



ANNUAL REPORT 2023



ST HURMIZD
ASSYRIAN PRIMARY SCHOOL



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INTRODUCTION

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

The Report also provides other important information relating to school practices, policies, student learning progress and achievements, staff professional learning, teacher standards, school improvement initiatives as well as a financial statement for the 2023 school year.

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

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

Further information about this Report and the school may be obtained by contacting the school directly or by accessing the schools website.

St Hurmizd Assyrian Primary School

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Principal **Mr. Benjamin Khoshaba**



MESSAGE FROM THE ACS BOARD

St Hurmizd Assyrian Primary School forms part of the Assyrian Christian Schools that is governed by the Assyrian Christian Schools Board (the Board).

The Board is responsible for overseeing the overall governance and strategic direction of the Assyrian Christian Schools. To assist in the competent execution of its role, the Board met monthly in 2023 and continued its good work through committees created in the prior year.

The 2023 Board comprised of five directors, including the chairperson His Grace Mar Benyamin Elya. The Board possess a wide range of skills and experience across varied industries such as Finance, Risk, Strategy and Tertiary Education. Each director is deemed a responsible person and is required to complete professional development in school governance policies and procedures in compliance with NESA guidelines. In 2023, the Board continued to sharpen its governance capabilities through the Association of Independent Schools (AISNSW).

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

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

The 2023 year marked further improvements in NAPLAN. The Board congratulates the School, its staff, students, and parent body on the results achieved. The Board is proud of the achievements of the School in fostering responsible and respectable learners, grounded in their faith and Assyrian heritage, and looks forward to continuing to celebrate the achievements of the School in years to come.

MESSAGE FROM THE PRINCIPAL

I am delighted to present the St Hurmizd Assyrian Primary School Annual Report for the year 2023.

I extend my sincere gratitude to the devoted staff and diligent students of St Hurmizd for their unwavering dedication to our school's values of integrity, respect, commitment, and excellence. Their collective efforts have yielded remarkable outcomes across various aspects of our educational endeavors.

I would also like to express my heartfelt appreciation to Mr. Aaron Boyd, our esteemed CEO, for his visionary leadership and steadfast support in steering our school towards excellence. His dedication to providing the best possible educational experience for our students has been pivotal in our journey.

Acknowledgment is also due to the invaluable contributions of our School Board and the Chair of Assyrian Christian Schools Board, His Grace Mar Benyamin Elia. Their wisdom, guidance, and tireless commitment have significantly influenced the direction and growth of our school.

Academic Achievements

Our dedication to academic excellence is evident in the exceptional results attained by our students in the National Assessment Program – Literacy and Numeracy (NAPLAN) in 2023. Their commendable proficiency in essential literacy and numeracy skills positions them among the nation's top achievers. These outstanding results are a testament to the diligence and dedication of our students, their families, and our exceptional teaching staff.

Curriculum Developments

Throughout 2023, we have continued to refine our curriculum to meet the evolving needs of our students. Our educators have been proactive in implementing innovative teaching methodologies, integrating technology, and crafting engaging learning experiences that inspire and challenge our students. Emphasis has been placed on fostering critical thinking, problem-solving, and digital literacy skills to equip our students for success in an ever-changing world.

Co-curricular Opportunities

At St Hurmizd, we are committed to providing a holistic education that nurtures the talents and interests of our students. In 2023, our students had abundant opportunities to engage in a diverse range of co-curricular activities. From sports and cultural events to leadership initiatives and community service, our students have honed essential life skills, developed character, and cultivated 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 central to our educational ethos. Our Christian Studies program, regular Mass, and observance of significant religious occasions have imbued our students with a robust moral compass and a profound appreciation for their Assyrian heritage. We have instilled values of compassion, service, and respect, nurturing in our students a sense of responsibility towards their community and the broader world.

Looking Ahead

As we reflect on the achievements of 2023, we are filled with gratitude and anticipation for the future. We are committed to building upon our successes, fostering a culture of continual improvement, and delivering an exceptional educational experience that equips our students for a prosperous 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 steadfast support and dedication. Together, we have cultivated an educational environment where our students can thrive academically, spiritually, and personally.

May God bless you all.

Warm regards,

Benjamin Khoshabeh
Principal

MESSAGE FROM THE P&F ASSOCIATION

I'm honoured to have the opportunity to present the Annual Report of the P and F Committee for 2023. This report encapsulates the myriad of experiences throughout the year, blending moments of exhaustion with the elation of our achievements. It marks the culmination of my third year at the helm of this remarkable committee, representing the devoted parents and friends of our esteemed school. Our journey has been one of preservation, evolution, and community building, spanning the past, present, and envisioning new dimensions of growth for the future.

The Partnership:

In our educational ethos, parents are integral partners, sharing both the privilege and responsibility for nurturing the best educational and social environment for our children. Our platform encourages active parental involvement, fostering a collaborative atmosphere where insights and contributions enrich the fabric of our institution.

Committee Objectives:

- Foster robust relationships with parents, ensuring their voices and perspectives are channeled through our committee.
- Collaborate closely with school staff to foster a sense of camaraderie within the parent and friend community.
- Organize social gatherings to strengthen bonds among parents and friends.
- Conduct fundraising initiatives directed solely towards school projects, reinvesting all proceeds back into our school's enrichment. This year, our focus was on constructing a new stage for our school hall, enriching the experiences of our students during talent showcases and dramatic performances.

Activities Undertaken:

Throughout the year, we've been privileged to offer an array of engaging activities for parents, friends, and students alike:

- Crafting Easter Hats by our committee members for our students.
- Introducing Assyrian-themed T-shirts and caps, designed by our school's graphic artist, for both parents and students.
- Hosting Assyrian New Year celebrations featuring traditional dishes.
- Organizing after-school lunches, fostering opportunities for informal parent interaction.
- Arranging a Mother's Day Luncheon at Eden Venues to honor the dedicated mothers within our community.
- Facilitating "Coffee and Chat" sessions with P & F members to nurture parental friendships.
- Providing pizza and sausage lunches for students.
- Organizing a Father's Day Picnic for fathers to enjoy quality time with their children.
- Managing the canteen during the Athletics Carnival.
- Arranging a disco day to celebrate students' achievements and hard work.

As the president, I'm thrilled to reflect on a year brimming with successful events, fostering stronger connections with the parents of our exceptional school.

On behalf of the P & F committee, I extend heartfelt gratitude to:

- Mr. Khoshabeh, our school principal, for his unwavering dedication and support.
- The administrative staff for their pivotal role in communication and support.
- Our devoted SHAPS parents and friends for their continued encouragement.

Looking ahead, the P & F committee eagerly anticipates more gatherings in the forthcoming year, inviting families to join us in our discussions and activities.

Warm regards,

Dunia Mashko
President, P & F Committee 2023



MESSAGE FROM THE SCHOOL REPRESENTATIVE COUNCIL

It gives me great pleasure to present the accomplishments of the Student Representative Council (SRC) at St Hurmizd Assyrian Primary School for the year 2023. Our SRC is a highly active and engaged student body, consisting of fourteen Year Six members who are elected by their peers in Term 4 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 2023 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 2023. Their dedication, leadership, and commitment to serving the school and wider community have been truly commendable.

On behalf of the entire St 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 2023

SCHOOL FEATURES

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 689 students enrolled in 2023. With 364 male and 325 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).



SCHOOL DETERMINED PRIORITY AREAS FOR IMPROVEMENT

Table 1: Four key objectives in the Improvement Plan 2023:

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"> Teachers will embed effective practices of explicit teaching in areas of comprehension, writing and vocabulary across KLAS. School leaders will meet regularly as an executive, grade and KLA committee leaders to plan, implement, observe and evaluate curriculum priorities. New strategies of support will be implemented to compliment teachers in the differentiated classroom. NAPLAN: Above state results and students meeting or exceeding growth. Improved quality of teaching and learning. Improved student engagement.
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"> Students will use the Schools Values in and outside the classroom to work towards showing Respect, Commitment, Excellence, and Integrity. Students will be provided with support from peers to develop knowledge, understanding and skills to manage their own health and wellbeing and to support that of others. High staff morale and sense of commitment to the School

OBJECTIVES	TARGETS
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"> Students will have experienced regular Mass services that will support their understanding of their faith. K-6 classes will have experienced the new Christian Studies program All classes will have experienced the new Assyrian Language programs All K-6 classes will have experienced the new Assyrian Language Syllabus and outcomes improved. Students will appreciate and value their own language, heritage, culture, and identity. K-6 ACOE Textbook K-6 Assyrian and Christian Studies – Programs and Assessment Schedules 2023. Staff training at Nisibis Assyrian Theological College
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"> Students will have shared various learning experiences with their parents/carers that supports the school/home partnership. 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. 100% capacity with waiting lists. Established and identifiable Assyrian Schools Brand.

INITIATIVES PROMOTING RESPECT AND RESPONSIBILITY

In 2023, 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

STUDENT PERFORMANCE IN NATIONAL AND STATE-WIDE TESTS

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

In March 2023 students in Years 3 and 5 sat the NAPLAN Online tests. The analysis of our students’ performance in these assessments provide valuable information that will be used to assist in the design and planning of the School’s teaching and learning program.

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

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

Table 2: Average student NAPLAN results

	Reading	Writing	Spelling	Grammar	Numeracy
St Hurmizd – Year 3	445 ★★	539 ★★	508 ★★	488 ★★	415 ★★
Students with similar background	380	406	394	388	381
All Australian students	405	416	404	411	407
St Hurmizd – Year 5	494 ★	586 ★★	531 ★★	525 ★★	488 ★★
Students with similar background	464	468	470	464	450
All Australian students	496	483	489	497	488

★ Above the average of students with similar background

★★ Equal or above the average of all Australian students



STAFF PROFILE

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 2023, 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.

Table 3: Activity and number of staff participating

Category	Number of teachers who participated
Professional Learning around compliance – code of conduct, WHS, child protection	62
Specialised Professional Learning in disciplines linked to subject expertise	40
Teacher Accreditation	40
Leadership – a range of workshops aimed at developing leadership capacity amongst middle and senior leaders	20

Teacher Accreditation

All teachers are required to be accredited with NESA. The table below outlines the different stages of the accreditation journey.

Table 4: Accreditation status of all teaching staff who are responsible for delivering the curriculum

Level of Accreditation	Number of teachers
Conditional	0
Provisional – seeking	10
Proficient Teacher – maintaining	30
Highly Accomplished Teacher (voluntary accreditation)	0
Lead Teacher (voluntary accreditation)	0
Total Number of Teachers	40

Table 5: Teaching Qualifications

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	40
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

The following table shows staff composition for 2023:

Table 6: Workforce Composition, 2023

Staff Categories	Number of Staff
Teaching staff	40.0
Full-time equivalent teaching staff	35.4
Non-teaching staff	28.0
Full-time equivalent non-teaching staff	20.1

Percentage of staff who are indigenous: 0%



STUDENT ATTENDANCE RATES

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 2023 was 94.62%

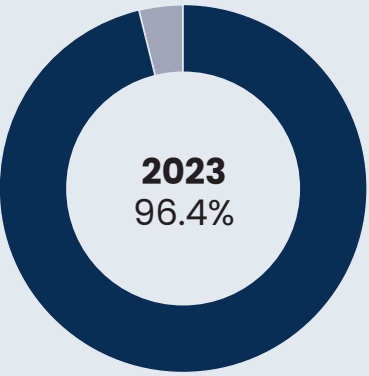
The attendance rate is based on the Department of Education and Training (DET) process for 2023 student attendance data and a school population of 689 students.



Table 7: Attendance rate for each Year Group

Year Group	Attendance (%)
Kindergarten	94.6
Year 1	94.8
Year 2	93.2
Year 3	95.5
Year 4	95.9
Year 5	92.3
Year 6	96.1

Average attendance rate for Kindergarten to Year 6



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 school cannot be guaranteed.

[1.0] Principles

1.1 Assyrian Christian Schools Limited schools (ACS 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 schools will endeavour to be inclusive of all students, consistent with the belief that all are equal before God.

1.3 ACS 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 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 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 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 schools requirements.

[2.0] Enrolment Policies

2.1 All parents seeking to enroll their children in an ACS schools must complete the application for enrolment form and return it to the relevant school office by 31st 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 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 30th June 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 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 2023.

OTHER SCHOOL POLICIES

Table 8: Summary of Policies

Student Welfare Policy

The School:

- 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.

Anti-Bullying Policy

The policy includes processes based on the principles of procedural fairness and restorative justice for responding to, and managing allegations of, bullying.

Student Discipline Policy

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.

Complaints and Grievances Policy

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.

These policies and procedures were reviewed, endorsed and published in 2023.
There were no significant changes made to the policies.

The full text can be accessed on the internal School Pdrive or on request from the Principal.



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.

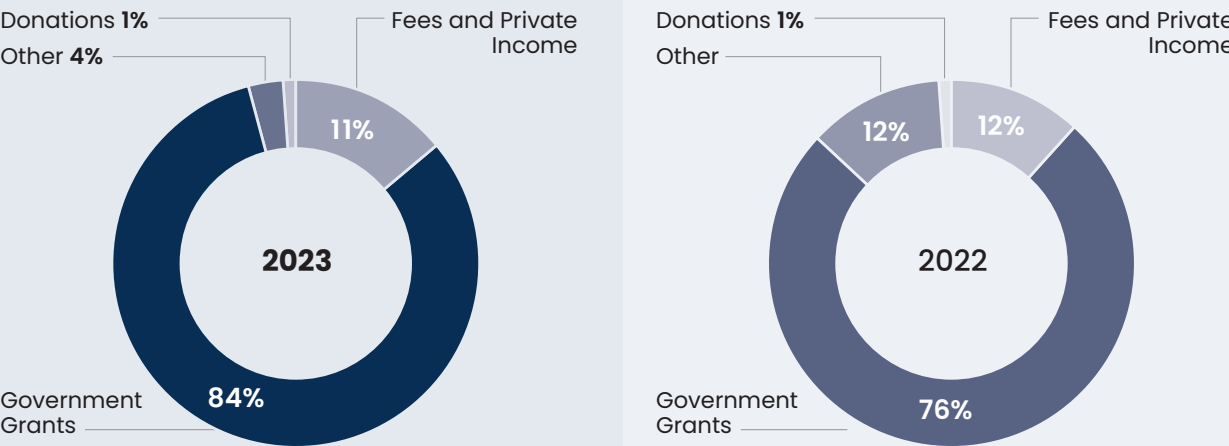


FINANCIAL STATEMENT

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

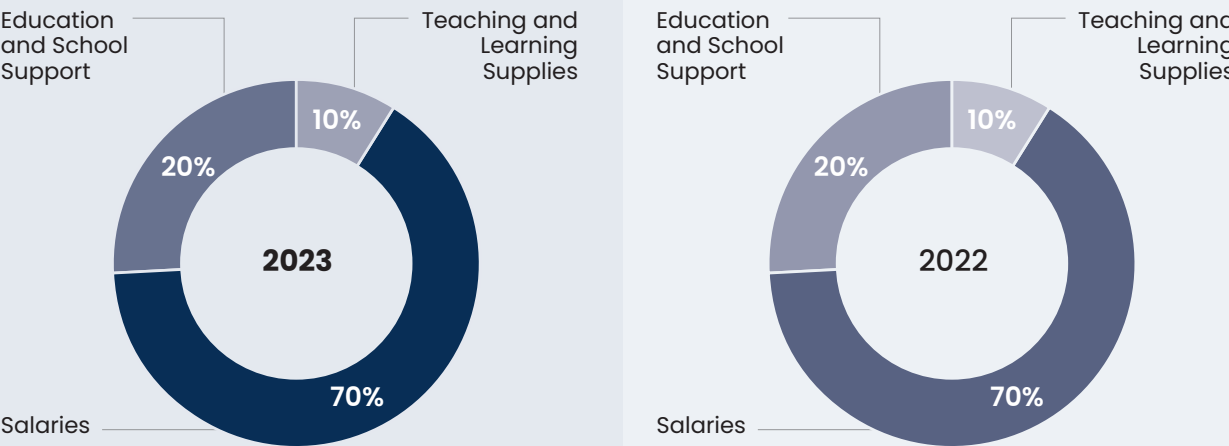
Figure 9: School Financial Information, 2022-23

INCOME



Note: May not sum due to rounding

EXPENDITURE



FAITH HERITAGE EDUCATION



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