



**T A M B E L I N**

INDEPENDENT SCHOOL GOULBURN

# Annual Education and Financial Report

2025

*'a happy learning environment'*

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**Tambelin School would like to acknowledge the traditional custodians of this land where we work, learn and play. Together we touch the ground of the land, we reach for the sky above and put our hand on our heart as we care and pay our respects to elder's past, present and future.**

## 1. Context

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A Message from the Key School Bodies

Principal's Report 2025 – End of Year Concert Speech

Good evening, and welcome to Tambelin's end of year Concert.

This is a celebration of the school year. The school year has many highlights, rewards and memorable learning experiences. Tambelin offers so much in a year, from swimming lessons, tennis coaching, gymnastics, Tambelin sports day, Boorowa Touch, GRIP leadership, the zoo, GPAC – and of course so much more. These events complement our strong academic learning curriculum and offer a variety in many different learning settings for the students to experience and thrive.

Learning at Tambelin is interesting and meaningful and some students may say fun, while other may say hard work. We set high, but achievable, expectations and goals. These can be within the academic classroom or outside the classroom. Not only does learning need to be meaningful, practical, it must be based on the New South Wales Educational Standards and syllabus outcomes. Frequently monitoring before learning, during learning and after learning is vital for all students & teachers to track student progress and set goals. For example we have 90% children from kindergarten to year 6 reading at benchmark or above. 100% of students that started at Tambelin in kindergarten are reading at benchmark or above by Year 5.

Then there is a time and a point to celebrate. Celebrate the achievements and growth, reflect on what has changed from the beginning of the year, and then move forward. Tonight, we celebrate. Celebrate our achievements and look forward to another year.

Thank you to the parents as your role at Tambelin is vital. Whether it is on the school executive committee or parent meetings, turning up for parent teacher interviews, collecting rubbish, helping at the sports carnival or fixing a light, organising second hand clothing or formatting a survey. Thank you for your hard work it is greatly appreciated and makes a difference.

A huge thank you to all the staff at Tambelin. Michelle, Meredith, Brit, Bridget and Georja. 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. So thank you for your dedication to the school, children and parents.

On a personal note thank you Georja, Brit, Meredith, Bridget and Michelle for supporting me in my principal duties, as a teacher and a sounding board for all life issues beyond the classroom. I am forever thankful for your friendship, mutual respect and professionalism.

As the school moves forward into 2026 we will welcome three new kindergartens which will mean a total enrolment of 40 children at Tambelin. We are bulging at the seams, with 12 children on the waiting list for all other grades.

I wish every family a happy and safe holiday and we look forward to a great 2026.

**Catherine Harborne**  
Principal

### **End of Year Concert 2025 – Tambelin Committee President's Speech**

Good evening everyone, thank you for giving me a few minutes of your time, when tonight is really all about our incredible students and wonderful teachers!

Thank you to Zali and our Tambelin students for leading such a wonderful acknowledgement of country. I too would like to acknowledge the Traditional Custodians of the land on which we meet, and their deep connection to the land, waters and community as well as their ongoing stewardship of Country and culture. I pay my respects to Elders past and present, extending that respect to all First Nations people.

It's hard not to be moved by the sense of connection and community that defines the Tambelin experience, and in this sense, there is so much to learn from our First Nations cultures, which have thrived for thousands of years, survived unimaginable adversity and yet are living cultures that breathe so much life into community!

I am grateful that our children experience this learning, through the work that our teachers incorporate into the curriculum, as well as excursions like the recent visit to the zoo on Dharug Country.

I am humbled to consider that we come together tonight in a place that is surrounded by sites that have been meeting grounds for thousands of years. In those years, many peoples, from all directions, would have travelled as far as from the zoo to here. Maybe we haven't literally had to travel quite so far tonight, or at least the means of travel may have been a little quicker, but how special it is, amidst that tradition, to gather and celebrate another terrific year at Tambelin - our students' creativity and achievements, our educators' dedication, and the strength of our community.

In 2025, our Tambelin community has again been enriched by events like book week, the art show and sports carnival – where I am proud to report that the parents again won the competition between the wind vs the marquees! But what really sets these events apart is that our children hear so many positive and encouraging words, not only from their teachers or their own parents, but everyone who attends.

Our sense of connection has deepened through coordinated but casual social events that gave us an opportunity to chat beyond school pick-up (and maybe freed up the car parking spaces a little more quickly).

So many people lent a helping hand through acts of service like the parent who quietly helped with bulky rubbish day (and on that note, Catherine I hope we don't lose you to another profession, I know you honed your detective skills, just to work out who that was).

What's special about Tambelin is that contributions like these come from every single person in this room—and beyond. If I tried to name everyone, and everything, we would be here all night and I would absolutely and horrifically accidentally leave someone or something out - maybe I need a student or two can teach me some Brain Gym exercises to help me work on my memory!

Out of all of you generous contributors, there's a small group of us who somehow find ourselves on the Tambelin Committee each year, doing our best to add these contributions. This year, many of us were new to the roles. We're learning as we go, we're grateful to those who came before us for

putting us in such a strong position, and to our two more experienced members for their patience and guidance this year.

With a newbie majority, there have been a lot of questions, mostly big ones!

Some really fun ones like what does good governance look like in an independent school and what do we need to know about a risk register?

Some crucial ones like how do we support staff without getting in the way of the well-oiled machine they run?

Some to better understand our community, like what makes families choose Tambelin and stay? What makes excellent teachers choose Tambelin and stay?

We haven't yet had a chance to ask all of the right questions to all of the right people, but we do thank those who have completed the annual parent survey (it's open until Friday – hint hint). Clear themes are emerging, and we'll use your insights to update our strategic plan in 2026.

With our largest Kindergarten cohort in recent history bursting through the gates like a breath of fresh air, another big question has been what does growth mean for our space and planning? While bigger decisions are ahead, we're making small improvements over the upcoming holidays, to install new soft fall around play areas and fresh grass between the gates – maintaining safe play and fewer puddles.

If you're curious about the committee or thinking of joining, please reach out— our contact details are in uEducateUs. Or just give us a yell—we're always keen for a cuppa.

Before I wrap up, our heartiest congratulations to Braeden, who graduates from primary school this year, what a milestone! Thank you for your contributions to the Tambelin community and leadership this year. Don't be a stranger, we wish you all the best for what's next we will be continuing to cheer for you!

Finally, the heartbeat of our school—our staff. You've worked wonders this year, managing physical space that is full to the brim, while delivering exceptional education, a myriad of excursions, art shows, book week, overnight camps, athletics carnivals, farm visits and even baking scones for parent celebrations! You make it look effortless, but we know it takes time, energy, and heart. Thank you for setting such a positive tone and for knowing each child so deeply.

As a small token of our gratitude, I'd like to invite a couple of students to present some small gifts.

As we head into the holiday season, I hope you all find moments of rest and celebration. To our teachers—enjoy a well-deserved break. Thank you for your time tonight, let's enjoy celebrating 2025 and we look forward to another vibrant year in 2026.

**Amelia Whalley**

Tambelin School President

## Characteristics of the Tambelin Student Body

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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 39 students from Kindergarten to Year 6, 2025. 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. The Tambelin Association elects an Executive Committee to govern together with the principal and administer the school. Tambelin is a registered school; our curriculum follows 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 and children are encouraged to use the FiSH philosophy of “be there, play, choose your attitude and make my day”.

## Priority Areas for Improvement 2025

Target	Comments	Achieved
Crunch and Sip	Tambelin supplies fruit and veg for a break in the morning	Achieved
Busk for Change	Term 2	Achieved
Simultaneous storytime	Term 2	Achieved
Athletics Sports Carnival	Term 4	Achieved
GRIP Leadership	Term 1 for year 5 & 6	Achieved
Life Education	K-6	Achieved
Netball Comp – Goulburn		Achieved
Agricultural Centre overnight camp	Yr 2-6	Achieved
Arts – Rocky Hill War Memorial 100 year Commemorative 3D display	K-6	Achieved
Goulburn show Display	March	Achieved
Boorowa Touch	Term 4 Yr 2-6	Achieved
Tambelin Art Show	Term 4	Achieved
School Community Events after school	Adventure Park, BBQ, Goulburn Arcade	Achieved
Kindergarten Orientation 4 x 3 mornings	Pre kinder enrolment	Achieved
Swimming Carnival	K-6	Not Achieved planned for term 1 2026
Classroom grouping changed Kindergarten classroom Year 1 & 2 – Classroom Year 3 – 6 Classroom	Beginning of 2025	Achieved
Numeracy focus -	Early Numeracy screening tool & Numeracy screening tool	Completed
Literacy – Dibels, YARK, WARP WARL, Initial Lit, Spell Ex, WARN	Half Yearly and Yearly or when required	Completed
90% of children from kindergarten to year 6 are reading at benchmark or above. 100% of students that started at Tambelin in kindergarten are reading at benchmark or above by Year 5.	Term 4 Assessments	Achieved

## Initiatives Promoting Respect and Responsibility

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Tambelin School is committed to promoting a healthy, supportive, and safe learning environment where all students and staff feel valued, respected, and connected. We strive to foster a strong sense of respect, responsibility, belonging, and wellbeing throughout our school community.

Our staff are dedicated to supporting the welfare of every student by providing positive learning experiences in an environment where children feel safe, secure, and encouraged to reach their full potential. Teachers take responsibility for student wellbeing and work proactively to build positive relationships, recognising that strong connections are the foundation for positive behaviour. Staff are well trained, skilled, and confident in managing student behaviour while following school policy, promoting respect, responsibility, and positive decision-making.

Respect and responsibility are embedded across the school through a range of curriculum programs and whole-school initiatives. These include PDHPE lessons, Life Education, the FiSH! Philosophy, and Cyber Safety programs, which address topics such as bullying prevention, self-esteem, respectful relationships, resilience, and responsible online behaviour. Staff focus on building relationships with students before addressing behaviour concerns, using restorative conversations and discussing alternative choices in line with the school's Student Code of Conduct and FiSH! Philosophy.

Students are encouraged to take ownership of their learning and behaviour by setting personal goals with their teachers and participating in Parent-Teacher-Student interviews. Student surveys are completed each semester and annually to provide valuable feedback and encourage student voice.

Leadership opportunities are provided throughout the school to develop responsibility and positive role modelling. Older students take on roles such as buddy reading, sports shed monitors, and kitchen duty, while younger students are encouraged to seek guidance and support from their older peers. These initiatives help foster a caring and respectful school culture where students support one another.

Tambelin School has a strong sense of community and values partnerships with families. Parents are actively involved in many school activities and events, strengthening the connection between home and school. We also encourage students to contribute to the wider Goulburn community by participating in sporting competitions such as netball, tennis, and touch football, as well as community events including the Goulburn Show school section and commemorative projects such as the War Memorial 100 Years 3D construction. These opportunities promote teamwork, citizenship, school pride, and respect for the wider community.

Through these initiatives, Tambelin School continues to develop respectful, responsible, and resilient students who are prepared to make positive contributions to both the school and the broader community.

## 2.Student Outcomes and Results

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### **School Performance in NAPLAN 2025**

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.

A school's NAPLAN test must have a minimum of 11 participants and 80% participation rate for the my school website to publish the data.

### 3. Staffing

#### Teacher Accreditation Status

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  
<https://myschool.edu.au/school/43905/profile/2025>

## Workforce Composition

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### School Staff 2025

School Staff 2025	No. Of Staff
Teaching Staff	4
Full-Time Equivalent teaching staff	3.2
Non-Teaching Staff	2
Full-time equivalent non-teaching staff	0
Indigenous Staff	1

## 4. Attendance

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School attendance data for 2025 is provided on the my school website; <https://myschool.edu.au/school/43905/attendance/2025>

### **Tambelin Attendance 2025**

<b>Year Level</b>	<b>Present %</b>
Kindergarten	92.29%
Year 1	95.19%
Year 2	95.45%
Year 3	87.72%
Year 4	90.15%
Year 5	92.50%
Year 6	99.46%

In 2025 the average attendance for the whole school was 92%, previously in 2024 it was 93%.

### **How the school manages non-attendance**

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Tambelin will monitor student attendance data and implement intervention strategies to improve unsatisfactory attendance of students.

Parents are to fill out an absentee form on the uEducate Us app, stating the child's name, date of absents and reason for absence. This absentee form is printed off by the principal/classroom teacher and kept with the roll. If the reason for absence has not been provided to the school after 7 days the absence will be recorded as unexplained or unjustified. The school will text/email a friendly reminder to parents/carers to provide explanation within five days of the child being absent.

- The principal will notify parents or guardians regarding poor attendance or habitual lateness in writing (Attachment 5). 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 6).

- Improvement Plan will set out clear guidelines for student attendance, strategies to support the parents and students – and guided by the principal. The plan will vary for each scenario.

- 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 app 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 uEducate Us app.

- Continued absentee the school will seek advice from the ISNSW then may proceed with legal action through the Department of Education’s legal branch. The principal will notify the parents in writing (attachment 5). In relation to where the student is at risk of significant harm a report should be made – see Tambelin Child Protection Policies.
- The school principal has the discretion to decline a reason provided for absence if they are not satisfied with the reason provided or do not think the absence is in the best interest of the student.
- All correspondence to and from parents, meeting minutes with parents regarding absentee will be transferred to the student’s file.

## 5. School Policies

The following Tambelin School policies are all available via the school website  
<https://tambelin.nsw.edu.au/>

Policy	
Child protection  <i>Tambelin is committed to creating an environment where the safety and well being of children is at the centre of our values and actions.</i>	<a href="https://tambelin.nsw.edu.au/wp-content/uploads/2023/03/CHILD-PROTECTION-POLICY-2023.pdf">https://tambelin.nsw.edu.au/wp-content/uploads/2023/03/CHILD-PROTECTION-POLICY-2023.pdf</a>
Anti Bullying	<a href="https://tambelin.nsw.edu.au/wp-content/uploads/2019/08/Anti-Bullying-Harassment-Policy.pdf">https://tambelin.nsw.edu.au/wp-content/uploads/2019/08/Anti-Bullying-Harassment-Policy.pdf</a>
Discipline Policy	<a href="https://tambelin.nsw.edu.au/wp-content/uploads/2019/07/Tambelin-Discipline-Policy-2019.pdf">https://tambelin.nsw.edu.au/wp-content/uploads/2019/07/Tambelin-Discipline-Policy-2019.pdf</a>
Complaints Policy	<a href="https://tambelin.nsw.edu.au/wp-content/uploads/2019/08/Complaints-and-Grievance-Resolution-Policy.pdf">https://tambelin.nsw.edu.au/wp-content/uploads/2019/08/Complaints-and-Grievance-Resolution-Policy.pdf</a>
Enrolment Policy	<a href="https://tambelin.nsw.edu.au/wp-content/uploads/2024/04/Enrolment-Policy.pdf">https://tambelin.nsw.edu.au/wp-content/uploads/2024/04/Enrolment-Policy.pdf</a>

## 6. Stakeholder Satisfaction

### Student satisfaction: Student Survey 2025

<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.	80%	20%		
I like to go to school.	55%	45%		
I try my hardest in the classroom.	80%	20%		
When learning is hard, I like extra help from my teacher.	40%	40%	20%	
When learning is hard, I like working in a group with my friends.	30%	30%	40%	
I enjoy school even when it is hard.	60%	40%		
I give up when it is too hard.			10%	90%
I want to do well at school.	100%			
Learning in class is important for everyone.	95%	5%		
When I am hurt or upset I go to the teacher for help.	30%	40%	30%	
I can talk to the teachers about my concerns or if I have a problem to solve.	30%	45%	25%	
Other people treat me with respect.	30%	50%		
I treat other people with respect	60%	40%		

<i>Literacy</i>	Always	Most of the time	Some of the time	Not very often
It is fun to read	50%	50%		
It is exciting to read and share novels with my friends.	50%	30%	20%	
It is good to read at home.	20%	20%	60%	
My parents read books to me.	10%			90%
It is important for me to be good at spelling.	100%			
When reading is hard, it helps if my teacher sits next to me.	45%		35%	10%
I want to become better at reading and writing.	100%			

<i>Numeracy</i>	Always	Most of the time	Some of the time	Not very often
It is fun to learn maths.	50%	40%	10%	
I try to do well in maths.	100%			
My parents help me to learn maths at home.		10%	10%	80%
It is good to show or explain my working out in many different ways.	50%	50%		
When I have trouble with maths, it helps if my teacher sits next to me.	60%	40%		
I want to be better at solving maths problems	100%			
Playing number games with my friends is fun.	60%	20%	20%	

**Comments:**

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

### **Parent Satisfaction:**

70.37% of parents say that their child's learning is well supported at Tambelin

74.07% of parents say that Tambelin offers the right balance of academic and creative learning

85.19% of parents agree or strongly agree that the school communicates effectively with families

70.37 of parents strongly agree or agree that the facilities and grounds meet the needs of students

74.07% of parents say Tambelin is excellent value for money

"The small community nature of Tambelin is the greatest strength"

"Great learning environment, friendly teachers and principal, happy kids, recommendations from friends"

Excellent excursion activities are provided to the kids per term. I value these experiences and the quality of teaching

### **Teacher satisfaction:**

*"Leadership in a small school comes with a profound responsibility: ensuring every member of the Tambelin community feels safe and respected. Whilst 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. 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."*

*"Teaching at Tambelin is a truly rewarding experience, where the warmth of a small school community makes every day meaningful. Being part of a close-knit team means collaboration comes naturally, and there is a genuine sense of support and camaraderie amongst staff. I feel valued in my role and take great pride in contributing to a school where every student is known, nurtured, and celebrated"*

Figure 1:

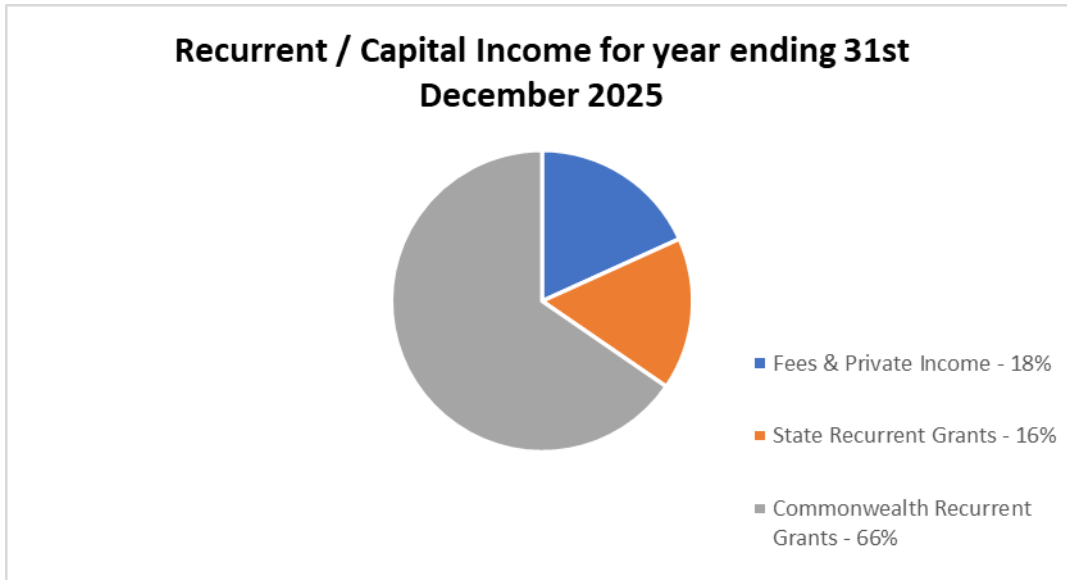
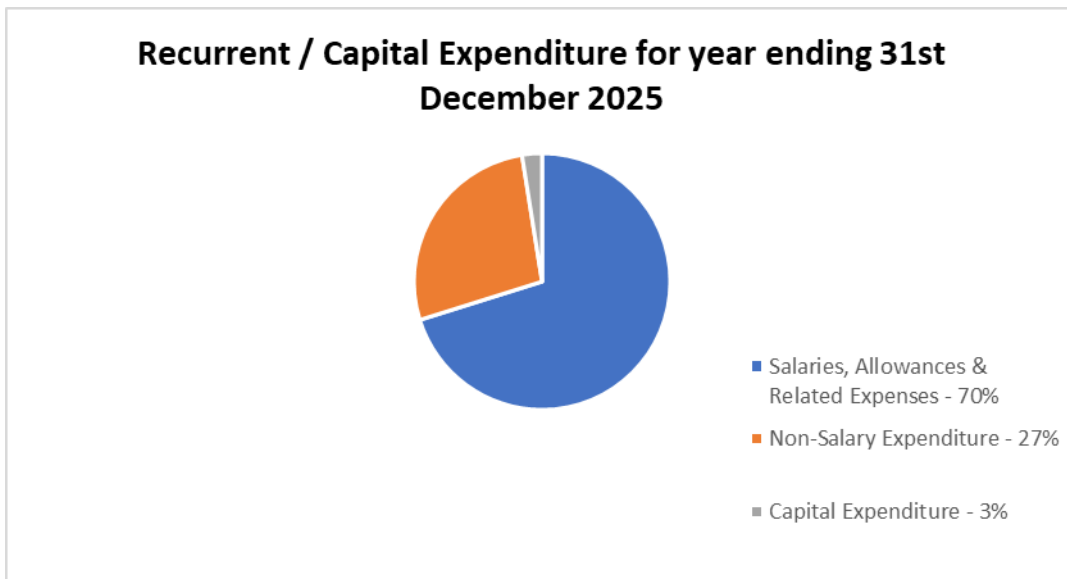


Figure 2:



## Publication Requirements

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This annual report for 2025 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 30<sup>th</sup> June, 2026.

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.