

# St Sava College

## NESA ANNUAL REPORT | 2022



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## Theme 1: Introduction

### A message from the Chaplain

Life at St Sava College during the whole of 2022 was marked with relief at the conclusion of the Covid pandemic. By the close of 2022, the atmosphere in the classroom and at school was relaxed and comfortable. Students settled into their routines and began the process of socialisation and the establishment of friendships. The interaction with parents and in particular mothers and grandmothers at drop off and pick up, revealed the reality of significant, if not great struggles with financial and other pressures on families. Knowing that pressures might give rise to tensions at home, the wellbeing of students was a particular focus for all staff members.

Financial hardship caused by the pandemic negatively affected enrolments for the 2022 academic year, however, as the year rolled on, applications for enrolment for the current and subsequent years grew exponentially. Our regular outreach to parishes and the broader community was effective, but it was evident that word of mouth from the parent body of the school, did most to propel interest in St Sava College. At the conclusion of 2022, applications for enrolment in Kindergarten for the next few years were more than gratifying.

Visitors to the school were warmly welcomed whenever there was an opportunity, something that was hitherto impossible because of the pandemic. The steady growth of the student body was a great encouragement to families, and there was much discussion about the way we might reach out to the broader community to consolidate numbers in the upper years where there are vacancies, in preparation for the establishment of a viable Year 7 cohort at high school.

Completion and submission for development approval of the masterplan for St Sava College, encompassing the future primary and high school together with multi-purpose hall and sporting facilities, boosted confidence in the community, that students would assuredly complete their primary and secondary education in Varroville.

Foundational work in terms of academic achievement and forward planning we pray will see St Sava College take its rightful place in the developing mosaic of educational options available to the communities of south-west Sydney.

**Fr Rade Radan**  
Chaplain



## A message from President of the Board

St Sava College was officially opened by the Premier of NSW, Gladys Berejiklian on St Sava Day, 27 January 2021. Our inaugural year was an exciting one with teachers and students quickly settling into their routines. Our second year has been one of consolidation, but the excitement continues.

The board is grateful for the support of the Metropolitanate of Australia and New Zealand of the Serbian Orthodox Church, His Grace Bishop Siluan, as well as many parishes and church communities around Australia.

St Sava College is registered with the NSW Education Standards Authority (NESA) and is in receipt of substantial recurrent funding from both the NSW and Commonwealth Governments. This funding forms an essential part of our operating income, and we acknowledge and are grateful for this support.

On behalf of the Board, I would like to thank our Principal, Anne Nicolaou, for her leadership, professional and efficient management of the school, her support of our capable and committed teachers, and her dedication to our wonderful students.

Our Kumovi have been unfailing supporters of the College through their donations and encouragement. Many community members have also donated to the St Sava College Building Fund or contributed hundreds of hours of volunteer labour.

2022 year saw an increase in total enrolments from 30 to over 50 students K-3. The students are enthusiastic, lively, and curious. We believe St Sava College is nurturing and caring, but also focused on the education and personal development of its students. To our students, thank you for your hard work, the respect you show your teachers, and the love you show your school.

In November 2022, we lodged a Development Application with Campbelltown Council for stages 2-5 of the College, including the remainder of our primary school, and the proposed high school and multi-purpose hall. The plans once approved will give us planning certainty and serve as a masterplan for the development of the school over the next 10-15 years.

Fundraising remains essential to realise our plans. In 2022, we held our first annual St Sava College Ball, which was well attended and raised a considerable amount for the St Sava College Building Fund.

We continue to invite members of the community to become one of our 1300 Corporals (Kaplari) by donating an amount of at least \$1,000 to the St Sava College Building Fund.

The board is executing the St Sava College strategy for the future, is providing leadership and oversight on governance issues, and is supporting our principal, teachers, students, parents, and school community. I would like to thank board members for their efforts on behalf of the College.

The road ahead is clear. Enrolments and staff numbers are increasing, plans have been lodged and a vibrant school community is taking shape. A school community with a strong connection to heritage and culture, and living an Orthodox Christian life, under the protection of our patron St Sava.

**Randon Ilic**  
President

## A message from the Principal



The 2022 school year commenced with the celebration of St Sava's Day, albeit with staff wearing face masks and parents and friends unable to attend. Kindergarten students marked their first day of school while students in Years 1-3 reconnected with peers, made new friends, and cared for the youngest students.

Although challenged by flooding early in the year, with the gentle easing of Covid restrictions, there was less disruption to student learning and school life as we knew it slowly returned.

We welcomed visitors to the school for the first time since opening in 2021; our beloved Bishop Siluan whose visits brought students and staff much joy, our dedicated parents who celebrated Mother's and Father's Days and student learning, and our dearly loved grandparents who were welcomed with open arms to Grandparent's Day. Guests from Brisbane toured our wonderful school, The Church School of St Nicholas Parish and Morava Folkloric Ensemble - And who can forget the most glorious day when Abbot Metodije from Hilandar Monastery, Mount Athos gifted a beautiful icon of our Most Holy Theotokos to the College. We are blessed.

Central to our curriculum is the development of knowledge, understanding and skills, all while nurturing creativity and curiosity. Students are encouraged, supported and challenged in their learning using a balance of explicit instruction and inquiry-based learning. Firm foundations are laid in literacy and numeracy.

The National Assessment program – Literacy and Numeracy (NAPLAN), a point in time assessment of literacy and numeracy skills that are essential for every child to progress through school and life, was sat for the first time at the school by students in Year 3.

Students participated in Library Lovers' Day, Harmony Day, World Maths Day, Premier's Reading Challenge, National Simultaneous Storytime, National Wattle Day, Book Week, ANZAC Day and Remembrance Day commemorations and more. Incursions and excursions were held to complement classroom learning. Students in K-3 engaged in hands-on learning experiences in Indigenous Education, robotics, mathematics, science and health. Years 2 and 3 visited Belgenny Farm, Camden and Australian Botanic Garden, Mount Annan.

Teaching generosity by encouraging giving was the focus of events, such as Australia's Biggest Morning Tea, B Kinder Day and our Christmas Giving Tree appeal. We hope that our participation made a positive difference to others.

The inaugural St Sava College Ball held this year was an overwhelming success and planning is well underway for our first Summer Fair to be held early 2023.

Thank you to the many volunteers who support our school in varied ways at different times and particularly our Patron His Grace Bishop Siluan and the governing College Board. May God grant you many years.

With God's blessings, St Sava College will continue to expand and flourish.

**Anne Nicolaou**  
Principal

## Theme 2: About Our College

### Contextual Information about the School

St Sava College commenced operation in 2021 as a single-stream K-2 individual non-government school for boys and girls with the plan of growing into a multi-stream K-12 college, accredited for the delivery of NSW Higher School Certificate. In 2022, the College offers an educational program for K-3 based on the NSW curriculum.

The college mission is to prepare our students for success in all areas of human endeavour, be it intellectual, spiritual, emotional, physical or social, in a rapidly changing world. The college vision is for an exemplary school, living according to Christian Orthodox values, respecting Serbian tradition, encouraging critical thinking, providing quality learning, preparing children for a meaningful life. The motto of St Sava College is 'The Path the Life. Let us walk together with our children along that path to Him who is the LIFE'.

St Sava College is located on a substantial site in Varroville, in south-west Sydney in purpose-built facilities. The college predominantly caters to Serbian, Greek, Russian, Middle Eastern and other Orthodox Christians. The college board is committed to the principle of being an active member of the local community, and in keeping with Serbian custom and the Orthodox Christian faith. The school is a welcoming, friendly and comprehensive educational institution.

### Characteristics of the student body

The student body of St Sava College predominantly come from the Serbian community.

In 2021, there were 30 students in K-2. There were 11 boys and 19 girls in total.

In 2022, 56 students were enrolled K-3. There were 23 boys and 33 girls in total.



### Theme 3: Student outcomes in standardised national literacy and numeracy testing

#### NAPLAN summary 2022

The School's Year 3 NAPLAN (National Assessment Program – Literacy and Numeracy) results for 2022 are summarised below. At a school level we value the data we receive from NAPLAN, because this not only confirms the areas, we as a school, are achieving strong results, we are also able to plan and program for individual and whole school growth as well.

All students tested in reading, writing, spelling, grammar, punctuation and numeracy in Year 3.

The table below shows the average student results at this school for the selected year.

| 2022   | READING | WRITING | SPELLING | GRAMMAR & PUNCTUATION | NUMERACY |
|--------|---------|---------|----------|-----------------------|----------|
| Year 3 | 441     | 429     | 431      | 461                   | 390      |

**NAPLAN participation for this school is 100%.**

**NAPLAN participation for all Australian students is 95%.**

More information can be found at <https://www.myschool.edu.au/school/52946/naplan/results>



## Theme 4: Our Educators

### Professional Learning

Professional learning at St Sava College contributes to the professional growth of its staff and improved student outcomes. The individual and the College share responsibility for promoting, planning, implementing and evaluating professional learning.

| Areas of Professional Learning  | Number of Teachers |
|---------------------------------|--------------------|
| Accreditation                   | 1                  |
| Anaphylaxis                     | 6                  |
| Child Protection                | 6                  |
| Creative Arts                   | 2                  |
| EAL/D                           | 1                  |
| English (K-2 Curriculum)        | 7                  |
| English (Heggerty)              | 2                  |
| English (MultiLit - InitialLit) | 7                  |
| First Aid / CPR                 | 6                  |
| Governance                      | 1                  |
| Languages                       | 1                  |
| Mathematics (K-2 Curriculum)    | 7                  |
| NCCD                            | 1                  |
| Privacy                         | 1                  |
| School management system (ICT)  | 3                  |
| School registration             | 1                  |
| Smartboard training (ICT)       | 3                  |
| Student wellbeing               | 3                  |
| Workplace management            | 1                  |

### Teacher Accreditation

| Level of Accreditation | Number of Teachers |
|------------------------|--------------------|
| Conditional            | 1                  |
| Provisional            | 2                  |
| Proficient             | 3                  |



## Teacher Qualifications

| Category  | Number of Teachers |
|---|--------------------|
| 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 | 6                  |
| Teachers having a bachelor's degree from a higher education institution within Australia or one recognised within the AEI-NOOSR guidelines but lack formal teacher education qualifications                 | 0                  |

\*Note that the number of teachers falling within these two categories may not sum to the total number of teachers as reported in the previous accreditation table as some teachers with Conditional accreditation may not be included.





## Theme 5: Workforce composition

### Staff overview

St Sava College employed 6 teachers in 2022. These teachers comprised the Principal and five full-time class teachers. There are no indigenous staff at present.

| School staff 2022                       |     |
|---|-----|
| Senior Leadership                       | 1   |
| Teaching staff                          | 5   |
| Full-time equivalent teaching staff     | 5   |
| Non-teaching staff                      | 1   |
| Full-time equivalent non-teaching staff | 0.6 |



## Theme 6: Student Attendance



Students at St Sava College have high attendance rates. Children generally attend school daily with absences primarily due to illness. Unexplained absences are extremely rare.

St Sava College has clear procedures in place for managing non-attendance. Rolls are marked electronically in our student information system (Sentral). Any non-attendance is required to be explained in writing from a parent.

| Year Level   | Attendance Rate % |
|--------------|-------------------|
| Kindergarten | 90                |
| Year 1       | 96                |
| Year 2       | 94                |
| Year 3       | 98                |
| Whole school | 94.5              |

### Management of Non-Attendance

(a) Unsatisfactory attendance may include frequent absences, or a pattern of lateness or absences, even if notification is provided.

(b) The Administrative Assistant will generate a significant absences list at least twice a term, reporting student days absent or late arrival, to be sent to the Principal for review and action if necessary. Student absence of more than 5 days per term (10%): Class teacher will inform the Principal for follow up.

- If a student has a pattern of unexplained absences, or a pattern of unacceptable school or class attendance even with an explanation from parents, the office will notify the Principal, who will liaise with class teachers.
- Unsatisfactory attendance is noted in school records and notified to parents. Confidential notes are kept in the Principal's files. A meeting will be arranged with the parents and Principal to discuss enrolment options for the student and continuing parent partnership with the school.
- Should a pattern of non-attendance cause staff to have concerns for a student's welfare, they will notify the Principal of their concerns who will follow the Child Protection protocols.



- The school may negotiate a Return to School Plan with parents to assist the regular attendance of their child/ren at school.
- The school may request assistance from the Association of Independent Schools to resolve poor school attendance.
- Chapter 16A of the Children and Young People (Care and Protection) Act 1998 permits sharing of information concerning the safety, welfare and wellbeing of children and young people.

## A Return to School Plan

Absenteeism of more than 5 days (10%) of a term may indicate the need for a Return to School plan for a student; an individualised, flexible attendance plan with the aim of returning the student to full attendance. The goal is to assist all students to attend every day and achieve the appropriate learning outcomes.

- (a) The class teacher shall be notified of absences of 5 days or longer. A Return to School plan shall be facilitated in consultation with the parents and child, and any other stakeholders, to provide appropriate learning tasks.
- (b) The class teacher shall maintain a Register of Return to School plans for follow up.
- (c) The class teacher shall inform Front Office staff of a student commencing a Return to School plan, or pursuing a flexible timetable.
- (d) The Principal shall contact the class teacher every 30 days regarding any students on a Return to School Plan, to monitor progress, follow up any failure of the plan and for the monthly Attendance Report to the school Board.
- (e) In the event of no improvement to attendance, the Principal shall meet with parents to discuss the student's continuing enrolment.
- (f) Where communication with the parents/ guardians fails:
  - i. a formal letter shall be sent asking them to contact the school;
  - ii. if no response within seven (7) days, a letter shall be sent requesting parents/ guardians to make an appointment to discuss the situation
  - iii. with the Principal, including the consequence of Termination of Enrolment if there is no response;



iv. if no response within seven (7) days, a letter of Termination of Enrolment shall be sent.

(g) All meetings and decisions shall be documented.

### Exemptions from Attendance

(a) The Principal may grant Exemption from Attendance, or part day exemptions, for up to 100 days in a 12 month period.

(b) The process for considering an application for exemption is:

- Parent accesses the 'Application for Exemption From Attendance at School' form from the school, and returns the completed form to the school.
- Principal reviews the application against the criteria in the DET guidelines
- Certificate of Exemption awarded (if the application is supported), and original given to parent
- Copy of the application, certificate and Minister's delegation kept on the student's file

(c) Should the approval not be granted, notice will be given in writing in time for the parent to appeal the decision in writing and/ or in person according to the principles of procedural fairness which are followed in all similar matters.



## Theme 7: Enrolment policies

### Enrolment policy

1. Applications for enrolment may be made at any time by the parent/carer(s) of students to commence at St Sava College.
2. Students enrolling at school for the first time will be five years of age on or before 1 May.
3. The School will base any decision about offering a place to a student on:

Family relationship with the school including whether;

- the student is a sibling of a current or ex-student
- either of the parents attended the school
- the parent/carer(s) are active members of the Serbian Orthodox Church in Australia or New Zealand through a Parish or Church Community or other organ of that Church
- the parent/carer(s) are active members of a canonical Orthodox Church in Australia through a Parish or Church Community or other organ of that Church
- the parent/carer(s) accept the School's Statement of Faith, and Religious Character.
- the parent/carer(s) have accepted the School's Statement of Life and Conduct

The student:

- the student is an active member of a Parish of a canonical Orthodox Church
- the contribution that the student may make to the school, including the co-curricular activities
- The student's reports from previous schools or prior to school service e.g. the NSW Department of Education's Transition to School Statement

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 will meet with parent/carer(s) of the student and 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 and other requirements of the School which are applicable from time to time.

## Enrolment Procedures

All applications for Enrolment must be

- on the school's official application form
- signed by the parent/carer(s)
- lodged with a non-refundable application fee of \$100, paid to St Sava College, when the application is lodged.

When the Application is received, the Enrolment Officer (which shall be the Principal until such time as another person is appointed by 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), at which the parent/carer(s)' expectations and the student's needs will be discussed. Following this meeting, the School will advise whether it will confirm or withdraw the offer, and/or

- advise the parent/carer(s) they must attend for an interview following which the School will decide whether to make an offer of enrolment and/or
- Other procedures adopted by the school as a part of the process e.g. meeting with the administration staff handling student enrolments and/or
- advise whether it wishes to make an offer of enrolment

If the School makes an Offer of Enrolment or a Conditional 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 \$200.

If the Parent/carer(s) accept the offer of enrolment they will be invoiced for the first terms fees which must be paid within 30 days of the invoice date.

Failure to pay the first term's fees on time may result in the withdrawal of the offer or placement of the student on a waiting list with no guarantee of enrolment.

If the Parent/carer(s) give the School at least three months (3) notice of their decision not to proceed with the enrolment the first terms fees will be refunded in full.

If the Parent/carer(s) give the School less than three months (3) notice of their decision not to proceed with the enrolment the first terms fees will be forfeited and no refund will be paid.

The Parent/carer(s) must inform the School of any change of address or contact details after an offer (or conditional offer) of enrolment is made.

Any questions concerning enrolment should be referred to the Principal at [office@stsava.nsw.edu.au](mailto:office@stsava.nsw.edu.au).





## Theme 8: Other school policies

### Student welfare

The school seeks to provide a safe and supportive environment to support the physical, emotional, mental and spiritual wellbeing of students. The College implements measures designed to promote the wellbeing, pastoral care and safety of students.

### Anti-bullying

The St Sava College is a community where every person is valued and has a unique part to play. The school seeks to build a supportive, caring community which aims to protect all people from behaviour by others which may cause distress of any kind; and to foster the restoration of relationships of mutual regard and honour.

This policy aims to facilitate processes that will deter and prevent bullying; support and strengthen the victim; and address the cause, and suitable restitution, with the offender. The careful resolution of each incident will be for the benefit of each person involved, as they grow in discipleship; and of the whole school, *so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.* (Ephesians 4:12b-13)

### Student discipline

St Sava College recognises the importance of relationships in the education of young people. At times conflicts can arise which require management, resolution, forgiveness and healing. Policies for managing student behaviour and associated restorative practices assist students to learn from their mistakes and reconcile differences and problems with others. The purpose of discipline is to teach students respect, self-control and obedience in order to create a safe environment where learning can be maximised.

### Reporting complaints and resolving grievances

The College has in place processes for dealing with complaints and grievances raised by students and/or parents. These processes will incorporate, as appropriate, principles of procedural fairness.



Further information can be found [here](#).

## Updates on protocols and procedures

| Policy                               | Changes in 2022              | Access to Full text  |
|--------------------------------------|------------------------------|--|
| Student Welfare                      | No changes were made in 2022 | The full text of the school's student welfare policy can be accessed by emailing <a href="mailto:office@stsava.nsw.edu.au">office@stsava.nsw.edu.au</a>                      |
| Anti-bullying                        | No changes were made in 2022 | The full text of the school's anti-bullying policy can be accessed by emailing <a href="mailto:office@stsava.nsw.edu.au">office@stsava.nsw.edu.au</a>                        |
| Discipline                           | No changes were made in 2022 | The full text of the school's discipline policy can be accessed by emailing <a href="mailto:office@stsava.nsw.edu.au">office@stsava.nsw.edu.au</a>                           |
| Complaints and grievances resolution | No changes were made in 2022 | The full text of the school's complaints and grievances resolution policy can be accessed by emailing <a href="mailto:office@stsava.nsw.edu.au">office@stsava.nsw.edu.au</a> |



## Theme 9: School determined priority areas for improvement

| Area                          | Priority   | Achieved   |
|-------------------------------|--|--|
| Community                     | Engage and connect with the local and wider community through community focused events   | Achieved   |
| Facility Development          | Prepare Masterplan of Stages 2-5 of construction   | Achieved   |
| Staff                         | Recruit Orthodox Christian teachers  | Achieved   |
|                               | Support teaching staff to develop professional practice through professional learning opportunities, such as InitialLit training | Achieved   |
| Student Enrolment and Welfare | Seek to achieve full enrolments in each Year group   | Not achieved in each Year group – to be included in areas for improvement 2023 |
|                               | Provide subsidised private bus travel to a local registered after school care provider   | Achieved   |
| Teaching and Learning         | Implement MultiLit's InitialLit program K-3  | Achieved   |

## Theme 10: Initiatives promoting respect and responsibility

During 2022, students in K-3 participated in initiatives to promote respect and responsibility. Older students took on the role of buddy to younger students and other various leadership opportunities were presented in different settings, such as assembly. Examples of promoting respect and responsibility in the community can be found below.

### Harmony Day

Students celebrated Harmony Day by participating in a range of different cultural activities. They sang songs, prayed for all people in the world, created a collaborative artwork, cooked cherry pita, played games from indigenous and other cultures, participated in folklore dancing and read 'What do you call your Grandma?'. They discussed the importance of being inclusive, kind and respectful friends.

### Australia's Biggest Morning Tea

A morning tea was held at the College to raise funds for the Cancer Council's Australia's Biggest Morning Tea. Students and staff received a delicious homemade cupcake in exchange for a donation towards this most worthy cause.

### Koori Kinnections Cultural Program

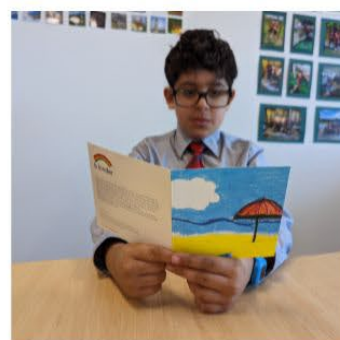
Students enjoyed the Koori Kinnections Cultural Program for the second year. They had a wonderful time listening to Dreamtime stories, learning about Indigenous tools and weapons and crafting clay sculptures of echidnas. They were reminded how Aboriginal people used materials found in the environment to make products that met their needs.

### B Kinder Day

Students celebrated B Kinder Day to spread kindness and love in our school community. They completed a kindness challenge bingo board and engaged in a range of activities highlighting the importance of empathy, connection and kindness. Students wrote cards to their parents, played games with their friends and planted seeds to shower with kindness.

### Christmas Giving Tree

Students donated a variety of children's toys, sporting equipment, art/craft activity packs, STEM discovery kits, board games, puzzles, colouring pencil/book sets to the children at Westmead's Children's Hospital. Teaching generosity by encouraging giving.





## Theme 11: Parent, student, and teacher satisfaction

### Parent Satisfaction

St Sava College encourages open lines of communication and parent feedback is welcomed. Parents and teachers use a student communication diary for sharing day-to-day information or concerns about students. Other matters are communicated by phone, email or in person.

Parents attend a formal parent-teacher interview with the class teacher in Semester 1 and Semester 2. This meeting can be held in person or by phone.

Meetings with teachers can be arranged at other times, as required. Meetings with the Principal are also welcome.

### Student Satisfaction

Students are regularly surveyed to inform teachers of student satisfaction. Exit slips are used as one way to gather evidence of student satisfaction.

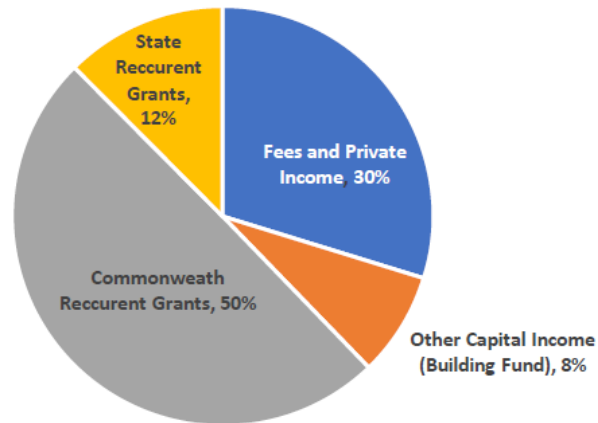
### Teacher Satisfaction

Teachers participate in induction, probation and mentoring processes throughout the year. This involves formal and informal meetings and regular feedback opportunities, including during weekly staff meetings. Feedback from teachers during 2022 indicates staff were generally very satisfied in all areas of our school.

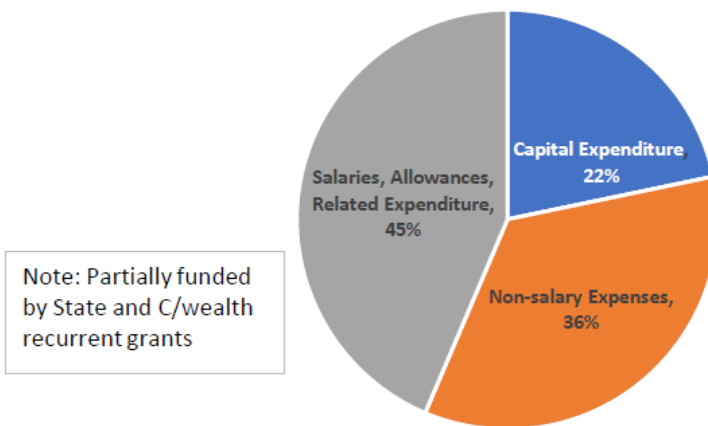


## Theme 12: Summary of financial information

### Recurrent/ Capital Income



### Recurrent/ Capital Expenditure



Note: Partially funded by State and C/wealth recurrent grants

## Theme 14: Publication requirements

The 2022 annual report was published by 30 June 2023 and has been made available to NESA online.

The report is available to the public and can be found on the school's website.

<https://www.stsavacollege.net/>

The school will supply a hard copy on request.



