



T A M B E L I N

INDEPENDENT SCHOOL GOULBURN

Annual Education and Financial Report 2024

'a happy learning environment'

A Message from the Key School Bodies

Principal's Report 2024

Good evening, and welcome to the Tambelin end of year concert. We gather as a school community to celebrate our achievements for 2024.

This year, on a personal note, has been an achievement a huge milestone for me. 30 years ago in January

I embarked on my teaching career at Tambelin. Fresh out of University with a Diploma in Teaching, Tambelin was my first job. Let me take you back to 1994, I was 21, Paul Keating was prime minister, Forest Gump, The lion King and Schindler's List were box office hits and as for music, Love is all Around by Wet Wet Wet. I was employed at Tambelin three days a week and I continued my studies to obtain a Bachelor of Education. Tambelin parents and students welcomed me with open arms. A special mention to Lesley Tully the teacher and principal at the time who was a fabulous mentor to me and helped me navigate all the things that I didn't learn at university, which mind you was just about everything. Julie Duggan was the teacher's aide, and I thank her for her patience and support. I would like to thank the parents of 1994 who were willing to take on an inexperienced young teacher fresh out of university with no idea! At the time I was ready to face all the challenges head on. Now looking back and to this day I maintain you are not a true teacher until you have had at least 10 years' experience in the classroom.

I was keen, excited and enthusiastic in 1994.

The Tambelin school building was much the same as it is today. There was no photocopier, no computers, no laptops, no mobile phones (the students actually answered the phone and took messages) – my program and day plan were handwritten in an artbook, children wrote their own reports mid year and end of year reports were just a rather large comment, no grades, no boxes to tick.

Looking back on thirty years teaching at Tambelin I am humbled by the community support, parent connections past and present and of course all 290 students I have taught throughout this time. I always love it when past students or parents pull me up in the street to have a chat and I always like to hear what students do beyond school. I am forever grateful and continually inspired by the people I work with, Michelle, Meredith, Trudy, Bridget and Georgia. Tonight's performance is just the tip of the iceberg of what each and every one of you bring to school every day and your commitment in offering an exceptional educational experience at Tambelin. For example, this extravaganza tonight, slide shows, speeches and so much more. Meredith last year mentioned that in 2024 it was Hume and Hovell's 200-year anniversary of their exploration through the Goulburn area and beyond Yass. So this year in October Tambelin embarked on learning about these two explorers and 6 convicts. We have looked at diary entries, re-enactments, old maps, paintings and listened to podcasts. The best news for me was when a local historian had mentioned that she knew Tambelin was learning about Hume and Hovell after talking to one of our student's grandparents. For me this news was music to my ears – that a Tambelin grandparent knew what is happening in our classroom, that a student had gone home talking about what they are learning about at school.

I continue to be inspired by the Tambelin staff's enthusiasm, commitment to teaching and learning, striving to get the best out of each and every student. We face challenges together and celebrate many successes together, and of course we laugh a lot.

I have saved the best for last – 30 years is really about the students we teach. Everyday is new and exciting, no two days are the same and we are continually wanting each child to be the best they can be. The best learner, a good friend, well mannered, face challenges, help others, be resilient, strive to improve, question, be curious, be supportive to others, try new things, appreciate the beauty in the world, be confident to take risks and face change.

This list of things has not changed over thirty years. Tambelin strives to teach each student to be the best they can be. And this cannot be achieved without excellent teachers and the drive of each student and support from parents. It's a team effort.

Finally, I now have the pleasure to call upon our Year 6 cohort – Rhyan, Buddy and Eleanor to come forth and receive their graduation gifts. Eleanor and Buddy receive a pen and medallion as they have been at Tambelin since kindergarten and congratulations to Rhyan who has been at Tambelin since Year 2.

I would like to wish Eleanor, Buddy and Rhyan all the very best as they move into highschool next year.

I mentioned tonight that in 1994 I was keen, excited and enthusiastic and this will continue into 2025.

Catherine Harborne

Tambelin Independent School

Principal

Good evening, everyone.

As we come to the close of another fantastic year at Tambelin, I'd like to take a moment to reflect on the incredible journey we've shared as a school community. It's hard to believe how quickly this year has flown by, but as I look back, I am filled with gratitude and pride for all we've achieved together.

First and foremost, I want to express my heartfelt thanks to our dedicated Teachers, who consistently provide our students with exceptional learning opportunities. From engaging classroom lessons to inspiring extracurricular activities, our teachers and staff go above and beyond to nurture our students and help them grow. These experiences shape the well-rounded individuals we see before us, and we are incredibly fortunate to have such a passionate and talented team.

This year, we celebrate a remarkable milestone for one of our amazing Teachers. Our Principal, Catherine, is notching up an extraordinary 30 years at Tambelin. Catherine, your dedication, wisdom, and unwavering commitment to our students and school are nothing short of inspiring. On behalf of the entire Tambelin community, we thank you for the countless lives you've touched and the legacy you continue to build here.

Looking ahead, we are thrilled to welcome 13 new kindergarten students and two new Year 2 students in 2025, bringing our total numbers to 38 students. This growth is a testament to Tambelin's reputation as a nurturing, inclusive, and enriching place for young minds. We are excited to welcome these new families and look forward to their many contributions to our school's story.

As we plan for the future, we'd also love to see more of our families getting involved in shaping the direction of the school. Our Executive Committee plays a vital role in supporting our activities and events. Joining the committee is a fantastic way to make a difference—it only requires two meetings per term, and your ideas and energy can help ensure that Tambelin continues to thrive. Our AGM will be held in Week 7 of Term 1 next year, and we'll share more details in the new year.

Finally, thank you to all of you—our students, teachers, parents, and families—for making this year so memorable. Let's take a moment tonight to celebrate everything we've achieved, and we look forward to an even more exciting year ahead. We wish you all a safe and merry Christmas, and here's to a fantastic 2025!

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 26 students from Kindergarten to Year 6, 2024. It provides a 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 value learning 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 follows the educational standards set by NES. 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 2024

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

Teacher Professional Learning, Accreditation, and Qualifications

Professional Development for 2024

Course	Provider	No. Of Staff	Cost
Primary Numeracy	AIS	4	\$16 000.00
Tomorrows Environments for Learning	AIS	1	\$1 150.00
Travel and Accommodation			\$700.00
The AIS Annual Briefing	AIS	1	-
Governance Workshop	AIS	1	-

Teacher Accreditation

Level	No. Of Staff
Conditional	0
Provisional	0
Proficient	4
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	4
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

[School profile](#) | [My School](#)

Workforce Composition

School Staff 2024

School Staff 2024	No. Of Staff
Teaching Staff	4
Full-Time Equivalent teaching staff	2.8
Non-Teaching Staff	2
Full-time equivalent non-teaching staff	0
Indigenous Staff	0

School attendance data for 2023 is provided on the my school website;

[Attendance | My School](#)

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 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 1st March 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.

ENROLMENT POLICY

1. Applications for enrolment may be made at any time by the parent/carer(s) of students to commence at Tambelin Independent School.
2. Students enrolling at school for the first time will be five years of age on or before 1st March.
3. **The School** will base any decision about offering a place to a student on: Family relationship with the school:

- sibling of a current or ex-student;
- either of the parents attended the school
- they hold attitudes, values and priorities that are compatible with the School's ethos

The student:

- the contribution that the student may make to the school
- The student's reports from previous schools or pre school/daycare prior to school.

The school:

- ability to meet the special needs or abilities of the student Other considerations
- Order of receipt- when the application to enrol is received by the school

4. The School Principal or acting Principal will meet with parent/carer(s) of the student before offering a place.

5. The School has an absolute discretion in determining the weight of each of the factors it takes into account in determining whether to offer a place for the student.

6. Continued enrolment at the School is dependent upon the student making satisfactory academic progress, attending consistently, and the student and the parent/carer(s) observing all behavioural codes of conduct, fee payments are up to date and other requirements of the School which are applicable from time to time.

TAMBELIN SCHOOL ENROLMENT PROCEDURES

Before applying for enrolment parent/carer(s) should read:

- The Policy and Procedures on the school website
- The school website www.tambelin.com.au
- the Enrolment Policy
- the current Fees schedule, and
- the Terms and Conditions of Enrolment

All are available on the School's website or these can be emailed or can be posted to your address on request.

All applications for Enrolment must

- complete an expression of interest on the school website
- the school will then email an official pre-enrolment application form
- signed by the parent/carer(s)
- lodged to the school office by email or post

When the Application is received, the principal at the school will consider it based on the school's enrolment policy criteria and

- advise that it declines to make an offer of enrolment and/or
- advise the parent/carer(s) that the student's name will be placed on a waiting list and an offer made if a place becomes available and/or
- Advise that the school will make a conditional offer of enrolment and will reconsider the application not more than two years prior to the enrolment. The principal will conduct an interview with parent/carer(s) and the child, at which the parent/carer(s)' expectations and the student's needs will be discussed. A trial period of five school days or orientation days for pre-kindergarten at the school will then be followed by a meeting with the parents. Following this meeting, the school will advise whether it will confirm or withdraw the enrolment offer, and/or
- advise the parent/carer(s) whether it wishes to make an offer of enrolment or not
- Enrolment forms to be completed by parents, birth certificate & immunisation certificate for the enrolling child, Medical forms & permission for photos to be used as publicity form. Tambelin Independent School Incorporated ABN 18 653 347 742 Fenwick Crescent Goulburn NSW 2580
Phone: 0419165894 Email info@tambelin.nsw.edu.au

If the School makes an Offer of Enrolment the Parent/carer(s) must sign an acceptance of the offer on the form provided and pay a non-refundable enrolment fee of \$250 If an offer of enrolment is made and accepted, not less than four months' notice must be given if the Parent/carer(s) decide not to

proceed with the enrolment to give the school time to fill that position. If the required notice is not given, one term's fees will be charged. The school is informed of any change of address or contact details after an offer of enrolment is made.

Any questions concerning enrolment should be referred to Catherine Harborne, Principal at info@tambelin.nsw.edu.au

[Policies & Procedures - Tambelin Independent School - Goulburn](#)

Enrolment Terms and Conditions

Enrolment terms and conditions can also be found on the schools website [Enrolment Terms and Conditions Sample](#)

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. We ask if families are struggling financially, they must contact the school immediately and a payment plan can be made.

Tambelin School Policies and Procedures

Summary Of Policy	Changes in 2024	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>	No change	The full text Tambelin's welfare policy can be accessed by request from the principal, from uEducate Us
<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 over-riding concern is to ensure these behaviours are dealt with and understood as not acceptable in the school environment.</p>	No changes made	The full text Tambelin's anti-bullying policy can be accessed by request from the principal, uEducate Us.
<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 directions of teachers and other people with authority delegated by the School.</p>	No changes.	<p>The full text Tambelin's discipline policy can be accessed by request from the principal and uEdcate Us.</p> <p>Students and parents sign off on the code of conduct at the beginning of every school year or on enrolment.</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 concern, complaint or grievance that a student or parent may have about any aspect of the school, regardless of size, promptly in a</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>

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 2023 for achievement in 2024

Area	Priorities 2023	Achievements 2024	Achievements
Teaching and Learning	Parent Information Sessions for Literacy & Numeracy	Mathematic Information Session for parents	AIS NSW consultant Parent Information Session
	Music	Specialist Music Teacher employed from the Hume Con for 2 hours every week	
	Art	Portraits Outside Tutor Helen to do pottery	Art Show
	NAPLAN	Online	
	Other Curriculum	Simultaneous Storytime Hume and Hovell 200 year Anniversary	
	PDHPE	Life Education Netball Comp Touch Footy Comp Goulburn Touch Footy Boorowa Learn to Swim Program Leadership Program	
	Staffing Levels	4 teachers	
School Parent Committee	Promotion	Website update/Facebook Kindergarten Orientation 4 times per year Kindergarten enrolment of 8	
	Greater % of Parents completing survey on survey	16 responses in survey online	
	Maintenance	Outside sink	
	Professional Development	Numeracy AIS	All staff trained in Numeracy & new syllabus

Achievement Priorities Identified in 2024 for achievement in 2025

Area	Priorities 2024	
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
	Art	Art Show National ArtGallery Visit Local visits to the art gallery Mother's day tea towel
	NAPLAN	Online
	Other Curriculum	Simultaneous Storytime GPAC – workshops and performances
	PDHPE	Brainstorm Productions Life Education Touch Footy Comp Goulburn Touch Footy Boorowa Learn to Swim Program Leadership Program Tennis coaching Swim at the beach
	Staffing Levels	4 teachers 2 teacher's aide
	New Syllabus for English and Maths/HSIE	Teacher training & implementation of new Syllabus HSIE
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	Aiming that 75% of parents complete the parent survey.
	Strategic Planning & New Constitution	Update strategic Plan
	Maintenance	Building & Solar & playground Solar Pannels
	Professional Development	Monday 27 th July AIS NSW

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, sports shed monitors, 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 2024

<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.	72%	21%	7%	
I like to go to school.	50%	50%		
I try my hardest in the classroom.	72%	28%		
When learning is hard, I like extra help from my teacher.	36%	43%	21%	
When learning is hard, I like working in a group with my friends.	28%	28%	28%	16%
I enjoy school even when it is hard.	57%	43%		
I give up when it is too hard.		7%	7%	87%
I want to do well at school.	100%			
Learning in class is important for everyone.	93%	7%		
When I am hurt or upset I go to the teacher for help.	28%	44%	14%	14%
I can talk to the teachers about my concerns.	28%	44%	14%	14%
Other people treat me with respect.	28%	50%	15%	7%
I treat other people with respect	57%	36%	7%	

<i>Literacy</i>	Always	Most of the time	Some of the time	Not very often
It is fun to read	43%	43%	14%	7%
It is exciting to read and share novels with my friends.	50%	29%	21%	
It is good to read at home.	21%	15%	43%	21%
I like it when my parents help me read.	14%			86%
It is important for me to be good at spelling.	100%			
When reading is hard, it helps if my teacher sits next to me.	43%	21%	29%	7%
I want to become better at reading and writing.	100%			

Numeracy	Always	Most of the time	Some of the time	Not very often
It is fun to learn maths.	43%	43%	75%	
I try to do well in maths.	100%			
My parents help me to learn maths at home.		14%	14%	72%
It is good to show or explain my working out in many different ways.	50%	36%	14%	
When I have trouble with maths, it helps if my teacher sits next to me.	57%	14%	21%	8%
I want to be better at solving maths problems	100%			
Playing number games with my friends is fun.	50%	29%	21%	

Comments:

Student Likes	Student Dislikes
Excursions Art Canteen Sport Maths & Playing Dancing & Reading Science & History	Dancing Geography and Literacy and Sport & Reading People cheating when playing games Science & History & Art & Maths

Parent Satisfaction:

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 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.

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

- *Passive responses 31%*
- *Promoters 56%*
- *Detractors 13%*

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

Small classes, great out of school excursions, excellent literacy program

Knowing the children

Independent attention

Ensuring students are engaged with the activities and tracking learning closely

Great learning environment friendly teachers' excursions one on one teaching

The variety of activities and learning opportunities outside the normal classroom setting is amazing at Tambelin. Students are shown horizons beyond the "small School space". Tambelin Staff are very approachable and kind which is definitely appreciated. From what we can gather you guys foster friendships and the importance of play.

Engage with the students at a level they can comprehend and make it enjoyable

Individualized learning, student support, building confidence

Individual attention to children. Being available to speak to parents

It really is a beautiful little community you've built, and I love that the kids get the opportunity to learn in SO many different ways I know the entire team is supporting my child's education, and striving to get the best out of all students

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

Watch for bullying in the playground be careful of nepotism

Communication – more notice when there are events or excursions

N/A

Uniform ordering although I have not tried to new system of ordering, hopefully it will be much easier

Nothing

Being small, Tambelin obviously doesn't have some of the support staff or opportunities that bigger schools have (such as school counsellors) however I do think there should be processes and networks put in place so that students have access to support when required. Some of the communication could be more timely/give families more notice.

I believe Tambelin is too strict on the kids lunch boxes

Unsure

Some communication can be duplicated, contradictory or erratic

Haven't encountered anything negative so far

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

Redevelopment of play ground and an extension to building for art/computer labs

No

No

Nothing at this stage

Nothing

Would be nice to have more natural environment surrounding the classroom but I don't think that's currently possible with the space. Perhaps small excursions each term to spend a day doing something similar to forest school to help connect with nature and compensate for the small space

More advance notice on school events, especially with events parents can attend

Playground and grounds appearance

No

New/update playground

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

No

No

No

Keep up the great work

I like how the kids can dress freely on non-uniform days, and am sad to see next year school uniform will be compulsory everyday

Tambelin really is a wonderful place and we appreciate you being there for our children!

I personally am not a fan of the new school uniform policy. I like that the kids didn't have to wear uniform every day.

Just a big thank you for all you do for our kids

No

Thank you for everything you do.

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 of the principal, teachers and students. Whether is being on the executive committee, turning up for parent teacher interviews or helping out on school excursion the all makes for a positive environment for learning. Teachers go above and beyond in making learning meaningful and inspiring for each and every student. I am very privileged to work with a group of teachers who are exceptional in every way. They are dedicated, caring, considerate and passionate about their students and colleagues. I am forever grateful to be working with, and being a part of such a great team"

"I feel privileged to work as a teacher at Tambelin Independent School. The students are highly engaged and value the many and varied learning experiences of offer. There is a real sense of community at our school. It's a place where individuality is celebrated, respect for others is expected and nurturing is provided. Staff are so fortunate to be offered numerous opportunities to develop through mentorship and professional development. The learning programs are well researched and supported by evidence, meaningful assessment plays an integral part in planning and families have the opportunity to work closely in partnership with teachers to meet student needs. I always feel respected and supported by colleagues. I admire the leadership and commitment shown to delivering quality teaching."

"It is a privilege to be part of the team at Tambelin due to excellent leadership, a great work culture and varied opportunities to build professional knowledge. Tambelin has an committed student body who values learning and each other. The Tambelin community encourages staff to deliver the best evidence based programmes. The teachers and leadership have high expectations of themselves, students and each other which creates a collaborative workplace that strives for excellence. Teaching at Tambelin is fun, exciting, challenging and very rewarding."

Figure 1:

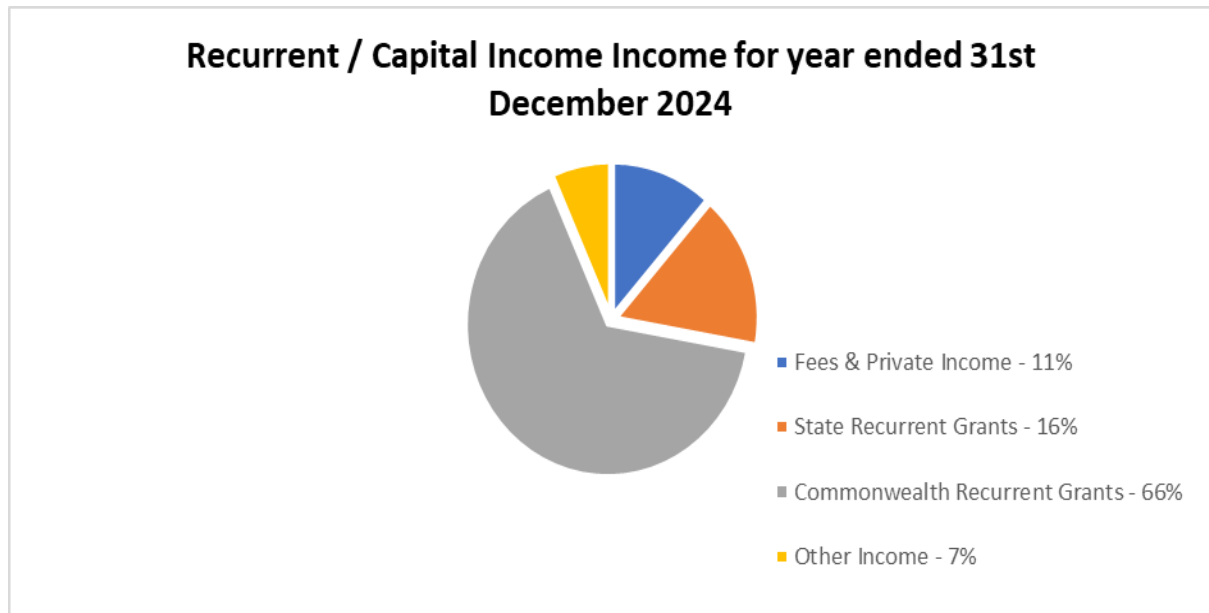
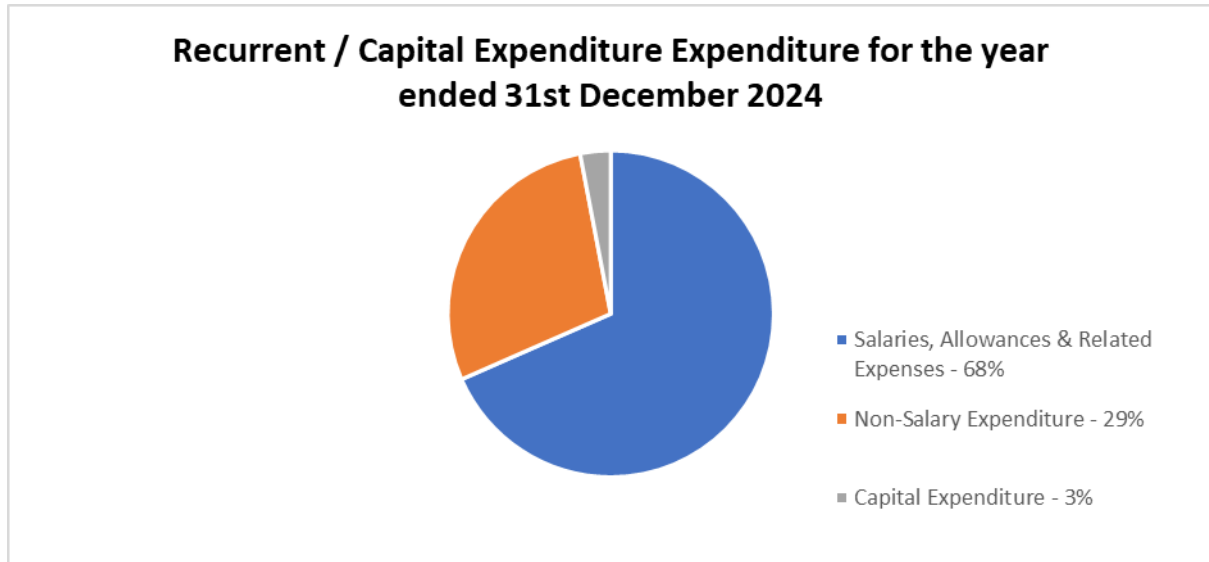


Figure 2:



Publication Requirements

This annual report for 2024 will be upload to NESA RANGS online, published on the school website <https://tambelin.nsw.edu.au/policies-procedures/> and posted on uEducate Us 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.