning community and ensuring high-quality education. Our dedicated teachers collaborate in grade and committee teams, employing targeted teaching and learning strategies to enhance student and teacher performance. Our approach to professional learning is research-based, focusing on improving pedagogical content knowledge and fostering collaborative practices.

Throughout 2022, the school organized regular professional learning sessions endorsed by the New South Wales Education Standards Authority (NESA) for our grade and committee teams. All teaching staff from Kindergarten to Year 6 actively participated in five staff professional development days, which encompassed a range of activities such as guest speaker presentations, workshops, collaborative planning sessions, and training in compliance-related areas. Furthermore, our staff members were provided with opportunities to attend various internal and external professional

development programs offered throughout the year.

To support teachers in their formal accreditation programs, our School's Delegated Authority offers guidance and expertise. All teachers undergo lesson observations and receive constructive feedback to aid their professional growth.

In terms of teacher accreditation, we prioritize mentoring and coaching for teachers seeking and maintaining Proficient Level Accreditation. Additionally, all new teachers joining St Hurmizd Assyrian Primary School are assigned a mentor and participate in a comprehensive induction program to ensure a smooth transition and integration into our school community.

We remain committed to providing a supportive and enriching environment for our teachers, enabling them to enhance their teaching practices and ultimately benefit our students' learning experiences. Through ongoing professional learning and collaboration, we strive to achieve excellence in education at St Hurmizd Assyrian Primary School.

Description of professional learning

■ Table 2: Activity and number of staff participating

Category	Number of teachers who participated
Professional Learning around compliance – code of conduct, WHS, child protection	64
Literacy and Numeracy Action Plan	38
Specialised Professional Learning in disciplines linked to subject expertise	38
Teacher Accreditation	38
Leadership – a range of workshops aimed at developing leadership capacity amongst middle and senior leaders	19

■ **Table 3: Accreditation status of all teaching staff who are responsible for delivering the curriculum**

Level of Accreditation	Number of Teachers
Conditional	0
Provisional – seeking	6
Proficient Teacher – maintaining	32
Highly Accomplished Teacher (voluntary accreditation)	0
Lead Teacher (voluntary accreditation)	0
Total Number of Teachers (Total number of teachers should be the same as on the My School Website)	38

■ **Table 4: Teaching Standards**

Category	Number of Teachers
1. 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, or	38
2. Teachers having a bachelor degree from a higher education institution within Australia or one recognised within the AEI-NOOSR guidelines but lack formal teacher education qualifications,	0
*Note that the number of teachers falling within these two categories may not sum to the total number of teachers as reported in the previous accreditation table as some teachers with Conditional accreditation may not be included.	

WORKFORCE COMPOSITION

■ Table 5: Workforce Composition at St Hurmizd Assyrian Primary School

Staff categories	Number of Staff
Teaching Staff	38.0
Full-time Teaching Staff	38.0
Non-teaching Staff	26.0
Full-time Equivalent Non-Teaching Staff	18.7
Aboriginal/Torres Strait Islander Teaching Staff	0
Aboriginal/Torres Strait Islander Non-Teaching Staff	0

STUDENT ATTENDANCE

STUDENT ATTENDANCE

St Hurmizd Assyrian Primary School has procedures in place for monitoring student attendance and a policy and procedures for the management of student non-attendance. Unexplained student absence is followed up according to school procedures.

MANAGEMENT OF NON-ATTENDANCE

Absences are monitored and rolls are marked online at the beginning of every day for students from Kindergarten to Year 6. If a student is marked absent and the school has not been advised, a staff member will telephone the student's parents/guardian. Grade Leaders and the Deputy Principal follow up on extended absences. This may include

meetings with the parents to resolve poor school attendance. Matters of concern are referred to the Principal, the Assyrian Schools Board and the relevant Department of Education officer where appropriate.

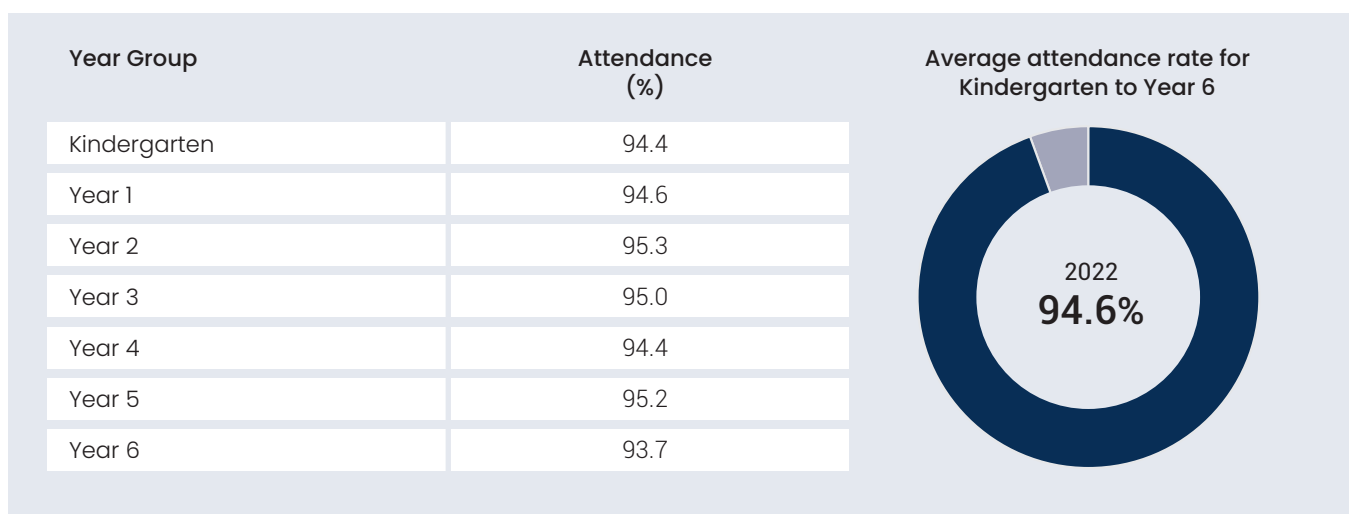
Where a student is not able to attend school for a prolonged period of time due to a medical condition or illness, the School in collaboration with parents, provides resources to contribute to the student's continuum of learning where possible.

Student non-attendance is reported on student's half year and end of year academic reports.

Overall, the average attendance rate for Kindergarten to Year 6 for 2022 was 94.6%

The attendance rate is based on the Department of Education and Training (DET) process for 2022 student attendance data and a school population of 658 students.

■ Figure 6: Attendance rate for each Year Group



ENROLMENT POLICIES

Consistent with its Mission Statement, Assyrian Christian Schools Limited (ACS) attempts to provide the best possible education and has as its focus, the Assyrian Church of the East ethos. The Assyrian Christian beliefs and ethics are integrated into the whole life of the school. In this regard, Assyrian Schools are committed to educating its students in an environment that strives to be faithful to the Church of the East, its traditions and teachings. It is the aim of our schools to provide the choice of schooling to all those seeking an education in an environment formed by the teachings and traditions of the Church of the East.

Notwithstanding this, enrolment of a student into an ACS Ltd school cannot be guaranteed.

[1.0] Principles

1.1 ACS Ltd schools are open to all parents and students who are prepared to support the philosophy, values and objectives of the Holy Apostolic Catholic Assyrian Church of the East.

1.2 ACS Ltd schools will endeavour to be inclusive of all students, consistent with the belief that all are equal before God.

1.3 ACS Ltd schools recognise that every student has a right to a complete education and in this regard shall offer students a curriculum that is not restrictive in scope and which is in line with NSW Board of Studies guidelines and syllabuses.

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

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

1.6 Enrolment applications will be determined by an Enrolments Committee which will consist of a Priest of the local parish (or his representative), and a representative of the School Board. The Enrolment Committee will meet from time to time and shall be chaired by the Principal.

1.7 The Enrolment Committee shall review all enrolments from time to time, but no less frequently than once per term. Continuing enrolment shall be conditional on students meeting ACS requirements.

[2.0] Enrolment Policies

2.1 All parents seeking to enrol their children in an ACS Ltd schools must complete the application for enrolment form and return it to the relevant school office by 31 May in the year prior to enrolment. However, this does not guarantee enrolment of their child in the school.

2.2 Application for enrolment forms will be available at ACS Ltd schools' offices.

2.3 Completed application forms should be returned to the relevant school office together with copies of the following documents: (a) Birth Certificate; (b) Baptismal Certificate; and (c) Immunisation Record

2.4 The completed Parish reference which forms part of the application for enrolment will be returned to the relevant school office by the Parish Priest.

2.5 The Principal will arrange for an interview with the parents/guardians and the prospective students.

2.6 Parents will then be notified in writing of the results of their application by June 30 in the year prior to enrolment.

2.7 Where the number of enrolments in any given year exceeds the number of places available, the priority for acceptance shall be as follows: (a) Siblings of students presently enrolled in an ACS Ltd school whose parents/guardians have shown a commitment to meet their financial responsibilities to the school. (b) Children from the St Hurmizd Early Learning Centre. (c) Children from families affiliated with the Holy Apostolic Catholic Assyrian Church of the East. (d) Children from families affiliated with other Assyrian Churches. (e) Children from Christian families. (f) Children from non-Christian families.

2.8 Enrolment application received after the cut-off enrolment date, will be considered by the Enrolment Committee only if vacancies exist, regardless of where the application might be placed in the hierarchy of priority described in clause 2.7 above.

2.9 Parents must be prepared to meet the financial requirements for the ongoing enrolment of the child.

2.10 Parents acknowledge that acceptance of their children at the pre-school level does not confer an automatic entitlement to enrolment at the Primary School. Enrolment at St Hurmizd Assyrian Primary School is a new process that requires students to complete and submit a separate school enrolment application form.

2.11 Parents acknowledge that acceptance of their children at the primary school level does not confer an automatic entitlement to enrolment at the secondary level. Enrolment at St Narsai Assyrian Christian College is a new process which requires students to complete and submit a separate school enrolment application form.

[3.0] Students with Disabilities

3.1 The Enrolment Committee shall follow the enrolment procedure detailed above when processing enrolment applications from parents/guardians of students with disabilities, within the context of Part 2, Division 2, Section 22 of the Disability Discrimination Act 1992, who seek to be enrolled into regular classes at St Hurmizd.

Evaluation

This policy was reviewed as part of the school's annual review cycle during 2022..

OTHER SCHOOL POLICIES

Table 7: Policies for Student Welfare

Summary of Student Health and Wellbeing, Anti-Bullying, Student Behaviour Management and Complaints and Grievances Policies

Policy Summary	Changes in 2022	Access to Full Text
Student Welfare Policy		
<p>The School:</p> <ul style="list-style-type: none"> • is committed to the holistic development or growth of students intellectually, physically, socially, emotionally and spiritually • takes reasonable steps to provide a safe, caring, supportive environment and opportunities for students to become independent thinkers and learners, caring, compassionate, confident young men and women with a strong sense of social responsibility • has implemented organisational structures, curriculum, programs and positive behaviour management for student health and wellbeing. 	<p>The policy and procedure were reviewed, endorsed and published in 2022. There were no significant changes made to the policy.</p>	<p>The full text can be accessed on the internal School P Drive or on request from the Principal.</p>
Anti-Bullying Policy		
<p>The policy includes processes based on the principles of procedural fairness and restorative justice for responding to, and managing allegations of, bullying.</p>	<p>The policy and procedure were reviewed, endorsed and published in 2022. There were no significant changes made to the policy.</p>	<p>The full text can be accessed on the internal School P Drive or on request from the Principal.</p>
Student Discipline Policy		
<p>The School prohibits the use of corporal punishment and does not explicitly or implicitly sanction the administering of corporal punishment by non-school persons, including parents, to enforce discipline at the School.</p>	<p>The policy and procedure were reviewed, endorsed and published in 2022. There were no significant changes made to the policy.</p>	<p>The full text can be accessed on the internal School P Drive or on request from the Principal.</p>
Complaints and Grievances Policy		
<p>The Complaints and Grievances Policy recognises the importance of feedback and provides a framework for a process based on procedural fairness that allows people to voice their concerns and have them managed in a supportive and co-operative manner, quickly, fairly, with confidentiality and sensitivity. It provides a concise framework of how complaints can be raised and how they will be managed.</p>	<p>The policy and procedure were reviewed, endorsed and published in 2022. There were no significant changes made to the policy.</p>	<p>The full text can be accessed on the internal School P Drive or on request from the Principal.</p>

SCHOOL DETERMINED PRIORITY AREAS FOR IMPROVEMENT

Table 8: four key objectives in the improvement plan 2022:

Objectives	Targets
1. Curriculum	
<ul style="list-style-type: none"> • To support teachers in effective literacy pedagogy to English, Literacy and Numeracy. • To review and develop current transition and support strategies to improve practice. 	<ol style="list-style-type: none"> 1. Teachers will have embedded effective practices of explicit teaching in the areas of Fluency, Vocabulary, Phonics and Comprehension. 2. Teachers will collaboratively plan English units of work with an emphasis on responding and composing using quality literature. 3. Teachers will have identified how Working Mathematically concepts support numeracy. 4. New strategies of support will be implemented to compliment teachers in the differentiated classroom.
2. Welfare	
<ul style="list-style-type: none"> • To support students to identify and use appropriate behaviours that support social, academic and emotional wellbeing. • To engage students in developing agency for their learning and wellbeing. 	<ol style="list-style-type: none"> 1. Students will use the Positive Behaviour strategies in and outside the classroom to work towards being Safe, Respectful and Active Learners. 2. Students will participate in leadership opportunities and activities including SRC and Senior leadership responsibilities.
3. Assyrian Faith and Culture	
<ul style="list-style-type: none"> • To assist students to identify with the Assyrian faith and culture and connect as active members of this community. • To facilitate learning in the K-6 Christian Studies Program • To support engagement of the Assyrian Language program. 	<ol style="list-style-type: none"> 1. Students will have experienced regular Mass services that will support their understanding of their faith. 2. All Infants classes will have experienced the new Christian Studies program. 3. All classes will have experienced the new Assyrian Language program.
4. Community Engagement	
<ul style="list-style-type: none"> • To engage parents, families and the school community in the learning experiences and school life. • To develop effective lines of communication that are accurate, timely and current. 	<ol style="list-style-type: none"> 1. Students will have shared various learning experiences with their parents/carers that supports the school/home partnership. 2. Communication channels such as the school website, app, newsletter and social media will be updated, relevant and used as a source of information and communication.

INITIATIVES PROMOTING RESPECT AND RESPONSIBILITY

In 2022, St Hurmizd Assyrian Primary School placed a strong emphasis on the values of Integrity, Respect, Commitment, and Responsibility, which were central to our understanding of ONE ST HURMIZD. ONE ST HURMIZD serves as the foundation for our school's vision, encompassing our students and staff. As part of our five-year strategic plan, we aimed to foster a deep understanding of the power of unity. We emphasized the importance of being a united learning community while recognizing the potential of each individual to make a positive impact.

While promoting these values in their interactions with others, we also encouraged students to reflect inwardly, fostering self-respect and personal responsibility for their own safety, well-being, and growth in independence. We inspired students to embrace courage in their learning journey, viewing failure as an opportunity for growth, and demonstrating determination as they pursued both shared and individual goals. We celebrated curiosity and inquiry, recognizing and appreciating students' unique interests and passions.

At St Hurmizd Assyrian Primary School, we hold high expectations for student conduct, expecting appropriate respect towards others, oneself, and peers. Our School Code of Behaviour, outlined in the School Diary, establishes regulations and practices that our students are expected to uphold. These regulations are grounded in a fundamental respect for oneself and others, including peers, staff, and the wider community. We encourage honesty in students' interactions with one another and with staff, fostering a sense of responsibility for their actions. The four core values of commitment, integrity, respect, and excellence are consistently emphasized as a model for students to follow.

Our Student Welfare and Pastoral Care policy at St Hurmizd Assyrian Primary School is guided by Gospel values, which lie at the heart of our school community. Both staff and students demonstrate respect and responsibility through daily actions, serving as positive role models.

Christian Studies is a compulsory subject at our school, led by a dedicated team of teachers who design and implement the program. The content of the Christian Studies program is based on the teachings of the Holy Apostolic and Catholic Assyrian Church of the East, with prayer being an integral part of the program. Each unit of study aims to deepen students' knowledge and understanding of their faith, encompassing beliefs, history, traditions, and practices. The Christian values and commitment instilled in our students encourage them to demonstrate tolerance and treat all members of the community with dignity and respect.

At St Hurmizd Assyrian Primary School, we are fully committed to providing safe, supportive, and responsive learning environments for everyone. As a school, we actively teach and model the behaviors we expect from our students. Promoting the learning, well-being, and safety of all students is a top priority for us.

At St Hurmizd Assyrian Primary School we implement teaching and learning approaches to support the development of skills needed by students to meet our high standards for respectful, safe and engaging behaviour. The school's aim is to foster self-discipline and self-worth in our students.

All students are expected to:

- Respect other students, their teachers, school staff and community members
- Follow school and class rules
- Strive for the highest standards in learning
- Show courtesy to all students, teachers and community members
- Resolve conflict respectfully, calmly and fairly
- Comply with the school's Uniform policy
- Attend school every day (unless legally excused)
- Respect all property
- Not be violent in our schools
- Not bully, harass, intimidate or discriminate against anyone

St Hurmizd Assyrian Primary School has developed strategies and practices to promote positive student behaviour, including specific strategies to maintain a climate of respect by:

- ONE St Hurmizd
- Treating one another with dignity
- Speaking and behaving courteously
- Developing positive and respectful relationships
- Dressing appropriately by complying with the school uniform or dress code
- Taking care with property

The school will achieve this by ensuring:

- Students are comfortable, both emotionally and physically in the school environment
- Students behave in a socially acceptable way and are understanding of the school rules, their reasons and related consequences
- Students experience a sense of enjoyment and satisfaction in learning
- Students develop a sense of cultural identity and a feeling of belonging to the wider community.
- Respect and care for school buildings, school property and the property of others
- General standards of dress and uniform requirements of the school community are observed
- Responsibilities as members of the wider community are demonstrated

PARENT, STUDENT AND TEACHER SATISFACTION

As part of the School's continuous review and improvement process, annual parent, student and teacher satisfaction reviews are conducted covering most key aspects of education.

The anonymous surveys provide views on such areas as academic performance, pastoral care, co-curricular, sport, key learning areas, teaching, communication, administration and leadership, facilities and resources.

PARENT SATISFACTION IS MEASURED IN A NUMBER OF WAYS:

- At the St Hurmizd Assyrian Primary School Parents' and Friends Association meeting held every school term, parents have the opportunity during the General Business Item, to express opinions in relation to decisions of the Principal, management of students, and school programs. In addition, parents are consulted on an ongoing basis, to better understand their expectations of the school through surveys and focus groups.
- The school has a Parental Concern Procedure for handling parental complaints, as well as complaints from other members of the public.
- If a parent decides to withdraw a student from the school, an Exit Interview is usually conducted to determine whether there are issues related to parent satisfaction.

STUDENT SATISFACTION IS MEASURED IN A NUMBER OF WAYS:

- Students are represented by the Student Representative Council and have the opportunity to present grievances to the Principal and Deputy Principal.
- Student surveys assist in determining the level of satisfaction of students with school programs. Students are typically surveyed at the end of Years 5 and 6, on an annual basis.

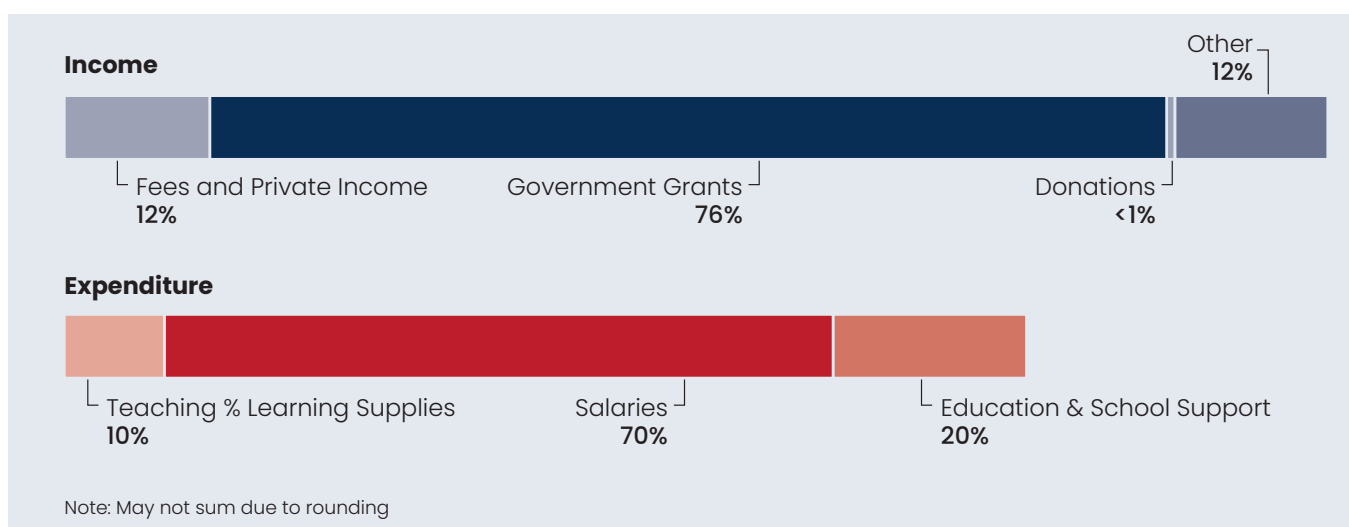
STAFF SATISFACTION IS MEASURED IN A NUMBER OF WAYS:

- Exit interviews are conducted with teachers and other staff who leave the school, to determine whether there are areas of dissatisfaction for staff. Issues of concern may also be raised at staff meetings. Teacher meetings are generally held weekly.
- Teachers have a number of avenues to raise issues with the Principal and Senior Leadership Team, including grade meetings, committee meetings and direct approach. The representative of the Independent Education Union brings matters of staff concern to the attention of the Principal through regular, scheduled meetings. All members of the Leadership Team and the Principal maintain an open-door approach and are always prepared to meet with staff.

SUMMARY OF FINANCIAL INFORMATION

Under the prudent oversight of the School Board and Finance Committee, St Hurmizd Assyrian Primary School delivered robust results for the year ended 31 December 2022, continuing its focus of operating under sound financial practices and principles to ensure the ongoing financial security and viability of the school.

■ Figure 9: Income and expenditure (2022)



FAITH HERITAGE EDUCATION



ST HURMIZD
ASSYRIAN PRIMARY SCHOOL

7-9 Greenfield Road, Greenfield Park NSW 2176

Phone (02) 8769 4000

Email admin@shaps.nsw.edu.au

Web www.sthurmizd.nsw.edu.au