

# INTERNATIONAL CHINESE SCHOOL



## ANNUAL REPORT 2022

# A MESSAGE FROM KEY SCHOOL BODIES

## PRINCIPAL'S MESSAGE

It was pleasing to return to normality of schooling in 2022 with a year free from COVID lockdowns. Although the incidence of COVID in the wider community is still a reality the protective measures instigated within the School has minimised its impact on general learning.

The School significantly increased in number with 83 students enrolled. The first Year 6 cohort graduated from the School. From this cohort the first student leadership team was drawn. Student leaders met regularly and came up with some great suggestions to enhance the culture of the School. These included introduction of the House system, lunchtime student band and dance group, and the inaugural ICS chess championship.

The construction program finally came to an end with the completion of the slip-lane off the Pacific Highway in December. The inconvenience and cost of transferring students to and from another site has finished with parents now able to drop-off/pick-up their children directly from the School site.

Student academic performances were very strong. This was highlighted through the NAPLAN tests involving Years 3 & 5, with ICS student average performance well positioned in the top band in both literacy and numeracy and at the top of school performances across the Lower North Shore of Sydney. Literacy levels in Chinese were also impressive highlighted by our students' standout performances in the Hello Mandarin Chinese public speaking competition.

The partnership with parents continued to grow in strength throughout the year. The Parents and Friends Association (P&F) grew in number and support for the School, raising over \$20,000 to install artificial grass on the student playground. Further, the P&F fostered community among families, especially through the inaugural ICS picnic day.

The School also nurtured a mission partnership with St Stephen's Anglican Church, Willoughby. The Church's Children's and Youth worker regularly featured in the School's Chapel program. She also organised several after school Christian kid's club programs which were well supported by students of the School. It is so encouraging to see students from the School grow in their faith in Jesus and actively living their lives for Him.

We are mindful that God's hand of blessing has been upon the School community. ICS is His school and exists to empower students to experience the fullness of life God created them to enjoy.

*"I keep my eyes always on the Lord. With him at my right hand, I will not be shaken. Therefore my heart is glad and my tongue rejoices; my body also will rest secure. You make known to me the path of life; you will fill me with joy in your presence, with eternal pleasures at your right hand." (Psalm 16:8-9, 11)*

**Peter Jamieson**  
Principal

## MESSAGE FROM THE SCHOOL BOARD

2022 was the eighth year of operation for the International Chinese School.

The Board consisted of:

Mr Peter Jamieson BEd, MEdL (Chair)  
Mr Peter Calf BSc(Arch), BArch(Hons) (Deputy Chair)  
Mr Alban Wong-Too-Yuen FCA, MBA (Treasurer)  
Ms Michaela Inglis MEd (Hons), GradDip Ed, BSc

In 2022 the Board met on six (6) occasions.

Specific focus continued on finalising the development of the new School site at St Leonard's. Efforts in this regard continued to be frustrated by the bureaucratic processes, none-the-less the Board was delighted that the finalisation of the construction of the slip-lane off the Pacific Highway saw the project finished.

Teaching staff numbers grew to 10 (6.6FTE) and 3 Administration and Support staff (1.9FTE). The School values the partnership it shares with parents in their children's education, and the staff of the School are to be commended on their ongoing commitment to students and their families.

The Board acknowledges the commitment and enthusiasm of our Principal, Mr Peter Jamieson. His extensive experience in leading independent Christian schools has enhanced the School culture, ensured fiscal responsibility in the business of running the School, as well as nurturing a strong sense of community with Jesus Christ central.

The ongoing support of the Anglo Australian Christian and Charitable Trust (AACCT) is acknowledged by the Board. The AACCT provided the funds for the development of the St Leonards site as well as additional financial costs of transferring students daily from/to St Stephen's Anglican Church for student drop-off/pick-up.

The Board praises God for his continued blessings upon our School. First and foremost the International Chinese School is God's school and He wants the best for each and every student enrolled.

Through high-quality bilingual education may the International Chinese School equip its students to be agents of transformation wherever they find themselves in the future. In all that it does may the School be a living expression of the Gospel of Jesus Christ.

**Peter Calf**  
**Director/Deputy Chair**

## **MESSAGE FROM THE PARENTS AND FRIENDS ASSOCIATION**

Established in 2021, the ICS Parents and Friends Association was formed with two objectives:

- To nurture community through networking and connecting families of the school.
- To raise funds for the School.

Outgoing office bearers in 2022 were Simon Lee and Nancy Wang (co-presidents) who will be replaced in 2023.

We are pleased to share the latest updates from the Parents and Friends Association (P&F) regarding our recent fundraising events.

Through the grace of God and the unwavering support of our school community, we were thrilled that our fundraising efforts for artificial turf, benefiting the Building Fund, successfully raised an impressive \$20,200 in June 2022. The installation of the artificial grass outside the school has provided the students with an accessible place to play and engage in outdoor activities.

Additionally, we are excited to inform you that our fundraising campaign "Be a Solar Superhero" for the installation of solar panels on the school roof commenced in June 2023 and has so far raised \$8,300 of a target of \$15,000. With the money saved from reduced energy expenses, the school can provide students with additional educational programs and activities. There is also the opportunity to integrate with classroom learning outcomes around sustainability, mathematics, and engineering.

We extend our sincere gratitude to the school community who generously contributed to our fundraising initiatives in 2022 and 2023. Your support is instrumental in providing our students with an enriching educational experience. It has been an honour to be a part of the P&F in 2022 and 2023.

We look forward to another great year of networking and fundraising.

**Simon Lee**  
**Co-President**

## CONTEXTUAL INFORMATION

The International Chinese School (ICS) enrolled its first students in 2015. The School offers a bilingual (Mandarin/English) immersion model of education to students from K-6 from a variety of cultural and linguistic backgrounds. Most students come to the School with little to no background in Chinese language. While the majority of students live within Chatswood and local surrounds, the School draws students from as wide afield as Mascot in the south, and Hornsby to the North West.

High proficiency in more than one language is a huge asset living in our interconnected global society. The School recognises that students who become proficient in a second language often develop greater mental agility, a sharper memory and are likely to be more alert and perceptive later in life. Such children also develop a broader appreciation and adaptability in a variety of social and cultural contexts. The School's education will prepare students for life in a 21st century world in which the relationship between China and Australia will continue to assume wider and deeper importance.

The School's objective is for our students to demonstrate high levels of academic achievement in both English and Mandarin and to develop cross-cultural competence in a supportive learning community. The School has adopted a bilingual immersion approach where students spend approximately 50% of the week learning in English, and 50% learning in Mandarin. In achieving this goal, the School has adopted the Content and Language Integrated Learning (CLIL) approach to bilingual education with teaching in Key Learning Areas delivered in Mandarin.

Teachers partner with parents to develop confident, enthusiastic and principled leaders of the future. Parents are actively involved in the School assisting with reading groups, excursions and many other aspects of school life. Families enjoy a welcoming and inclusive sense of school community.

The International Chinese School is a wonderful place for students to commence their learning journey. As a Christian school in the Anglican tradition, learning is delivered through a distinctly Christian worldview.

## TEACHER QUALIFICATIONS AND PROFESSIONAL DEVELOPMENT

In 2022, there were 10 teachers on staff. All teachers had teaching qualifications from recognised Higher Education Institutions within Australia, accredited and registered to teach with the NSW Educational Standards Authority (NESA).

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 (AEI-NOOSR) guidelines, or	10
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

## PROFESSIONAL LEARNING

All teaching staff participated in professional learning throughout 2022. The table below provides a summary.

Description of Professional Learning Activity	Provider	Number of staff participating
Chinese Language Conference by.	CLTANSW	3
NSW Reportable Conduct and Allegations Against Employees	AIS	9
Identifying and Responding to Children and Young People At Risk	AIS	9
AIS Reading Symposium - Reading Matters: Reimagining Approaches to Reading in Schools	AIS	1
Supporting Struggling Readers	PETAA (Primary English Teaching Association Australia)	1
Contemporary Perspectives on Spelling	PETAA	1
From Babble to Batavia Conference 2023	PETAA	1
Seven Steps Writing Workshop	Seven Steps	1
Primary Mathematics Webinar Series	Uni of Western Sydney	2
Stem Education Conference	Informa	1
AIS Teacher Librarian Conference 2022: Growing Green Libraries - Learning Centres of Sustainability	AIS	1
Insights from PETAA professional development	School based	9
Australian Christian Schools Library Conference	AIS	1
Clickview training	Clickview	8
Violin for classroom implementation	Independent Provider	1

## WORKFORCE COMPOSITION

In 2022 the School had 6.6 full time equivalent teaching staff and 2.9 full time equivalent non-teaching staff. Further detail can be found on the My School website: <http://www.myschool.edu.au>. There were no indigenous teaching staff members.

## STUDENT ATTENDANCE

Year	K	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Combined
Attendance Rate	92%	91%	95.6%	91.9%	91.3%	83.5%	85.3%	91.6%

### School Management of Non-Attendance

The electronic roll must be marked at the start of the day by the class teacher. If for any reason an electronic roll cannot be completed, the teacher will mark a paper roll and return it to the School Office. This will then be entered into the attendance records in the school management system.

#### Late Arrival/ Early Departure

A student who is late to school or who leaves early must be signed in/out at School Reception by a parent. Parents should notify the school via [admin@intcs.nsw.edu.au](mailto:admin@intcs.nsw.edu.au) ahead of time.

#### Absence

The school must be notified of a student's absence by email [admin@intcs.nsw.edu](mailto:admin@intcs.nsw.edu) or via the *Sentral for Parents* app by the parent. The reason for the student's absence must be stated on the email. These emails are dated, initialled, and then entered into the school management system. They are then stored in a Term folder with the year and class.

Unexplained absences are to be followed up via email or the '*Sentral for Parents*' app. If after seven days an explanation has not been received, then the absence will be recorded as 'unexplained'.

## PERFORMANCE IN NATIONAL STANDARDISED TESTING

### NAPLAN

The Year 3 cohort of 2022 were the fourth from ICS to participate in the National Assessment Program – Literacy and Numeracy (NAPLAN), while the Year 5 cohort were the second to be tested at that year level. Student performance was even stronger than previous years. The International Chinese School was one of the top performing Schools on the Lower North Shore of Sydney according to student average performance across all areas tested.

YEAR 3	Reading	Writing	Spelling	Grammar	Numeracy
ICS	575	499	555	573	536
Similar schools	549	482	516	548	495
State	438	422	418	433	400

YEAR 5	Reading	Writing	Spelling	Grammar	Numeracy
ICS	601	555	595	642	611
Similar schools	594	549	583	607	592
State	510	484	505	499	488

# ENROLMENT POLICIES

*International Chinese School is a co-educational bilingual primary school providing an education underpinned by a Christian worldview.*

*There are a number of steps and processes in the enrolment timeline.*

*Prospective parents who make contact with ICS are encouraged to attend an information session where families meet individually with the Principal. The Principal will share information related to the education offered at ICS and provide a tour of the School. Parents have an opportunity to ask questions.*

*If the parents wish to enrol their child, an Application for Enrolment form must be completed. Payment of an application fee (\$100) formalises the application. Students' position on the enrolment waiting list is determined according to the following criteria:*

- 1. Siblings of students already enrolled at the School.*
- 2. Children of staff members.*
- 3. Children of Christian ministers/pastors.*
- 4. Other families prioritised according to date of application.*

## **Enrolment Process**

*Families that submit an enrolment application are invited to attend an enrolment interview with the Principal.*

*Following the enrolment interview, successful applicants will receive a letter from the School offering a place for their son/daughter in the School. Parents have 14 days to accept the offer which is confirmed through the payment of a non-refundable enrolment fee (\$600). The Registrar will confirm receipt and the student place.*

*The Database will be updated with the student and parent information and a student file will be created for the relevant year cohort.*

*International Chinese School is mindful of and complies with the Disability Discrimination Act, 1992.*

## **CONDITIONS OF ENROLMENT**

### **Interpretation**

*"Parents" means the Student's mother and father; or, where the Student has only one parent, that parent.*

*"Parents" also includes the Student's guardian.*

*"Student" means the person who is enrolled as a student at the School.*

*"Principal" means the Principal of the School, by whatever title she or he is known, and/or his or her nominee.*

*"School" means the International Chinese School.*

### **Fees and Charges**

- 1. The Parents are to pay to the School all fees and charges for school fees, extra subjects, excursions, camps and the supply of other goods and services to the Student, as determined by International Chinese School or incurred on behalf of the Student from time to time (Fees and Charges).*
- 2. The Parents are to pay all Fees and Charges in advance, at the end of the first week of each term, except Fees and Charges on amended accounts and accounts raised for mid-term enrolments, which the Parents are to pay within seven days from the date of the invoice. If the Parents fail to pay an account for Fees and Charges within 21 days of the due date they will be liable to pay an overdue charge which reflects the administrative and financial cost to International Chinese School in collecting the outstanding Fees and Charges. The Parents may enquire as to the current amount of the overdue charge at the Office of International Chinese School.*
- 3. If an account for Fees and Charges is not paid in full within 60 days from its due date, the Student's enrolment may be suspended, and the Principal may without further notice refuse entry to the Student and/or terminate the Student's enrolment.*
- 4. The Parents are to give at least one full term's notice in writing to the Principal before terminating the Student's enrolment. If the Parents do not give sufficient notice of termination of the Student's enrolment, they are to pay to the School one term's school fees, plus GST as applicable. The Parents agree that this amount is a genuine estimate by the School of the loss that it would suffer as a consequence of insufficient notice of termination of the Student's enrolment.*
- 5. No remission of Fees and Charges, either in whole or in part, will be made if the Student is absent due to illness, leave, suspension, or expulsion.*

6. *The School may incur from time to time such incidental expenditure on behalf of the Student as it may consider necessary, including for items such as books, excursions, educational programs, stationery and equipment.*
7. *Parents are to pay all medical and ambulance expenses incurred by the School on behalf of the Student which the School is not able to otherwise recover.*

### **Students' Obligations**

8. *Students are to demonstrate high standards of behaviour and:*
  - (a) *abide by the School rules as they apply from time to time;*
  - (b) *act courteously and considerately to each other and to staff at all times;*
  - (c) *support the goals and values of the School;*
  - (d) *attend and, as required, participate in:*
    - (i) *chapel services and assemblies;*
    - (ii) *the School sports programme;*
    - (iii) *important School events such as Speech Day / Night or other events determined by the Principal;*
    - (iv) *camps and excursions that are an integral part of the School curriculum;*
  - (e) *wear the School uniform as prescribed and follow conventional standards of appearance in accordance with the School's guidelines and the expectation of the School community; and*
  - (f) *attend the School during school hours, except in the case of sickness or where leave not to attend has been given.*

### **Parents' Obligations**

9. *The Parents:*
  - (a) *are to accept and abide by the requirements and directions of the School Board and the Principal relating to the Student or students generally and not interfere in any way with the conduct, management and administration of the School;*
  - (b) *acknowledge International Chinese School's Philosophy of Education published on International Chinese School's website [www.intcs.nsw.edu.au](http://www.intcs.nsw.edu.au);*
  - (c) *are to support the goals, values and Christian foundation and activities of the School;*
  - (d) *are to read the School newsletter;*
  - (e) *are to advise the School in writing of any change of home, mailing, email address or contact details or other information on the Application for Enrolment/Placement on a Waiting List, within one month of such change. Applications for a Student place may be cancelled if the School loses contact with the Parent or has mail returned to it;*
  - (f) *are to ensure the Student has each item of official required uniform, clean and in good repair, and all other requirements such as textbooks and stationery;*
  - (g) *are to communicate with students, parents, visitors and staff members in a courteous manner, and follow the communication guidelines laid down by the School from time to time;*
  - (h) *are to use their reasonable endeavours to attend parent-teacher interviews and parent forums and participate in courses offered by the School which are relevant to the Student's education.*

### **Exclusion of Students**

10. *The Principal may in his or her absolute discretion, but subject to affording the student procedural fairness, suspend or expel the Student for:*
  - (a) *breaches of rules or discipline;*
  - (b) *behaviour prejudicial to the welfare of the School, its staff or students; or*
  - (c) *where parents have failed to comply with these Conditions of Enrolment.*
11. *The Principal also may terminate the Student's enrolment if the Principal considers that a mutually beneficial relationship of trust and cooperation between the Parents and the School has broken down to the extent that it adversely impacts on that relationship.*

### **Leave**

12. *Requests for leave from School activities, including academic and co-curricular programs, and for early departure at the end of a day or term and/or late return from breaks are, in general, considered only in exceptional cases, and only on receipt of written application from the Parents by the Principal. Parents are to explain in writing to the Principal any Student absence for a part or whole day during term time, including late arrival at the beginning of the day.*

### **Content of Courses attended**

13. *The School determines which particular courses and activities are offered and/or provided at any time and which of these courses and activities are compulsory. These may be changed without notice.*



### **Special needs, Health and Safety**

14. *The Parents are to disclose fully any special needs or changes in special needs of the Student (including but not limited to any medical, physical, learning or psychological needs) as soon as they become aware of those special needs or changes in special needs. The Parents are to complete the Student's medical form accurately and provide annual updates.*
15. *The Principal may search the Student's bag, locker or other possessions where reasonable grounds exist to do so in order to maintain an environment that is safe for all students.*
16. *If the Student is ill or injured, necessitating urgent hospital and/or medical treatment (for example injections, blood transfusions, surgery) and if the Parents are not readily available to authorise such treatment, the Parents authorise the Principal or, in the Principal's absence, a responsible member of the School staff to give the necessary authority for such treatment.*
17. *The Student's personal property is not insured by the School, and the School does not accept any responsibility for loss of or damage to the Student's personal property.*
18. *Parents are to observe School security procedures for the protection of students.*
19. *In accepting these conditions the Parents:*
  - a) *acknowledge that the School may from time to time collect personal information about parents and students for the School's function or activities;*
  - b) *authorise the School to use and disclose information in such a manner as the Principal may deem appropriate for the purposes of the Student's education, health, care, welfare and development; and*
  - c) *acknowledge that they have read the School's Privacy Policy and Standard Collection Notice, as displayed on the School's website, or as otherwise published.*
20. *The Parents give permission for photographs and videos of the Student to be placed in the School's records; displayed from time to time around the School; and published in School publications, on its website and in other marketing and promotional material, unless the Principal has been advised or is advised in writing that the Parents do not give this permission.*

### **Court Orders and Provision of Reports**

21. *The Parents are to, where relevant, provide to the School all current Family Court or other court orders relating to the Student. Such information will be dealt with in accordance with the School's Privacy Policy.*
22. *The School will send academic reports to the address or addresses notified by the Parents. If the Parents are separated or divorced, reports will be sent to each of the Parents on request to the address notified by each Parent unless there is an order of a court or an agreement that reports are to be sent to only one of the Parents.*

### **General**

23. *International Chinese School may change these Conditions of Enrolment with effect from the beginning of a calendar year, provided the School gives the Parents at least two terms' notice.*
24. *Parents agree to notify the School of any change in contact details.*
25. *Parents' obligations to the School, as set out in these Conditions of Enrolment, are joint several and may only be terminated at the end of three months after we give notice, in writing, to the Principal, of our desire to be released from such obligations.*

## OTHER SCHOOL POLICIES

ICS seeks to provide a safe and supportive learning environment for each student where diversity is valued and all members of the School community feel respected and included and can be confident that they will receive support in the face of any threats to their safety or wellbeing. The following table summarises school policies that ensure the above environment is delivered and maintained. There is a Welfare Policy that incorporates behaviour management and discipline, a Child Protection Policy, a Bullying Policy and a Grievance Policy.

Policy	Changes in 2022	Access to full text
<p><b>Student Welfare</b> The Welfare Policy (incorporating behaviour management and discipline) of the School is grounded in the broad aim of bringing all things under the Lordship of Christ.</p> <p>Students are guided in their learning to work out a faithful and obedient response to God and His world. This aim is equally applicable to the learning of concepts and skills, the dynamic relationships that form part of that learning, and activity outside the classroom.</p> <p>The Welfare Policy chiefly addresses those relationships. The Welfare Policy is to be read within the context of the National Safe Schools Framework and complements the Principles of a Safe and Supportive School environment.</p> <p>The School's core values and ethos also complement the Framework. Our policies are based on principles of procedural fairness and involve parents in the processes of procedural fairness for suspension and expulsion. The school does not permit corporal punishment of students, or sanction corporal punishment of students by non-school persons.</p>	Nil	Full Text on School Web Site, Hard Copy available from Principal on request
<p><b>Child Protection Policy</b> The safety, protection and well-being of all students is of fundamental importance to the School.</p> <p>This policy summarises the obligations imposed by Child Protection legislation on the School and on employees, contractors and volunteers at the School and to provide guidelines to the School in how to deal with child protection matters.</p>	Nil	Full Text on School Web Site, Hard Copy available from Principal on request
<p><b>Anti-bullying</b> The School Policy provides a framework for setting behavioural expectations, identifying potential bullying behaviour and strategies for correcting such behaviour.</p> <p>The policy identifies various examples of bullying behaviour and harassment such as Verbal, Physical, Psychological, Social and Cyber Bullying.</p> <p>It outlines the Rights and Responsibilities of all members of the School Community including appropriate strategies for correcting the situation, both in the immediate context and in the future.</p>	Nil	Full Text on School Web Site, Hard Copy available from Principal on request
<p><b>Grievance</b> The Grievance Policy sets out a broad framework for how the School is to respond where students, parents, contractors, local residents, visitors and others express a grievance.</p> <p>Policy lays out formal process for addressing a grievance.</p> <p>Policy encourages parties to talk where possible, raising the grievance with the person concerned.</p> <p>Procedural fairness is of paramount importance when investigating a grievance and to ensure this is achieved, a separate Procedural Fairness Policy has been created to guide the process.</p>	Revised Nov 2022 Communications and Privacy sections revised	Full Text on School Web Site, Hard Copy available from Principal on request

## SCHOOL DETERMINED PRIORITY AREAS FOR IMPROVEMENT AND ACHIEVEMENTS

Area	Priorities	Achievement
<b>Teaching &amp; Learning</b>	NESA full registration for all Stages learning.	Achieved with full school registration granted to December
	Complete comprehensive K-6 Chinese language scope and sequence specific to ICS.	Completed by Chinese Coordinator in October.
	Focus on student learning in Mathematics.	Additional staff participated in UWS Primary Mathematics Webinar Series Improvement in overall student performance in numeracy component of NAPLAN.
<b>Facilities &amp; Resources</b>	Complete construction of the slip-lane on Pacific Highway St Leonards to bring to conclusion the development of the School site.	Certificate of practical completion of the slip lane granted in December.
	Cover the onsite student play-area with synthetic grass	The P&F raised \$26,000 to the project and the synthetic grass was installed in October.
	Further increase the Chinese library resources	Library resources continue to grow, with focus on Chinese literature.
<b>Staff Development</b>	All teaching staff to undertake professional development focussing on the teaching of Mathematics.	A number of teachers had completed the UWS Primary Mathematics Webinar Series the previous year, with new staff completing in 2022.
	All staff complete AIS online child protection training modules.	Staff completed in June
	Establish a school-wide mentoring program for inexperienced teachers.	The School appointed a Mentor who worked with inexperienced teachers. Two of these teachers gained Proficient Teacher Accreditation through NESA by the end of the year.
<b>Multicultural school community working in partnership with wider communities</b>	Enter students in Chinese language and cultural competitions locally and further afield.	Students participated in the Hello Mandaring Chinese Speaking competition and featured well among the prize winners.
	Contribution of students to local community activities and causes.	Student Leadership team collected non-perishable food items from the school community for distribution to underprivileged families.
	Nurture partnerships with key local organisations (eg. Willoughby City Council, Sydney Recitation Art Group)	The newly appointed Mayor of Willoughby City Council visited the School and spoke at a student assembly.  The School nurtured a partnership with St Stephen's Anglican Church, Willoughby. The Church made its premises available as an interim bus transfer point for students during construction of the slip lane. The Church's Children's Minister presented to School Chapels and ran after school programs which students attend.

## AREAS FOR IMPROVEMENT AND KEY PRIORITIES FOR 2023

Area	Priorities
<b>Teaching &amp; Learning</b>	Differentiated learning to allow flexible progression of identified students in Chinese, English and Mathematics
	Increase access to technology and move whole school to Mac operating environment
	Implement K-2 new English and Mathematics syllabus
<b>Facilities &amp; Resources</b>	Replace existing student laptops with Windows operating system with MacBooks.
	Increase student home readers with consideration of incorporation of online options
	The School to bring inhouse and take responsibility for IT systems management
<b>Staff Development</b>	Employ a Deputy Principal with strength in Curriculum to work alongside and mentor staff
	English and Mathematics (3-6) in preparation for the introduction of the new syllabus in 2024
	Neurodiverse learners: Catering for special needs.
<b>Multicultural school community working in partnership with wider communities</b>	Nurture partnership with Chinese Christian Church, Milson's point.
	Contribution of students to local community activities and causes.
	Continue to nurture partnerships with key local organisations

## INITIATIVES PROMOTING RESPECT AND RESPONSIBILITY

International Chinese School encourages all students to see that they are valued and integral to the life of the school community. School staff readily provide the care and support to promote respect and responsibility among all students. Examples of activities conducted throughout 2022 to promote respect and responsibility included:

### **Student Leadership**

2022 saw the introduction of a student leadership program with an emphasis, following the example of Jesus Christ, of leadership through service. This team were responsible for the initiation of the School House system, school clubs such as dance, band and chess. Further, they organised a food drive for the disadvantaged in the community.

### **Chinese New Year**

Students celebrate Chinese culture and its contribution to Australia.

### **Multicultural day**

Promoting respect for all sectors of our community.

### **The ICS Giving Tree**

Students donated Christmas presents for underprivileged children in the community.

## PARENT, STUDENT AND TEACHER SATISFACTION

The School maintained its strong partnership as was exhibited through the activities of the Parents' and Friends' Association (P&F). The P&F fostered an inclusive school environment, the highlight of which was the inaugural ICS picnic day held at Warners Park, Northbridge. Further, parents contributed \$26,000, an amazing effort for a small school, for the installation of artificial turf on the student playground at school.

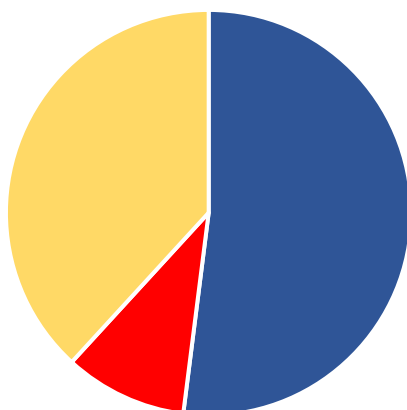
Parental feedback continues to voice support for the Christian foundation and priorities of the School evidenced through the weekly parent prayer group which remained online in 2022. The strength of the Chinese language component, as well as other academic programs of the School has also been appreciated by parents.

The School is always pleased to receive honest feedback in relation to aspects of school life that could be improved upon. Examples from 2022 included:

- Desire for the introduction and development of a school choir and band.
- Some concern over teacher retention has been expressed.

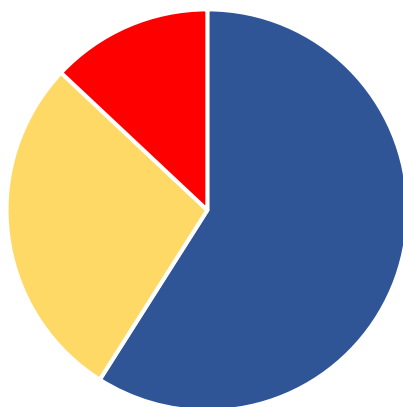
## SUMMARY FINANCIAL INFORMATION

### INCOME



■ Fees & private income   ■ State recurrent grants   ■ Commonwealth recurrent grants

### EXPENDITURE



■ Salaries, allowances & related expenses   ■ Non-salary expenses   ■ Capital expenses

**Peter Jamieson**  
**Principal**  
**28<sup>th</sup> June 2023**