



T A M B E L I N

INDEPENDENT SCHOOL GOULBURN

Annual Education and Financial Report

2023

'a happy learning environment'

A Message from the Key School Bodies

Principal's Report 2023

Good evening, ladies and gentlemen welcome to Tambelin's End of Year Concert. I am grateful for nights like this to see so many parents and students performing. It is not only about parents and children but a time for reflection on a years' worth of education and learning for everyone involved with Tambelin.

Tambelin is one of a kind. There are a number of reasons and facts why this is so.

Firstly, there are 511 independent schools in New South Wales

Secondly, 18% of the total of independent schools are Primary Schools and 14% of Independent Schools have fewer than 50 students

All of these independent schools comply with state and federal legislation and regulation.

This year Tambelin was successful in completing registration. Uploading Policies, programs, scope and sequences to the NESA website followed by a school inspection was a mammoth task. The reason why it is a huge task is that we do not have a large number of staff to delegate tasks. So a huge thank you to Meredith and Michelle who spent many hours of their own time in preparing for 2023's registration.

To be viable Tambelin school needs to be an "effective" school. Phillip Hallinger's research states that effective schools are those that consistently achieve student outcomes at a high level, and every school is trying to get better, no matter where they start.

Although every school context is unique, there are certain characteristics that "effective" schools have in common.

1. A clear shared purpose
2. High expectations
3. Effective Leadership
4. Collaborative Cultures
5. Ability to design quality learning
6. Collaborative processes for planning and evaluating teaching:
7. Focused long Term professional learning
8. Supportive learning environments:
9. Broader ecosystems of stakeholders

I can confidently say that Tambelin is always working on being an "effective" school. I think this is evident in the year six speeches, parent surveys, student surveys, staff satisfaction and our academic results that your children achieve.

Tambelin is the best learning environment, as we have excellent teachers, great resources, evidence based and well researched programs. Excursions to enhance the education in the classroom and that

complement the curriculum. We can never say that Tambelin is perfect, because being an effective school is a journey of striving and growing.

Thank you to the parents as your role at Tambelin is vital. Whether it is on the school committee or turning up for parent teacher interviews, helping at the sports carnival, this is crucial to the wellbeing and growth of your child and other children. This is greatly appreciated and makes a difference. A huge thank you to all the staff at Tambelin. Michelle, Meredith and Bridget. This school would not be the school it is if it wasn't for your dedication, commitment, nurturing nature, and strength. You all work beyond and above what is expected. Thank you for your dedication to the School and children. A personal thank you to the staff from me as you support me in my principal duties. I am forever thankful for your mutual respect and professionalism.

I wish every family a restful break and safe holiday and we look forward to fabulous 2024

Catherine Harborne

Principal

Good evening ladies and gentlemen boys and girls. For those who don't know me I am Nic Heath, President of the Tambelin Executive Committee, and its my pleasure to extend a warm welcome to everyone gathered here tonight.

The Past twelve months have been a dynamic period for the Tambelin School Committee. We delved into strategies for the future growth of Tambelin, exploring alternative locations and larger sites. After careful consideration of economic viability, we determined that expanding to a new location wasn't feasible. Consequently, we enthusiastically decided to invest in enhancing our current building for the journey ahead. Details of these exciting developments will be shared in greater depth as we progress into the coming year and beyond.

In our regular meetings, we examine financials, management and policies ensuring Tambelin operates seamlessly as a business.

Our pizza nights, Art shows, BBQ's and committee updates on you educate Us aim to keep you engaged and connected within our vibrant Tambelin Community.

I'm also thrilled to share that school fees won't increase in 2024. Moreover, we're embarking on a comprehensive Numeracy Project to adapt to changes in the curriculum in line with the new syllabus across in Maths assessment, teaching and learning in 2024.

Dedicated to continuous improvement, I want to underscore the Tambelin Executive Committee's appreciation for your valuable input. Your Feedback and ideas are instrumental in fortifying this fantastic school. Your Thoughts matter, and we invite your active engagement.

We're also actively seeking more parents to join us in contributing to the vibrant Tambelin community. Together, let's collectively mold the future of our school.

I extend sincere gratitude to all members of the executive committee who generously contribute their time to ensure Tambelin remains an exceptional place for our children to learn and grow. Thank you for your unwavering commitment.

A heartfelt thank you goes out to our incredible Tambelin team, our devoted teachers. Your dedication to education, both inside and outside the classroom, defines Tambelin ibn 2023.

Tambelin is fortunate to boast experienced educators delivering a top tier education to our children. Let's acknowledge their efforts.

Now, I invite our year six leaders to present Bridget, Meredith, Michelle and Catherine with flowers – a small token of our school's immense appreciation for their outstanding contributions.

Here's to a future filled with growth, learning and continued community spirit at Tambelin.

Before we conclude, there's one more important message. As we approach the festive season, I want to wish each and everyone of you a wonderful Christmas and New Year. And to are remarkable year sixes who we are bidding farewell to this week, may your journey ahead be filled with success in all your future endeavors.

Thank you, a here's to a joyous holiday season and a promising future for us all.

Nicholas Heath

President 2023

Contextual Information about the School and Characteristics of the Student Body

Tambelin Independent School offers children and parents in the Goulburn and surrounding districts a unique alternative in education. Tambelin is an independent school with an enrolment 33 students at the beginning of the year; from Kindergarten to Year 6, 2023. It provides an intimate and caring environment for children to learn and thrive in. The philosophy of the school is for children to be happy in the learning environment. Crucial to this, is that each child is regarded as an individual. A low student to staff ratio and limited class numbers provides the opportunity for focus on the individual. Children are encouraged to develop at their own pace and realise their full potential in a non-competitive atmosphere. Parents of the students together with the teachers run and administer the school. Tambelin is a registered school; our curriculum must follow the educational standards set by NESAs. We aim to offer a sound understanding and knowledge in the areas of English and Maths for all students with a variety of experiences. The focus at Tambelin is the children, developing, extending and nurturing their needs educationally and emotionally. We strive to provide a 'happy learning environment ' for all our children.

Student Outcomes in Standardised National Literacy and Numeracy Testing

School Performance in NAPLAN 2023

All students in Years 3 & 5 participated in the National Assessment Program Literacy and Numeracy (NAPLAN). The year five co-hort was too small to publish.

<https://www.myschool.edu.au/school/43905/naplan/results>

Teacher Professional Learning, Accreditation, and Qualifications

Professional Development for 2023

Course	Provider	No. Of Staff	Cost
SpellEx	Multilit	1	\$500.00
English Syllabus Programming 3-6	AIS	2	\$680.00
Maths Syllabus Program years 3-6	AIS	2	\$680.00
Initial lit	Multilit	1	\$555.00 plus travel & accommodation
First Aide	Allen's Training	3	\$800.00
Child Protection	AIS Online	4	\$460.00
School Refusal and Attendance Improvement Planning - Livestream	AIS	1	\$240.00
The AISNSW Annual Briefing 2023	AIS	1	-

Teacher Accreditation

Level	No. Of Staff
Conditional	0
Provisional	0
Proficient	3
Highly Accomplished Teacher	0
Lead Teacher	0

Teacher Qualifications

Category	Number of Teachers
i) Teachers having teacher education qualifications from a higher education institution within Australia or as recognised within the National Office of Overseas Skills Recognition guidelines (AEI-NOOSR) guidelines	3
ii) 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

Staff information is also available my school website
<https://www.myschool.edu.au/school/43905>

Workforce Composition

School Staff 2023

School Staff 2023	No. Of Staff
Teaching Staff	3
Full-Time Equivalent teaching staff	3
Non-Teaching Staff	2
Full-time equivalent non-teaching staff	0
Indigenous Staff	0

Student Attendance, and Retention Rates

School attendance data for 2023 is provided on the my school website;
<https://myschool.edu.au/school/43905/attendance>

Tambelin endeavours to promote a healthy, supportive and secure environment for all children and to raise awareness of what makes students resilient, to develop strategies to reduce vulnerabilities, to build student/school connectedness, and to increase coping skills.

- The school is a positive environment in which all teachers assume responsibility for student welfare, endeavouring to provide successful experiences for all children, where children feel safe and secure in a supportive environment where a sense of belonging and wellbeing are strengthened.
- Children develop positive social behaviours and problem solving skills.
- Staff are confident, skilled and proactive in the management of student welfare issues.
- Communication processes and protocols are clear and well known to ensure the effectiveness of student welfare support.

Policy:

The principal of Tambelin Independent School maintains a register, in a form approved by the Minister, of the enrolments and daily attendances of all children at the school, which includes information for each student as required by Section 3.8 of the NSW Education

Standards Authority (NESA) *Registered and Accredited Individual Non-government Schools (NSW) Manual*.

Where the parents of a student of compulsory school age seeks an exemption from attendance at school or an exemption from enrolment, the principal will process the parent's application in accordance with the guidelines from NSW Department of Education.

The principal may exercise the Minister's delegation under Section 25 of the *Education Act* in relation to granting and cancelling a certificate of exemption from being enrolled and attending school in certain prescribed circumstances.

Procedures

Register of Enrolments:

i) The Principal records the following information in the register of enrolments-

-Name, age, address of students

-Name, contact telephone number of parent(s)/guardian(s)

-Date of enrolment, date of leaving the school and destination. When the destination is unknown the Department of Education is to be notified using a form Student Enrolment Destination Unknown (attachment 10) and emailed to attendance@det.nsw.edu.au. The following details will be completed on this form: students full name, date of birth, last known address, last date of attendance, parents' names and contact details and any other information that may assist officers to locate the student and any work health or safety risks associated with contacting the parent or student. The School will note that Department of Education has been advised on the enrolment register and copies of communication will be maintained on the students file.

-For children older than 6 years, previous school they have attended.

ii) The register of enrolments is retained for a minimum of five years before archiving.

Register of Daily Attendance:

- Classroom teachers record and monitor student attendance daily through uEducate Us. Reasons for absence is followed up by the Principal/classroom teacher with the parent/guardian in writing or email within five working days of the absence. This is recorded by the Principal/classroom teacher and placed with the schools' daily attendance roll using codes in accordance to the NSW Minister. (Attachment B)

- If a student is late or leaving within school hours' parents are to sign in and sign out the student through uEducate Us. The principal/teacher then records this information in the Register of Daily attendance.
- The principal will notify parents or guardians regarding poor attendance or habitual lateness in writing (Attachment 8). Parents are notified of their responsibilities. *Section 22 of the Act notes that it is the duty of the parent of a child of compulsory school age to cause the child to be enrolled at, and to attend, a government school or a registered non-government school, or to be registered for home schooling.* Information about the importance of attending school and the legal requirements as a parent will accompany this letter. If the attendance does not improve within two weeks a follow up meeting with both parent(s)/guardian(s) and student will be made with the Principal. An Attendance Improvement Plan will be made (attachment 12).
- The Principal and Staff work with the student to increase engagement at school. This will vary from student to student. It may be in the form of rewarding a student for attendance (sticker chart).
- The Principal communicates in newsletters and uEducate Us the importance of attending school. The Information sent out to parents is from NSW Government Education and Communities "Compulsory School Attendance". Other relevant information regarding attendance will also be communicated to parents via the School Stream app.
- Continued absentee the school will seek advise from the AIS then may proceed with legal action through the Department of Education's legal branch. The principal will notify the parents in writing (attachment 8). In relation to where the student is at risk of significant harm a report should be made – see Tambelin Child Protection Policies.
- All correspondence to and from parents, meeting minutes with parents regarding absentee will be transferred to the student's file.
- Where parents are seeking an exemption from school for their child, the parent/guardian will need to obtain an application for exemption from the principal (attachments 1,2,3 & 4, 6). This would include leave for family events, concerts or other exceptional circumstances. The written application must be completed by the parent/guardian and returned to the principal two weeks before the requested. The Principal may grant exceptions from attendance and enrolment under the Section 25 of the Education Act 1990 (see attached document Exemptions from Attendance and Enrolment for Independent Schools). The Principal will respond in writing as soon as possible declining or granting the application of Exemption. (Attachment 1, 5, 7)
- Any family holiday taken during term time will be counted as an absence. Families are requested to holiday or travel during school vacation time only. If "in-term holidays" are unavoidable, parents seeking leave for such a reason need to submit an Application for Extended Leave – Vacation/Travel form to the Principal for approval at least four weeks prior to the requested Leave/Exemption period. If approval is not granted, any absences will be recorded as unjustified.

- If the reason for requesting leave is in keeping with the requirements under the Education Act and considered to be in the student's best academic interests, the Principal will accept the request and leave will be granted. The absence will be recorded as "L" (Leave/Absence). If the Principal does not accept the request for Leave, it will be recorded as "A" (Unexplained or Unjustified Absence). If leave is approved by the Principal, a Leave Approval letter and a Certificate of Exemption will be issued and emailed to parents. Parents will be notified by email if leave is not approved.
- All documentation is placed on the student's file. If the Exception from enrolment exceeds 100 days must be approved by a Delegate at the Department of Education through the AIS.
- The daily attendance must be retained for a period of seven years after the last entry was made.

Exemption from school – Procedures for Parents and Principal

- Parents/guardians must apply for Exemption from enrolment/attendance to the school in writing (attachment 1,2, 3, 4 & 6) to the school principal.
- Exemption from enrolment/attendance will only be granted where conditions exist which make it and criteria in the DoE guidelines, under section 25 of the Education act 1990. Certificate of Exception/Decline (Attachment 1, 5 & 7) will only be issued under section 25 of the Education Act 1990.
- The certificate of exemption (See attachment 1, 5 & 7) will be issued to the parent (if the application is supported)
- original certificate is given to the parent
- A copy of the application, certificate and Minister's delegation is placed in the student's file.

Children who turn five prior to the end of July may be enrolled in the kindergarten class at the start of the same year. Year 1 - 6 students may also enrol during the year. Successful new enrolment application depends on class numbers.

Pre-enrolment

After initial contact with the school, the prospective parent/guardian is given information about Tambelin School and, if enrolment is sought, advised to complete an Expression of Interest in Enrolment form.

When a position is available and possible enrolment is imminent, the teacher arranges a pre-enrolment interview.

Pre-enrolment Interview

Ideally both parents/guardians and the prospective student(s) attend the pre-enrolment interview, conducted with a Tambelin teacher and parent representative from the school association.

The interview aims to cover the history, philosophy, and educational structure of the school as well as the child's educational development/needs and previous educational experiences.

Before or during the interview, an *Enrolment Information Package* will be made available to parents/guardians. This includes an Enrolment Application form; a Tambelin Membership Application form; a Permission for Medical Treatment form; a Prohibited Employment Declaration; a Tambelin Information Booklet; an Infectious Diseases Information sheet, an *'Acknowledgement of Awareness'* that Tambelin is a nut free area and Enrolment checklist.

When returning the completed forms, you are also required to give the school documentary proof of age (e.g. birth certificate/passport), and a copy of the child's Immunisation record.

All forms are to be returned to the school for the enrolment process to continue.

Orientation/Trial Days

Kindergarten orientation usually takes place during Terms 2, 3 and 4. This is usually 3 consecutive half days at school, from 9am to 12 midday. During this time, children are introduced to school routines and have a chance to make friends and experience school life. These days are very beneficial to the students as they begin school the following year with friendly faces in a familiar environment.

When enrolling new students in Year 1 and above, Tambelin will arrange a number of trial days. Trial days usually span a week. This allows the student, parents/guardians and Tambelin to further consider enrolment of the student. The school will then contact you regarding your application.

Materials such as stationery, pencils, scissors, and workbooks are provided at Tambelin.

Finalising Enrolment

The enrolment is endorsed at the next (parent committee) school meeting. For any enrolment to be endorsed, all enrolment forms and documents must be completed and submitted.

Children with Additional Needs

Tambelin accepts enrolment applications from children with additional needs. Consultation with parents/guardians and support services with regards to additional needs and available resources, determine whether Tambelin is the best environment for the child.

Pre-requisites for Continued Enrolment

School Disciplinary Procedures - consideration of any action, particularly to suspension, expulsion or exclusion, can be made at any time during the procedure. If necessary, a final decision will be made after consultation with parents, teachers, Tambelin's advisory body (Association of Independent Schools) and, if necessary, with the school committee.

Inability to Pay Fees by Due Date

Failure to make fee payments in accordance with written arrangements may result in the loss of your child's position at the school.

Tambelin School Policies and Procedures

Summary Of Policy	Changes in 2023	Access to full text
<p>Student Welfare:</p> <p>Tambelin endeavours to promote a healthy, supportive and secure environment for all children and to raise awareness of what makes students resilient, to develop strategies to reduce vulnerabilities, to build student/school connectedness, and to increase coping skills.</p>	<p>No change</p>	<p>The full text Tambelin's welfare policy can be accessed by request from the principal, from school stream and in the parent information booklet.</p>
<p>Anti-bullying:</p> <p>Tambelin advocates a bully/harassment free school environment. It aims to help students develop various strategies to use in dealing with people who may bully or harass. The school's overriding concern is to ensure these behaviours are dealt with and understood as not acceptable in the school environment.</p>	<p>Minor changes made</p>	<p>The full text Tambelin's anti-bullying policy can be accessed by request from the principal, from school stream and in the parent information booklet.</p>
<p>Discipline:</p> <p>Tambelin Independent School aims to deal with disciplinary matters quickly and effectively to ensure that a positive and productive learning environment is maintained for all students.</p> <p>All disciplinary procedures are based on principles of procedural fairness.</p> <p>Students are required to abide by the Students' Code of Conduct and to follow the</p>	<p>No changes.</p>	<p>The full text Tambelin's discipline policy can be accessed by request from the principal, from school stream and in the parent information booklet.</p> <p>Students and parents sign off on the code of conduct at the beginning of every school year or on enrolment.</p>

<p>directions of teachers and other people with authority delegated by the School.</p> <p>Where a student disregards rules, disobeys instructions or otherwise engages in conduct which causes or may cause harm, inconvenience or embarrassment to Tambelin Independent School, staff members or other students, the students may be subject to disciplinary action.</p> <p>Teachers adopt a constructive approach to discipline. They strive to foster self-esteem through positive verbal reinforcements and promote opportunities for success. Constructive and specific praise is an important element in the classroom and playground based on behavior and academic achievement. Parents are kept informed through text messages or parent teacher interviews.</p> <p>Tambelin Discipline system follows a level system.</p> <p>Tambelin prohibits corporal punishment and plainly excludes corporal punishment.</p>		
<p>Complaints & Grievances resolution:</p> <p>Tambelin Independent School strives to provide a positive, constructive, open and inclusive school environment for students, teachers and parents. Parents and students can raise their concerns in a fair and unbiased environment.</p> <p><i>It is important to resolve any</i></p>	<p>No Changes.</p>	<p>The full text Tambelin's welfare policy can be accessed by request from the principal, from uEducate Us through the parent portal.</p>

concern, complaint or grievance that a student or parent may have about any aspect of the school, regardless of size, promptly in a communicative and confidential setting.

The school endeavours to achieve outcomes for students and parents in a fair and impartial manner, based on the following step by step process with clear and transparent guidelines.

The School has in place the following procedures to deal with complaints and grievances of a general nature that may be held by parents and/or students.

School Determined Priority Areas for Improvement

Achievement Priorities Identified in 2022 for achievement in 2023

Area	Priorities 2022	
Teaching and Learning	Parent Information Sessions for uEducate Us communication & Absentee policy	Term 3 Information evenings Focus on attendance
	Music	Specialist Music Teacher employed from the Hume Con for 2 hours every week Violin Groups in Senior Room
	Art	Pottery specialist potter teacher employed for 5 weeks Art Show
	NAPLAN	Online
	Other Curriculum	Simultaneous Storytime GPAC – workshops and performances
	PDHPE	Brainstorm Productions Life Education Netball Comp Touch Footy Comp Goulburn Touch Footy Boorowa Learn to Swim Program Leadership Program Tennis coaching
	Staffing Levels	3 teachers 1 teacher's aide
	New Syllabus for English and Maths	Teacher training & implementation
School Parent Committee	Promotion	Website update/Facebook Kindergarten Orientation 4 times per year Radio adds/Art Show – open school
	Greater % of Parents completing survey on survey	
	Strategic Planning & New Constitution	Reviewing
	Maintenance	Building
	Professional Development	Committee requirements met AIS professional development day in October, 2023

Initiatives Promoting Respect and Responsibility

Tambelin endeavours to promote a healthy, supportive, and secure environment for all children and staff. Tambelin aims to provide an environment where students and staff are well respected and have a sense of responsibility to each other. In this positive environment teachers assume responsibility for student welfare, endeavouring to provide successful experiences for all children, where children feel safe and secure in a supportive environment where a sense of belonging and wellbeing are strengthened. Staff are confident, well trained, skilled and proactive in the management of students in fostering respect and responsibility.

Tambelin continually uses programs within the school curriculum to promote respect and responsibility. These initiatives come up in PDHPE lessons, Life Education, FiSH! Philosophy, Brainstorm Productions, Cyber Safety which address bullying, self-esteem and positive friendships. These programs also foster leadership/peer relationships outside the classroom.

Students set their own goals, discuss their reports individually with the teacher and participate in student survey half yearly and yearly. Buddy reading, school leaders, older children are encouraged to be good role models, younger children seek help from older children are just some of the roles that the students take on to encourage the importance of responsibility.

Parent, Student and Teacher Satisfaction

Student satisfaction: Student Survey 2023

<i>How do you feel about School?</i>	Always	Most of the time	Some of the time	Not very often
It's fun to learn new things at school.	34%	45%	14%	7%
I like to go to school.	45%	38%	7%	10%
I try my hardest in the classroom.	62%	24%	14%	0%
When learning is hard, I like extra help from a friend or my teacher.	38%	21%	24%	17%
When learning is hard, I like working in a group with my friends.	34%	34%	17%	15%
I enjoy school even when it is hard.	38%	38%	10%	14%
I give up when it is too hard.	7%	3%	14%	76%
I want to do well at school.	83%	7%	0%	10%
Learning in class is fun.	42%	34%	21%	3%
When I am hurt or upset I go to the teachers for help.	31%	24%	31%	14%
I can talk to the teachers about my concerns.	38%	7%	24%	31%
Other people treat me with respect.	21%	52%	10%	17%

<i>Literacy</i>	Always	Most of the time	Some of the time	Not very often
It is fun to read	52%	31%	7%	10%
It is exciting to read and share novels with my friends.	28%	28%	24%	20%
It is good to read at home.	45%	24%	14%	17%
My parents read to me.	21%	10%	14%	55%
It is important for me to be good at spelling.	87%	10%	3%	0%
When reading is hard, it helps if my teacher sits next to me.	34%	22%	10%	34%
I want to become better at reading and writing.	76%	18%	3%	3%

Numeracy	Always	Most of the time	Some of the time	Not very often
It is fun to learn maths.	52%	35%	10%	3%
I try to do well in maths.	79%	21%	0%	0%
I can do maths in my head.	52%	17%	21%	10%
When I have trouble with maths, it helps if my teacher sits next to me.	38%	10%	18%	34%
I want to be better at solving maths problems	86%	8%	3%	3%
Playing number games with my friends is fun.	55%	32%	10%	3%

Highlighted percentages shows the majority of children – demonstrating the things that the school can celebrate. Un highlighted percentages shows things the school can work on.

Student Comments:

Student Likes		Student Dislikes	
EMM x4 Swimming x7 Excursions x12 Canteen x16 Handwriting Maths x10 Writing x6 Playing x10 Challenges Sitting on my own Art x 15 Craft x2 Plays x2 Games x5 Reading x10 Art Show x2 Spelling x7 Initial lit x4 Science Music Counting Being early to school and setting up Chatting to friends x 6	Lunch with friends x12 Playing computers – typing, wish ball Speed maths Science Helping others Sharing & kindness Not too loud Camps x3 Lunch Sport x3 Solving maths problems Teachers x2 History English/Poetry x2 School magazines Solving maths problems with friends Putty Violin & ukulele	Music Science x3 Writing x4 JEMM/EMM x 3 Things that take forever Colouring in Other children Reading x2 Excursions Swimming x 2 People making fun of other people x 2 I Don't like that I can't toast vegemite sandwiches Getting hurt People being rude to me When seniors score goals When seniors beat the juniors Soccer Reading x2 Math x 2 Initial lit When people lie about farts Loudness	Handwriting x2 Initial lit spelling x 2 Geography and history x 3 When it is loud When people are mean Poetry x3 When I talk to teachers about my concerns and they do nothing Nits/School sores and sharing sickness Sitting next to teachers Working hard all the time Hurting myself Grumpy kids Brain Gym Toilet list x3 Speaking in front of the class x 2 End of Year Concert Not enough sport acknowledgement People coming to school sick How small the school is Not having enough left-hand scissors Sometimes I sit with people and they move away

Parent Satisfaction 2023:

Parents usually have an opportunity to talk to the staff every afternoon after and even before school. Staff make themselves available through text messages, phone calls, notes, messages on uEducate Us and or in person to arrange times for more formal meetings.

A detailed parent Survey was constructed on Survey Monkey so parents could respond. At the end of the Survey these questions were asked & responses have been recorded.

7 parents respond to this survey in 2023 and only 3 in 2022. A focus to increase this participation in 2024.

Question 1: How Likely would you be to recommend Tambelin to a colleague or friend?

- *Passive responses 24%*
- *Promoters 47%*
- *Detractors 29%*

Question 2: Tell us about the things you think we do really well?

- Education and community
- Great school culture Small class sizes and overall numbers
- Individual focus on children, encouraging and warm atmosphere, excellent balance of core learning and creativity and sports.
- Teachers are highly skilled, know the students well & cater for all learners in a dynamic, fun & supportive way
- Individualised learning
- teaching program excursions
- Events
- Genuinely caring for the children. Fostering growth for the children in all aspects, focusing on the whole child.
- Almost everything
- Small group lessons. Very competent teachers. Create confident children. Great opportunity for differentiation and acceleration of students. We love that you do swimming and take the kids on lots of excursions.

Question 3: Tell us the things we need to improve?

- The app is difficult. A screen record of how to set up the app would help.
- Streamline communication with parents
- Keep doing what you are doing, excellent school
- Parents need to help out more
- Unsure
- Notices to parents communications - no push notifications need another app.
- Nothing
- I'm happy with everything.
- Comments made to kids that should be made to parents instead.
- Communication. Sometimes things are last minute.

Question 4: Is there anything you would like to change about Tambelin? Big or Small?

- Unbranded uniforms. Life is expensive enough without adding expensive uniforms the kids will grow out of in 12 months. Consistent uniform policy, it should be required or not.
- Make the school grounds more appealing
- More space
- Would love to expand the school
- Refresh build and playground A printable calendar version
- playground upgrade
- No
- No.
- A before and after school care, would be nice. A 3:30 finish time would work better for me.
- No! We think you guys do an incredible job.

Question 5: Is there anything else you'd like us to know?

- No
- No
- You are doing an excellent job and we love being a part of Tambelin.
- I think the parent committee need to be more reliable & think more long term for the whole school
- Thank you
- No
- No
- My child loves attending Tambelin every day.
- Nothing comes to mind.
- Just that you are all doing an incredible job.

Teacher satisfaction:

“Leadership in a small school has many challenges but offers so many rewards. Working with an enthusiastic dedicated teaching team makes for a productive and enjoyable work environment. Education is a collaboration between students, parents, peers and teachers. The Tambelin community is supportive in my role as principal. I enjoy working with students, teachers and parents in creating the best learning outcomes for students whilst providing a caring and nurturing environment for everyone to thrive.

Compliance is consistently front of mind in a registration year. With a small team delegation of tasks is limited, and places a huge pressure on all teachers/principal involved”

“Effective Teaching in a multi- age 3-6 classroom requires experience, commitment & a love of teaching! The Tambelin team offers the perfect combination of high standards, dedication & support. I feel privileged to work alongside professional colleagues, an exceptional leader & supportive families. Most of all I love working alongside students who value their education and strive to be the best versions of themselves they can be.

I feel valued, respected & appreciated in my role. I realise how fortunate I am to have access to high quality, research based teaching programs & resources, many and varied opportunities for professional development & a safe & happy workplace.

This year saw challenges as our K-2 classroom implemented the new curriculum while the 3-6 classroom continued with the current syllabus. Being a registration year, this meant that we had the task of aligning ourselves as best we could whilst still being somewhat distinct of each other. This presented challenges as we regard our ‘togetherness’ as so important. But, like any other year, we embraced the challenge and worked together to produce documents which not only fulfilled our registration requirements but actually offered an opportunity to emphasise what is it that makes a whole school approach. We realised it’s not the documents we work on, it’s the approach to student education we value that needs to continue to be the focus. Registration, whilst a somewhat daunting task at times, demonstrates what it is we do on a daily, weekly, term & yearly basis. We produced documents which outline & give insight into what we do and do so well. Being a small school, particularly an independent small school means it can be difficult to ascertain performance levels in comparison with other schools. It was empowering to go through the process and gain recognition for what we do and I feel proud to be part of a team that does it so remarkably well”

“Teaching is multi layered profession and now more than ever the demands placed on teachers by educational bodies, parents, communities is ever increasing. It is with enthusiasm and pride that I can

wholeheartedly say that Tambelin Independent School is a workplace that supports its teachers in all areas of the job and always keeps the students in the fore front. 2023 was no exception.

My role as the K-2 teacher was engaging satisfying and well supported by staff and the principal. It was a registration year and the implementation of two new syllabus for K-2 students. As a staff and school, we rose to the challenge which required our dedication, collaboration and hard work to showcase what a great learning environment and school we have. When you feel valued and respected by your colleagues preparing for registration was hard work but never overwhelming due to excellent leadership and experienced teachers at Tambelin. This process allowed us to reflect and acknowledged the excellent, evidence based learning programs we deliver and the vision we have for our students and school community.”

Figure 1:

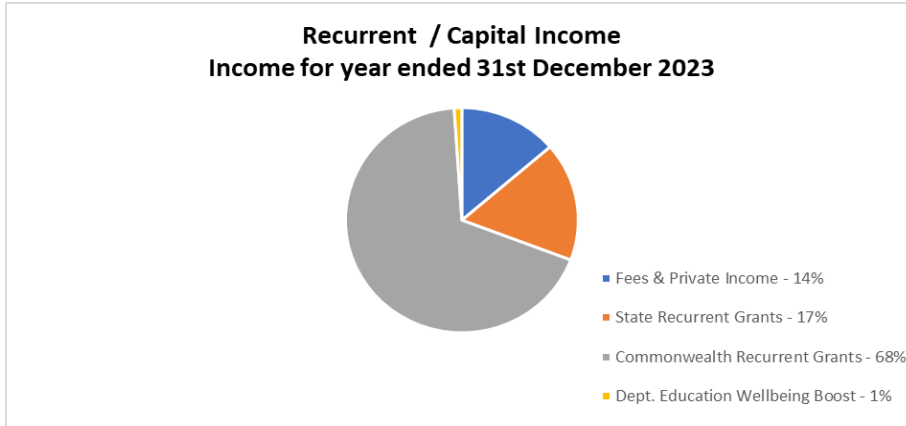
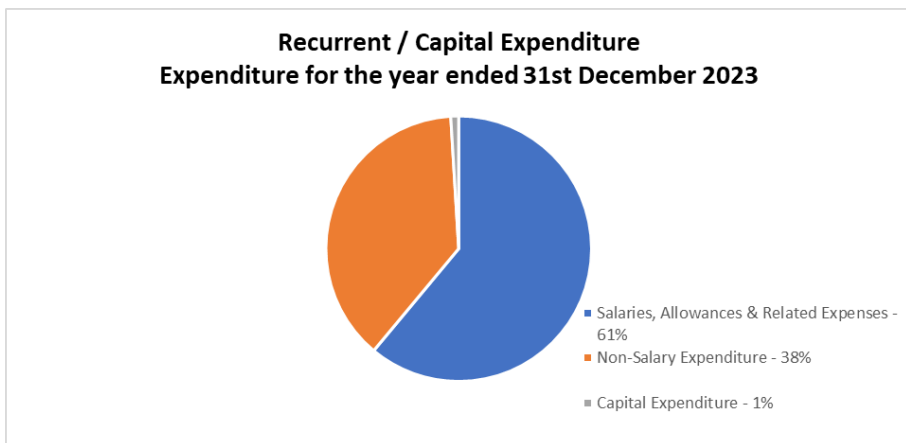


Figure 2:



Publication Requirements

This annual report for 2023 will be upload to NESA RANGS online, published on the school website <https://tambelin.nsw.edu.au/policies-procedures/> and posted on school stream to all parents no later than the 30th June, 2024.

While the Australian Government requires publication on the internet the annual report can be obtain in hard copy from the school office on request. In addition to formal requirements for publication relating to the annual report, Tambelin will provide information that is requested at any time by the NSW or Australian government.