

New Hope  
Christian School

# Annual Report 2022

The following report is prepared according to the School's Annual Reporting Policy and the NSW Government's Education Act. It provides general information to the community about the School's ethos and character and its performance in Academic and Financial terms. More specific information can be obtained by contacting the School directly.

*Published June, 2022*

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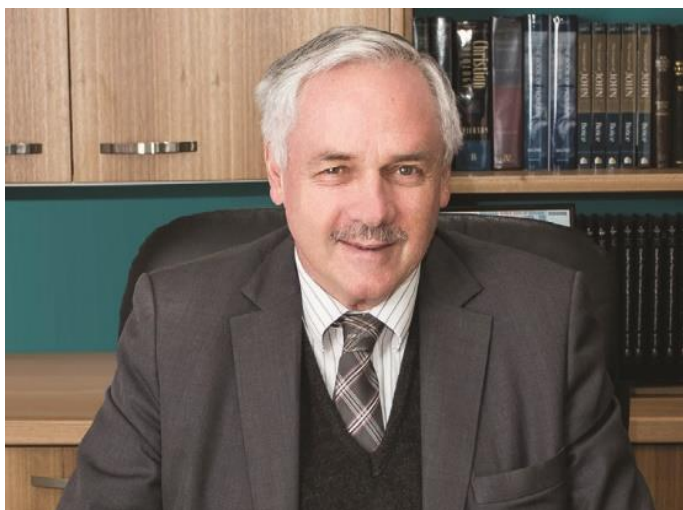
### **Contextual information about the School**

New Hope Christian School (NHCS) is a transdenominational Christian School that commenced operation in January 2015. It is an independent, co-educational, special school, registered and accredited (Years 3 to 12) by the NSW Education and Standards Authority.

The vision and purpose of New Hope Christian School is to be a Christian Educational Community which provides quality individualised and meaningful education in a caring and supportive learning environment for students with special needs, founded on Biblically based beliefs, values and behaviour. The school pursues the vision from a Biblical base by aiming: to be authentically Christian; to provide quality education and to practice Christian community that is rigorous, authentic and collaborative. The school strives to make a difference in the learning and in the life of every student so that they have optimal opportunity to grow spiritually, intellectually, emotionally, socially and physically.

New Hope Christian School caters for students with an Intellectual Disability (mild to moderate) and/or Autism Spectrum Disorder. The school is located on the grounds of Pacific Hills Christian School (PHCS) and seeks to maintain strong links between the schools. PHCS provides support through resources, facilities and staffing and integration opportunities are available for students.

## From the Principal



We have now arrived at the point in history when the name of the School has been changed to New Hope Christian School. This change has taken place to remind us that although our Schools are joined in a common spirit and purpose that New Hope Christian School is at the same time a separate entity. We have deemed it important that each School announces itself as a Christian community. In many ways that is our chief distinctive in comparison to other schools.

As I reflected on this change that has been made, I have been greatly thankful for the ways in which the staff of New Hope Christian School have shown their special character. They show this in the way they serve the students and School families and the way in which they show love for one another. Amongst the students, I have seen clear and obvious expressions of Christian understanding and of community life. As we observe students finishing their time at our School and indeed those who have left for return visits, I am struck by the way in which God's grace is shown to the students and through the students to others.

The parents of New Hope Christian School are a special group of people who bless each other and bless many others. The staff of the School are a very special group of those who love God because they know that they are loved by God and do their best to show the love of God to the students in their care. Special mention needs to be made of Mrs Dianne Dowson, Director and Mr Nathan Francis, Assistant Director and also to the non teaching staff including the Office Manager, Mrs Katrina Hall. Special mention needs to be made to The Board who have a particular heart for New Hope Christian School.

We are so thankful that we have now established New Hope Christian School buildings which is built on the concept of cottages for a sense of family, safety and relationship. This design allows our community of parents, staff and students to be with each other and to engage together somewhat like a family. We are still awaiting the setting of the date by the Government in regard to the official opening, even though we have commenced the use of these buildings in April 2022. We thank God for these new facilities and the wonderful blessing that they will be to our staff and students as the enrolment for the School are continuing to grow.

Dr EJ Boyce  
Principal

## From the Board Chairman

New Hope Christian School endeavours to be not primarily an educational institution, or a campus of buildings, but a welcoming and authentic community based on Biblical foundations. I'm sure each of us, from our interactions in this community, see examples of the dedication of teachers, displays of the character being developed in students, or positive social interactions amongst parents. While it is easy to take these experiences for granted, we should remember that such community connection is not normative for all. A recent research study I conducted found that more than one in six Australians has never felt part of a flourishing community, and around the same number report feeling lonely "often". More than half of Australian teen and twentysomethings say they are living with a long-term mental health condition such as anxiety or depression and only a minority of this age group report strong satisfaction in their life in measures such as a sense of purpose, contentment, personal growth and spiritual wellbeing.



As this Annual Report demonstrates, this school is committed to shaping children holistically. They are part of an "options generation", but we do them no favours if we set them up with no purpose and coherent worldview. I'm thankful that amidst the transformations in our society, the staff of this school educate from a foundation of timeless truth and unchanging priorities, while still responding and adapting to change.

It is our prayer that amidst these changing times, this school, in partnership with parents, and with trust in God, we will follow the instruction of Proverbs 22:6:

Train up a child in the way he should go: and when he is old, he will not depart from it.

Mark McCrindle  
Board Chairman

## From the Director

2022 will be remembered as one of the more significant years in the life of New Hope Christian School with the move into our new buildings. These facilities demonstrate in a very tangible way the commitment that the school has for caring and supporting the students of our school. The design of the buildings emphasises our desire to develop a strong community of support for our students and their families.

This year, we received approval to add Year 1 and 2 and are thankful for these younger students who have joined our school.

During 2022 the school name was changed from New Hope School to New Hope Christian School. This has also led to the design of a new logo.

During this year we have taken the students on a couple of excursions including a visit to Flip Out, and a picnic and bushwalk at Crosslands Reserve. Our Year 11 and 12 students have also had the opportunity to develop their work skills and community access through a variety of activities, including weekly visits to Endeavour in Castle Hill earlier in the year. In November the students attended our school camp. At the camp the students enjoyed bushwalking, orienteering, high ropes, dancing, indoor games as well as a Christian Discovery session.

I continue to appreciate the partnerships and connections we have with our parent community. This year, Mrs Nicole Clark and Mrs Janine Crocker organised some opportunities for parents and staff to meet together in a supportive way, to discuss needs, have morning tea and to provide opportunities for our parents to get to know each other.

I continue to give thanks for God's blessings in our community. It brings me great joy when I see God at work in the lives of the students as they develop in their character and understandings.

Mrs Dianne Dowson  
Director



## OUR COMMUNITY SATISFACTION

McCrindle has conducted annual research for the Pacific Group of Christian Schools since 2018 and has included New Hope Christian School since 2019. The research aimed to measure stakeholder perceptions and satisfaction over time as well as opportunities for growth.

In 2022, the key recommendations were:

- Encourage regular interaction between Pacific Hills and New Hope Christian School
- Prioritise staff wellbeing
- Equip students for life beyond the classroom.

The warm and welcoming environment continues to be one of the defining characteristics of the School. Stakeholders consider the School's positive learning culture to be a key strength, as well as quality teaching staff, and the sense of community. Stakeholders believe there is a strong culture of respect and that the School is characterised by hard-working and committed staff. Similar to previous years, stakeholders agree that New Hope Christian School has a culture that encourages students to thrive, and that the School caters to the individual needs and differences of students. Stakeholders also recognise the role that teachers play in creating an environment for students to learn well, where a consistently high proportion of stakeholders agree that teachers motivate students to learn and play a pivotal role in the wellbeing of the students. It is encouraging to note that 90% of stakeholders are extremely or very satisfied with their experience at New Hope Christian School in 2022.

Staff noted:

- the School effectively creates an engaging work culture – 93%
- the School effectively manages School-based operations – 93%
- they find satisfaction from the work they do at NHCS, and enjoy coming to work each day – 100%
- the School effectively promotes staff wellbeing – 71%

### Staff



Principal



Director



Assistant  
Director



Teacher



Teacher



Teacher



Teacher



Teacher



Teacher  
Assistant



Teacher  
Assistant



Teacher  
Assistant



Teacher  
Assistant



Teacher  
Assistant



Teacher  
Assistant



Chaplain &  
Teacher  
Assistant



Speech  
Therapist



Occupational  
Therapist



Counsellor



Personal  
Assistant



New Hope Christian School staff diligently apply themselves to developing the best learning experiences for the students. The teachers find great satisfaction from supporting the students and catering for their diverse needs. They enjoy rich and productive professional relationships which are overlaid and undergirded by personal friendship and Christian fellowship. Teachers work closely with school leaders and with each other to create challenging and appropriate learning opportunities for students. Within the pressures of a demanding role staff satisfaction is high. New Hope staff believe in the worth of their work and the quality of the effect they have on the students and each other.

## Students

New Hope Christian School is a safe, supportive and caring environment. There is a positive feeling amongst the students at New Hope Christian School. Students interact well with their teachers and have a happy disposition. Classrooms and playgrounds are places of positive interaction and happy engagement with each other and with staff. Some of the students have come from mainstream settings where they have found various challenges often related to social/emotional reasons or support for their learning needs. For these students, New Hope Christian School has provided the care and support that has enabled an improvement in behaviour, anxiety and academic achievement.



## Parents

New Hope Christian School places a high priority on the relationship between the School and its parent body. An emphasis is placed on the partnership that parents and the School play in the education process. Parents are involved in their child's learning through the collaborative planning process where each student's individual needs are identified and goals are set for the semester. Parents are kept informed of school activities through the weekly school newsletter and individual communication is also provided through email or phone calls where necessary. Teachers welcome communication from parents and meetings can be scheduled at any time throughout the year.

Parents indicate on many occasions about how appreciative they are of the School and their belief that their children's lives have been enhanced in many ways at New Hope Christian School. They

believe that staff are receptive to their concerns. The following is representative of some of the communications from parents:

*New Hope Christian School is very safe, welcoming and accepting and provides the best learning environment for our son. We have been very lucky and blessed to have this school for our son. Staff are very professional, caring and always supportive. Thank you to the Director and staff for supporting and caring for our son.*

*My son is really happy and can't wait to go to school each day.*

*We were unhappy with our previous school and our son is so happy now.*

*Our child said to us (parents): 'School is awesome and brilliant'.*



## OUR STAFF

### General Comments

The staff at New Hope, no matter their role, are committed to the work of Christian Education in teaching, learning, serving and growing Christian character in the community founded on Biblical beliefs, values and behaviours. Our culture is one of strong connection and love for one another in Christ, a culture that informs all that we do in His service.

The staff of New Hope Christian School represent an appropriate spread of age and experience giving a balance of energy and innovation with maturity and discernment. National backgrounds include Anglo, Asian, European, and South African. We have one group Aboriginal Advisor that supports our school. Teaching staff number 7 in total with 5 of these allocated to full-time teaching or leadership positions. The total full-time equivalent teaching staff was 5.8. Non-teaching staff included a speech therapist (0.3 fte), an occupational therapist (0.3 fte), a counsellor (0.3 fte), a chaplain (0.2fte), 6 teacher assistants (total 4 fte) and one administration assistant (1 fte). Administration, technical assistance and maintenance support is also provided by staff from Pacific Hills Christian School.

### Teaching Standards – Staff Qualifications and Professional Learning

#### Teacher Accreditation

All teachers at New Hope Christian School have accreditation with the NSW Educational Standards Authority (NESA).

Level of Accreditation	Number
Conditional	0
Provisional	0
Proficient	7
Highly Accomplished (voluntary level)	0

Additionally, two Teacher Assistants are accredited as teachers. One at the level of Conditional and one at the level of Provisional Teacher.

#### Teacher Qualifications

All teachers at New Hope Christian School have tertiary qualifications to teach in NSW.

Type of Qualification	Number
Teachers having teacher education qualifications from a higher education institution within Australia or recognized within the National Office of Skills Recognition (AEI-NOOSR) Category i	7
Teachers having a bachelor's degree from a higher education institution within Australia or recognized within the National Office of Skills Recognition (AEI-NOOSR) but lack formal teacher education qualifications Category ii	0

## **Staff Professional Learning**

A number of staff have completed post-graduate qualifications in Special Education including Masters of Special Education, and Graduate Certificate in Autism Studies. Specialist education and other staff are also suitably qualified for their roles.

The School places a strong emphasis upon the professional learning of its staff, facilitating many opportunities for engagement for staff through the work of The Excellence Centre, a ministry of Pacific Hills Christian Education. During 2022 a range of Professional Learning was approved and undertaken by teaching staff. This included individual and small group learning based on staff Professional Learning Goals and the need to meet the Annual Action Plan as documented in the School's Strategic Education Plan. The 2022 professional learning calendar included the January Hope Conference, Mid-Year Conference, Senior Leadership Team retreats, Pacific Seminars, afternoon training sessions and regular staff meetings.

Teaching and non-teaching staff are also encouraged to pursue their own professional learning, and access courses and readings as relevant to their roles.

## OUR STUDENTS

### Enrolments Profiles

At the 2022 Federal Census 26 students were enrolled from Year 1 – Year 12. This number comprised 1 female student and 25 male students.

The 2021 student enrolment included 1 indigenous student.

New Hope Christian School caters for students who have a diagnosed disability which meets the requirement for Government Funding. The programs are designed to cater for students with intellectual disabilities (Mild-Moderate) and Autism Spectrum Disorder. Many students present with more than one disability and may also present with physical disabilities or sensory impairments. Disability documentation must be provided at the time of application and should be current.

### 2022 Attendance

Year Group	Students at Aug Census	Total %
Year 1	1	77.79%
Year 2	1	83.15%
Year 3	1	89.91%
Year 4	1	92.88%
Year 5	1	96.99%
Year 6	2	87.80%
Year 7	6	88.01%
Year 8	3	88.84%
Year 9	3	84.95%
Year 10	3	71.25%
Year 11	3	89.75%
Year 12	1	89.35%
Overall	26	86.72%

### Management of Student Non-Attendance

The School adopts an attitude of close liaison with families in managing student attendance. Absences are noted and followed up by written correspondence. Unexplained absences are processed under the Schools Student Attendance policy (available in full, from the School). Strategies are in place that can be implemented to improve unsatisfactory student attendance.

### Student Retention and Year 12 Completion Rates

In 2020 there was one student attending Year 10 at New Hope Christian School. This student will be completing his Year 12 course of study over 2 years and will therefore graduate in 2023. Thus, an individual student retention rate of 100% for Year 10 to Year 12 students.

## OUR ACHIEVEMENTS

### NAPLAN Testing

In 2022, at the time of the NAPLAN assessments in May, there was one Year 3 students, one Year 5 student, five Year 7 students and two Year 9 students enrolled at New Hope Christian School. All students were exempt from completing the NAPLAN assessments under the provision of students with a disability.

### Senior Secondary Outcomes

In 2022 no students graduated Year 12. All Year 10 students matriculated into Year 11 and met the requirements of a Record of School Achievement (Life Skills).

The school offered six Stage 6 Life Skills NESA-developed courses. Work experience opportunities were also provided. The Profile of Student Achievement is a record of the Life Skills outcomes students have achieved, either independently or with support.



### Achievements in Other Activities

#### Sporting Achievements

One student participated in the NSW All-Schools Athletics Championships as a Para Athlete. He also competed at zone and state sporting events in athletics and cross-country.

# OUR POLICIES

## Student Enrolment Policy

### Vision Statement

The purpose of New Hope Christian School is to provide a Christian educational community as a centre of teaching, learning and serving excellence, founded on Biblically-based beliefs, values and behaviour.

### Rationale

This policy provides guidelines for enrolment. It seeks to acknowledge and continue the vision of those who founded the School as a Christian educational community - a centre of teaching and learning excellence founded on biblically-based beliefs, values and behaviour – able to support the learning needs of students who are enrolled. While the policy is as comprehensive as possible, there will inevitably be some situations which are not specifically covered. In such instances, it is the Principal's responsibility to decide the appropriate course to take in the circumstances.

### Our Policy

New Hope Christian School seeks to enrol students whose families seek a Christian Education for their children and who support the ethos of the School as encapsulated in the School vision and Mission Statements.

### Principles

- God has created all people in His image and has made it possible for them to be in relationship with Him through the death and resurrection of His Son, Jesus Christ. Therefore, the school will give equal consideration to each applicant.
- Diagnosis of disabilities must be provided in writing at the time of application and must be issued from a registered medical practitioner
- The Principal carries final responsibility for decisions regarding enrolment positions.

### Definitions

Throughout this policy, unless the context requires otherwise:

**parents** includes guardians or any other person who has applied to have a student entered on the waiting list or enrolled at the School and, where the student has only one parent, means that parent.

**disability**, in relation to a student, includes a wide range of impairments including physical, intellectual, psychiatric, sensory, neurological and learning disabilities.

### Information for Register of Enrolments

The register of enrolment records the following information for each student:

- name, age and address;
- the name and contact telephone number of parents/guardians;
- date of enrolment;
- the date of leaving the school and the student's destination, where appropriate;
- for students older than six years, previous school or pre-enrolment situation;
- and where the destination of a student below seventeen years of age is unknown, evidence that a Department of Education officer with home school liaison responsibilities has been notified of: - the student's full name; - date of birth; - last known address; - last date of attendance; - parents' names and contact details; - an indication of possible destination;

- any other information that may assist officers to locate the student;
- any known work health and safety risks associated with contacting the parents or student.

### **Records of the Register of Enrolments**

The register is retained for a period of seven years after the last entry was made, and copies of information in the register are stored off-site at regular intervals.

### **Implementation**

#### **Enquiries**

All enquiries are recorded. The Director of Enrolments will also forward relevant information to students as applicable. This includes:

- Prospectus
- Information letter directing them to the school website for further information
- Enrolment Application form (including enrolment process information)
- Information regarding documentation required

Families wishing to seek more information about the school prior to completing an application are invited to have a tour of the school and have a preliminary meeting with the Director.

#### **Applications**

Upon receipt of Application Form and supporting documentation the Director of Enrolments will:

- Check all relevant documentation is completed and the non-refundable application fee is received
- Check current class vacancies
- Schedule a collaborative planning meeting with the Director
- Place student's name on waitlist, pending Enrolment Interview outcome
- Schedule Enrolment Interview with Principal or Principal's delegate and the Director

### **Requirements for Entry**

New Hope Christian School has been established as a special school. In light of this there is specific criteria that potential students must meet in order to be considered for enrolment. New Hope Christian School has identified with NESAs that it will provide education for students who are diagnosed with Autism Spectrum Disorder or Mild to Moderate Intellectual Disability. The definition of each of these criteria and the support documentation required is as follows:

#### Autism Spectrum Disorder Entry Criteria

Students enrolled at New Hope Christian School under the criteria regarding classification on the Autism Spectrum must provide a current report from a specialist medical practitioner or registered psychologist with appropriate clinical experience. The report must detail the nature of the student's disorder using the DSM-5 diagnostic tool. Documented evidence must indicate a developmental disability affecting verbal and non-verbal communication and social interaction, which affects the child's ability to learn. There must be information of a functional assessment consistent with the student's disorder.

#### Intellectual disability

Students enrolled at New Hope Christian School under the criteria regarding Intellectual Disability will need to have a diagnosis for a mild to moderate range of impairment. To meet criteria for diagnosis of a moderate intellectual disability, students must have a full-scale IQ score of approximately three to four standard deviations below the mean on an approved individual test of



intelligence. There must be information on the assessment of adaptive skills and school performance (where applicable) consistent with, or below this range of scores.

It is a requirement of entering New Hope Christian School that parents provide medical, psychological or other reports from specialists outside the school that outlines the student's disability. The School may also request additional assessments to determine appropriate support and adjustments. Any assessments or reports required from non-school personnel will be at the parents' expense.

## **Interview Process**

### Director of Enrolments

The Director of Enrolments will conduct an initial interview to gather relevant family information and details as per the Enrolment Form and to outline the assessment and interview process. Should a vacancy exist or be pending, The Director of Enrolments will organise a suitable time for students and the family to attend interview with The Director of Enrolments, the Principal, and the Director (or delegates). The Principal may exercise full discretion in varying the procedures relating to the interview process.

In considering all prospective enrolments, the School may ask parents to authorise the Principal or his delegate to contact:

- the Principal of the student's previous school to confirm information pertaining to the student;
- any medical or other personnel considered significant for providing information pertaining to the needs of the student.

### Principal

The Principal (or delegate) will conduct an interview which explores the issues of Faith with the family and explains the distinctives of the school, including:

- Christian education in all Key Learning Areas, policies and procedures
- Entirely staffed by Christians
- Transdenominational nature
- Faith, Critical Awareness and Character Development as primary goals
- Service and Mission
- Partnership with Parents
- Vision and proposed Future Development
- Other ministries of New Hope Christian School

### Director

The Director will meet with parents in a collaborative planning context and discuss the student/s application/s as per the Enrolment Form. The following is to be completed and/or discussed in the interview:

- Student's academic, social, emotional, physical needs
- The outworking of the School's Christian ethos through staffing, daily devotions, Biblical studies, worship service, Pastoral Care system, etc.
- Clearly states how the school will develop Individual Education Plans for each student that addresses their learning needs and enables learning success and progress to be experienced by each student
- Discussion of the identified disability and the relevant medical reports
- School's academic curriculum and other activities

- Discuss the opportunities available for integration in Pacific Hills Christian School courses or Pacific Hills Christian School activities
- Explain the practical implications on the School-Parent partnership.
- Seek to establish that the expectations and commitments of the parents are consistent with the vision, values, goals, policies and resources of the School.

### **Enrolment offer**

At the satisfactory conclusion of the interview process, the School may make an offer to the parents to enrol the student. The Principal authorises enrolment of all students into the school after considering recommendations by the Director and consideration of available resources.

### Notes regarding Offers of Enrolment

- Where information obtained by the School suggests a profile of wilful misconduct, illegal activities or strong anti-social behaviours that indicate that the student's enrolment at the School is likely to be detrimental to other students, the staff or the School, notwithstanding that the student be the sibling of a current student, the Principal may decline to proceed any further with the enrolment process. Consideration will be given to behaviour manifestation that is part of the disability.
- Where information obtained by the School indicates that the student has a disability, the Principal will ensure that the school complies with the requirements of the Disability Standards in Education 2005.
- The Principal will seek to identify the exact nature of the student's needs and the strategies required to address them. Having obtained this information, the Principal will determine whether the student, if enrolled, would require services or facilities that are not required by students who do not have the student's disability. Where the Principal determines that the student would require such services or facilities, the Principal will determine whether enrolling the student would impose unjustifiable hardship on the School. In making this assessment, the Principal will take into account all relevant circumstances of the case, including:
  - the nature of the benefit or detriment likely to accrue or be suffered by any persons concerned (including other students, staff, the School, the student, the family of the student, and the School community); and
  - the effect of the disability of the student; and
  - the school's financial circumstances and the estimated amount of expenditure required to be made by the school.

The school will follow the provisions of the Disability Discrimination Act.

The School reserves the right not to offer any student a place at the School or to defer the offer of a place to any student in its discretion but particularly when the parents, having been aware of their student's specific educational needs, decline to declare those needs or to withhold relevant information pertaining to their student.

Where the parents have not declared or have withheld known information pertaining to their student's needs, the School reserves the right to terminate an enrolment where there are not sufficient resources to deal with a student's needs.

### **Acceptance of Enrolment**

To accept the offer, the parents must within fourteen days of receiving it, deliver to the School the:

- Acceptance of Offer of Enrolment Form;
- Non-refundable Enrolment Fee as specified in the letter of offer

Failure to reply within the required time may result in the position being re-offered where other students are waiting for entry to the School.

New Hope Christian School may grant a deferment for compassionate and compelling circumstances following receipt of a written request by the parent or guardian.

### **Enrolment in Stage 6**

New Hope Christian School offers an alternative to traditional schooling for students with disabilities. In Stage 6 the School is able to offer placements to students who are eligible for a full HSC Life Skills Program.

Life Skills courses in Stage 6 are particularly designed for students with an intellectual disability. Students will be eligible for a Life Skills course if it is deemed that adjustments to regular outcomes will not provide the student with sufficient access to some or all of the outcomes in regular courses.

A student studying any Stage 6 Life Skills course will usually have completed one or more courses based on Life Skills outcomes and content in Years 7–10.

In special circumstances, a student who has not undertaken one or more courses based on Life Skills outcomes and content in Years 7–10 may wish to enrol in Life Skills courses for Stage 6. These special circumstances might include situations where

- a student has attempted regular courses in Years 7–10 but has experienced significant difficulty
- a student has a deteriorating condition.

### **Collaborative planning process**

The School will assess a student's eligibility for a full Stage 6 Life Skills course through a Collaborative Planning Meeting. Ordinarily, this will be completed in Term 3 of the previous year, so students can explore the range of options available to them.

The Collaborative Planning Meeting will include the Director of NHS, the student's current teacher (if they are already enrolled at NHS) and the parent(s)/carer(s).

The meeting will assess:

1. Whether the student is currently achieving any outcomes in their age-appropriate stage
2. What adjustments may be required for the student to achieve those outcomes
3. Whether it is likely that the student would be able to achieve any outcomes in standard Stage 6 courses if adjustments were made for their disability.

### **Offer of a Place**

The Principal will make a decision whether to offer a place to a student based on the recommendation of the Director. The Principal will take into account:

1. The eligibility of the student to enrol in a full Life Skills program
2. The capacity of the School to provide the necessary adjustments for the student.

## **Transition Program to Pacific Hills Christian School**

Current students who are not eligible for Stage 6 in New Hope Christian School may be offered a transition program to complete Stage 6 at Pacific Hills Christian School. The Collaborative Planning Process will determine which courses would be most appropriate for the student and what adjustments would need to be made for the student to achieve success in some or all of the outcomes.

The offer of a place at Pacific Hills Christian School will be at the discretion of the Principal (PHCS) who will follow the enrolment policy of PHCS.

Where an offer is made to a student the school will arrange a transition period to help them settle into their new environment. This transition period will normally be in the second half of the fourth term.

## **Transition from Pacific Hills Christian School**

Any student transitioning from PHCS to New Hope Christian School must follow the same procedures as any new student to the school.

## **Conditions of Ongoing Enrolment**

### Student Initiated Suspension of Studies

Students may request to suspend their studies subject to the school approving a written request outlining the basis of application. The School may approve the request based on compassionate or compelling circumstances.

### Cancellation of Enrolment

New Hope Christian School may assert its right to cancel the enrolment of a student under the following conditions:

- i) Failure to pay course fees or to settle outstanding financial accounts;
- ii) where a parent continues to act in a manner that is contrary to the School values.  
Examples may include:
  - inappropriate verbal or physical interactions or intimidation with any member of our School community (including students, staff, parents, volunteers etc)
  - encouraging their child to act contrary to the values of the School
  - endangering the safety and wellbeing of members of the community
- iii) Student expulsion (see Student Discipline Policy)

## **Conclusion of Enrolment Follow Up Procedures: Destination Unknown**

Where the whereabouts of a child/ young person of mandatory school ages are unknown or the enrolment destination is unknown, the Principal must use the form *Student Enrolment Destination Unknown* Notification to notify the Department of Education. The Department will act on behalf of the minister through a Home School Liaison Officer (HSLO) who will attempt to locate the student and take appropriate action to ensure school attendance.

The following procedures will be followed in relation to following up of students where the destination school is unknown:

- The Director of Enrolments on being informed of a student leaving will ring the parent and request information in relation to the new school into which the student is being enrolled. A follow up email will be sent if contact is not initially made.
- The Director will be notified by email from the Director of Enrolments of the student/s who are leaving the school and into which school they are to be enrolled
- Where the student destination is unknown and there are concerns for their safety, welfare or wellbeing the Assistant Principal will notify the HSLO and other government departments e.g. DCJ or Police within 24 hours
- Where there is no indication of immediate risk identified, the Director of Enrolments will make two further attempts by phone and email to ascertain the destination school for the student. After 3 weeks if the Destination of the student remains unknown the Director of Enrolments will contact the Director who will make a notification to the Department of Education and complete the Student Enrolment Destination Unknown Notification located on RANGS
- The Enrolment Register can be listed as Destination Unknown once the notification has been made.

### **Changes to the policy in 2022**

The requirements for entry was updated to include students who are diagnosed with Mild Intellectual Disability.

The title Registrar was changed to Director of Enrolments.

### **Summary of Key Policies**

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. It continues to be a strength of New Hope Christian School and is a feature of the community.

While full text versions of our policies can be obtained from the school this extract conveys the essence of our commitment to caring for, and the discipline of, students of New Hope Christian School.

### **Pastoral Care Policy Statement:**

#### **Rationale**

In the context of a Christian worldview, the well-being of students refers to their growth as whole persons created in the image of God. The key to the student's well-being is relationship to God and others and so an effective education promotes a safe and supportive community where students are nurtured through the relationships in the community.

Pastoral Care is an important part of the School's commitment to nurture a safe and supportive environment where the relationships and practices support the wellbeing and the holistic development of the students. It relates to the total care of students and involves tending to their spiritual, intellectual, emotional, social and physical well-being in the context of community.

The School is committed to build an environment where the students belong and are cared for, respected and supported. Relationships based on trust and respect are the foundation of this school community.

## **Policy**

The purpose of the Pastoral Care Policy is to nurture relationships that support the holistic development of students in their character formation and use of their gifts. Every member of the school community is encouraged to help the School to nurture a safe and supportive community that is fundamental to the well-being of students. A culture of care is promoted in all aspects of the School's education program.

### **Teaching & Learning**

Quality teaching and learning strategies responsive to the individual learning needs of students are addressed at school. They are encouraged to accept personal responsibility for their participation in school whilst being guided in all aspects of their development.

### **Student Safety & Welfare**

New Hope Christian School has implemented a comprehensive workplace health and safety program and a student care program designed to ensure the ongoing safety and welfare of students. Key policies and procedures include those relating to:

- Child Protection;
- Student Supervision;
- Managing Student Health;
- Managing Student Behaviour;
- Students with Disabilities;
- Managing Extracurricular Activities;
- Building and Grounds Maintenance;
- School Security; and
- Critical Incident Management.

### **Students with Disabilities and Special Needs**

New Hope Christian School has implemented detailed policies and procedures for managing students with disabilities and special needs. Refer to our:

- Disability Discrimination Policy;
- Special Needs Policy.

### **Counselling**

Counselling is an important part of a student's development and allows care givers to address the needs of students on a one on one basis.

Students are encouraged to talk to the counsellor, in accordance with our Counselling Services Policy.

## **Changes to the policy in 2022**

There have been no changes to this policy in 2022.

## **Bullying Prevention and Intervention Policy Statement:**

### **Rationale**

As a Christian community, we are committed to saying and doing that which builds others up, rather than tears them down, or intimidates

them (e.g. Ephesians 4:25-32). This includes providing an environment where bullying is not accepted, and alternatives are taught and demonstrated.

Bullying is the repeated and intentional behaviour of causing fear, distress or harm towards another person that involves an imbalance of power. It can involve humiliation, domination, intimidation, victimisation and harassment. In any bullying incident there can be up to three parties involved: the bully, the person being bullied, and bystanders.

## **Policy**

New Hope Christian School recognises its duty to students to provide a safe and positive learning environment where individual differences and diversity within the school is respected and accepted.

Bullying is not tolerated at New Hope Christian School.

It is our policy that:

- Bullying be managed through a 'whole of school community' approach involving students, staff and parents/carers;
- Bullying prevention strategies be implemented within the School on a continuous basis with a focus on teaching age appropriate skills and strategies to empower staff, students and parents/carers to recognise bullying and respond appropriately;
- Bullying response strategies be tailored to the circumstances of each incident;
- Staff establish positive role models emphasising our no-bullying culture; and
- Bullying prevention and intervention strategies are reviewed on an annual basis against best practice.

## **Changes to the policy in 2022**

There have been no changes to this policy in 2022.

## **Student Discipline Policy Statement:**

### **Rationale**

All communities require standards of personal and interpersonal behaviour to be clearly stated, understood, and adhered to in order to preserve relationships and allow effective growth and development of the individuals. Personal decisions about behaviour necessarily bring consequences. Good decisions should lead to positive consequences while poor decisions should bring negative consequences.

With the purpose of strengthening the community this policy will strengthen understandings about how we should live together, will consider the needs of each individual in our community, and will build or restore relationships to bring new levels of commitment. The result of implementing this policy should be the disciplining of young people to behave in ways that are Christ-like to others and themselves, that show maturity in their response to authority and in their respect within relationships, and that show commitment to the welfare of the community.

<b>Policy</b>	<p>Every student has the right to a learning environment free from bullying and intimidation and to feel safe and happy at school. They also have the right to be treated fairly and with dignity.</p> <p>Discipline is necessary to ensure the safety and welfare of all our students, teachers and staff and to provide a conducive learning environment.</p> <p>This Student Discipline Policy sets the framework through which New Hope Christian School manages student discipline.</p>
<b>Changes to the policy in 2022</b>	<p>This policy was updated in 2022 to include the Procedures for Suspension, Expulsion and Exclusion section in keeping with current government requirements.</p>

**Student Code of Conduct Policy Statement:**

<b>Rationale</b>	<p>All communities require standards of personal and interpersonal behaviour to be clearly stated, understood, and adhered to in order to preserve relationships and allow effective growth and development of the individuals. Personal decisions about behaviour necessarily bring consequences. Good decisions should lead to positive consequences while poor decisions should bring negative consequences.</p> <p>With the purpose of strengthening the community, the Student Code of Conduct Policy will clarify our common vision in Christ for how we should live together. It will consider the needs of each individual in our community.</p> <p>The result of implementing this policy should be the discipling of young people to behave in ways that are Christ-like to others and themselves, that show maturity in their response to authority and in their respect within relationships, and that show commitment to the welfare of the community.</p>
<b>Introduction</b>	<p>At New Hope Christian School we recognise that effective learning can only occur in a secure environment where the rights and responsibilities of others are known and respected and where standards and rules are fairly and consistently applied.</p> <p>This Student Code of Conduct has been developed to clearly set out standards of behaviour that students are expected to abide.</p> <p>Managing the Code of Conduct is a shared responsibility between the student, parents/guardians and the School. All students and families have ready access to support offered by school teachers and staff.</p>
<b>Values</b>	<p>Self-monitoring of behaviour is an integral part of a safe learning community. It is therefore essential that students are clearly informed about the behavioural expectations of the school community.</p>



The basic code of conduct at the School for all members of the community is that each will respect the other; that each will act kindly and courteously towards others; that each will not force themselves or anything that they own physically, verbally or emotionally on others. Students are expected to do as they are asked; and that each has the privilege, if done respectfully, to ask questions of another.

## **Student Code of Conduct    Culture of Respect**

Show proper respect to everyone: Love the brotherhood of believers, fear God, honour the king. 1 Peter 2:17

As a Christian Community we believe that God's Word teaches us to respect one another as people created in God's image and also to respect our School buildings and environment, which God has provided for us.

### **Respect Others**

Teachers

Classmates

Other Students

### **Respect Property**

Classrooms

Buildings

Playground

### **Respect Yourself**

Wear uniform well

Speak well

Work well in class

This code of conduct will include:

- Respectful language
- Respectful body language
- Respectful facial expressions
- Respectful written language, including drawings
- Respectful behaviour in the playground with teacher and other students
- Respectful, drug-free environment
- Respecting people's bodies and feelings
- Respecting personal space
- Respectful, harassment free environment
- Respecting the safety of self and others
- Respecting self, others, community and individual property
- Respecting the privacy of others
- Respectful behaviour in the classroom towards the teacher and other students
- Reporting all breaches of the conduct code honestly
- Integrity and honesty and care for each other
- Punctual attendance for all activities, school and lessons
- Respectful use of all social media.

**Changes to the policy in 2022** There have been no changes to this policy in 2022.

### **Complaints Handling Policy Statement:**

**Rationale** The purpose of New Hope Christian School Complaints Handling Policy is to provide a student or parent(s)/legal guardian with the opportunity to access procedures to facilitate the resolution of a dispute or complaint. These internal procedures are a conciliatory process.

**Policy** New Hope Christian School recognises that it is good and fitting that members of communities have opportunity to express disappointment or disapproval and seeks to engage with such situations with the intent of clearly reaching mutual understanding amongst the parties involved. The policy has been arranged under the following section headings: Definition of 'Complaint'; Complaints Management Principles; How the School Handles Complaints; Process for making complaints; Key Steps in the School Complaints Handling Process; Dealing with Informal Complaints; Receiving and Logging Complaints; Timeframes for Managing Complaints Internally; Immediate Acknowledgement of Complaint; and Target Resolution Timeframe.

**Changes to the policy in 2022** There have been no changes to this policy in 2022.

## **PROGRAMS PROMOTING RESPECT AND RESPONSIBILITY**

### **School Programs**

New Hope Christian School is committed to promoting respect, care and responsibility amongst the students and the broader community. The Positive Behaviour Support program addresses and encourages Respectful, Responsible and Caring attitudes, behaviours and values. Students are taught about appropriate behaviour and expectations through a common vision and language and with a Biblical foundation.

Student wellbeing is a high priority at New Hope Christian School. Teachers deliver programs that address the individual needs of each student. Each student has an Individual Education Plan that is developed in consultation with parents, teachers and other professionals when appropriate. Goals relating to social skills are included in these individual plans. Respect and responsibility are explicitly taught as part of the Personal Development and Health programs and encouraged through many opportunities in the life of the school.

Features of the school program include:

- Intensive individualised and small group instruction
- Program adjustment based on student progress
- Visuals and specific instructional processes are utilised to address the individual needs of students
- Close monitoring of student progress through a variety of assessment procedures

Initiatives to promote respect and responsibility include:

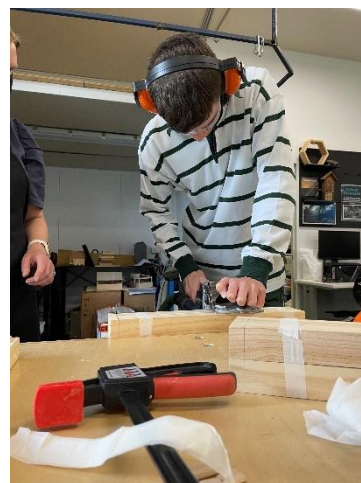
- ANZAC Day activities
- Acknowledgement of the traditional owners of the land at assemblies
- Acknowledging and celebrating significant dates for Aboriginal and Torres Strait Islander people throughout the year
- Contributing to the Samaritans Purse, Operation Christmas Child program
- Sponsoring a child through Compassion
- Fundraising events
- Work Experience
- NAIDOC week activities



## Links with Pacific Hills Christian School

A unique feature of New Hope Christian School is its connection with Pacific Hills Christian School (PHCS). Activities and programs that have developed the connections between the two schools and have assisted in developing responsibility and in building a culture of respect have included:

- Several New Hope Christian School students attended lessons at Pacific Hills Christian School including: two Year 10 students attended sport lessons, a Year 11 student attended Technology lessons, a Year 6 student attended art lessons.
- Students from PHCS regularly visited during recess and lunch breaks to interact socially with NHCS students and provide support.
- Two New Hope students attended the Year 10 PHCS camp.
- Participation in PHCS sport carnivals and the PHCS/NHCS Fun Run
- Participation in PHCS assemblies (Senior School and Whole School)
- Participation in special events organised by PHCS
- Year 8 (PHCS) SWAP (Service with a Purpose) program – a volunteer program involving Year 8 students visiting NHS on a fortnightly basis to serve and support NHS students.



## Other Activities

New Hope Christian School ran an overnight camp at Galston Gorge Crusader Centre where students participated in a number of activities which provided the opportunity for them to try something new, improve their physical skills and socialise with others. We were very thankful to the seven Year 10 students from Pacific Hills who came to provide extra support. The Pacific Hills and New Hope students enjoyed getting to know each other and participating in the activities together. Respect was modelled well through the care and support demonstrated between the students. The New Hope students were encouraged to develop their independence through this camp experience and through this the goal of developing responsibility was achieved.



## OUR GOALS

### 2022 Improvement Targets

The following were identified as goals for 2022 and were included in the schools Strategic Management Plan and Annual Action Plan. The outworking of each objective is achieved through a series of targeted strategic goals. Provided below is a response to the School's achievement in response to each of these goals.

Strategic Objective 1: To further develop teaching as a relational activity informed by research data, theory and personal testimonies of the community.

Goals:

- Provide Pastoral Care to support the wellbeing of students  
STATUS: Achieved and ongoing
  - School counsellor provided support to students.
  - Staff training included topics related to Positive Behaviour Support strategies
- Train staff in the Zones of Regulation strategy to support students  
STATUS: Achieved and ongoing
  - School counsellor provided training
  - Strategy was implemented in each classroom

Strategic Objective 2: To provide learning opportunities informed by research data and NESA requirements.

Goals:

- Purchase a class set of iPads to be used across all classes  
STATUS: Achieved
- Train students in the appropriate use of technology  
STATUS: Achieved and ongoing

Strategic Objective 3: To provide opportunities for service in the community

- Provide opportunities for parents to meet together for encouragement and support  
STATUS: Achieved and Ongoing
  - School counsellor and chaplain provided parent support gatherings including morning teas as well as individual support
- Provide opportunities for the students and staff to serve in the community  
STATUS: Achieved and Ongoing
  - Formal and informal work experience and service opportunities provided as part of weekly lessons or special events

Strategic Objective 4: To further develop the Christian character of each member of the community.

- Introduce and train staff in the use of the new Biblical Studies Curriculum  
STATUS: Next year
  - The Biblical Studies Curriculum will be introduced and implemented in 2023.

A full text version of the School's Strategic Management Plan for 2022 is available at the school.

## **2023 Improvement Targets**

The following have been identified as meaningful targets for New Hope Christian School as we continue to seek to bring glory to God through the operation of the School. These objectives form the foundation of the School's Annual Action Plan for 2023. The outworking of each objective is done through a series of targeted strategic goals.

Strategic Objective 1: To further develop teaching as a relational activity that engages a school community to know God and His Word.

Goals:

- Develop a culture of respect while demonstrating a passion for teaching and pastoral care
- Train staff and implement the new curriculum

Strategic Objective 2: To provide learning opportunities informed by research data and NESA requirements.

Goals:

- Provide opportunity for Aboriginal education and cultural awareness
- Train students in the appropriate use of technology

Strategic Objective 3: To provide opportunities for service in the community

- Develop and implement a school wide parent communication strategy that uses a variety of communication platforms
- Provide opportunities for the students and staff to serve in the community

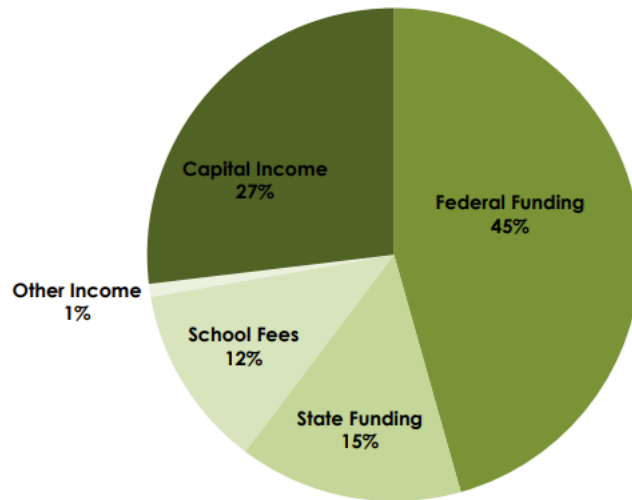
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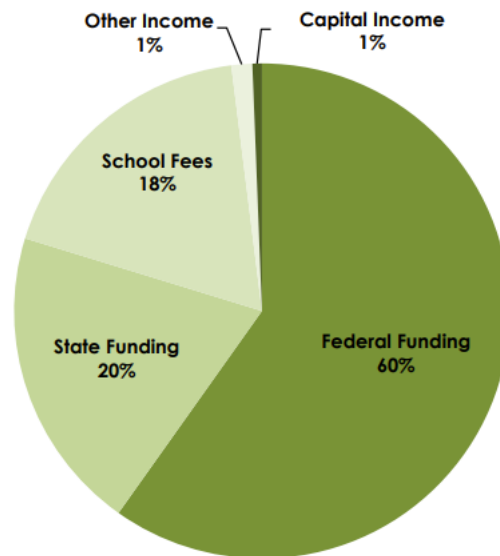
# OUR FINANCES

## INCOME SOURCES

**2022**

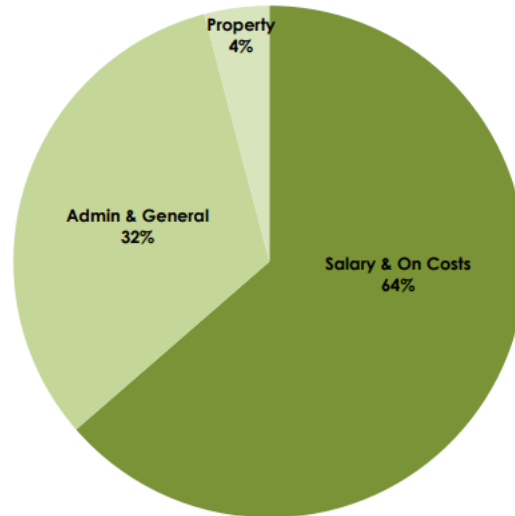


**2021**

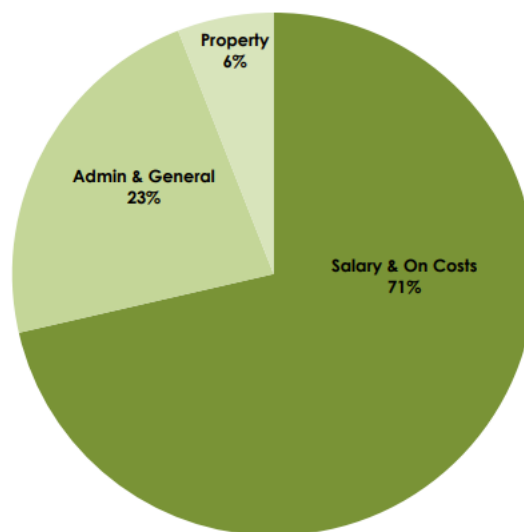


## EXPENDITURE AREAS

**2022**



**2021**



Should you have any particular questions regarding this information or would like other additional information regarding the School, please contact the Principal, Dr E J Boyce or NHCS Director, Mrs D Dowson, through reception on 9651 0700.