

*"In Whom are hidden all the treasures of  
Wisdom and Knowledge"*

Colossians 2:3

St Marys & St Mina's Coptic Orthodox College  
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# 2011 ANNUAL REPORT



# St Marys & St Mina's Coptic Orthodox College

A Ministry of St Mary & St Mina's Coptic Orthodox Church

ABN 12088941913

## 1999 - 2011

### DIRECTOR

**Reverend Father & Dr Mikhail Mikhail** BMed

### INTERIM HEAD OF COLLEGE

**Mrs Helen Blanch** Master of Ed., Dip. Sec. Maths

### ACTING HEAD PRIMARY

**Mr Neville Pollard** BA, Master of Ed., Dip.Theo

### BUSINESS MANAGER

**Mr Asheraf Zaki** FIPA, BA Commerce

#### Primary

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#### Secondary

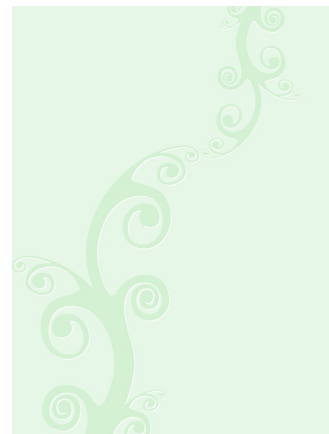
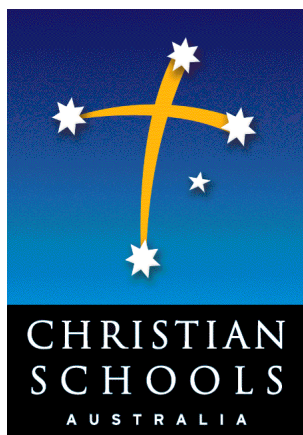
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## Our Motto

"Fullness of knowledge in Christ"

## Our Vision

To provide holistic education which strives to enhance the spiritual, intellectual, social, cultural and physical potential of young people. The nurturing and development of Disciples of Christ is our foci.

## Our Mission

St Mary & St Mina's Coptic Orthodox College aims to assist each child to grow up in the fullness of Christ. As a family we aim to instruct that the fullness of knowledge is Christ.

## Our College

St Marys & St Mina's Coptic Orthodox college is a Kindergarten to Year 12 co-educational day school located in the South-western suburbs of Sydney. It has a Primary campus in Bexley and a Secondary campus in Rockdale. The College commenced in 1999 as a ministry of St Marys & St Mina's Coptic Orthodox Church. It was established through the vision of Pope Shenouda III, Head of the Coptic Church who said "the Church without youth is a church without a future, and youth without a church is youth without a future". The College is a member of Christian Schools Australia and is part of the fellowship of two other Coptic schools in Sydney.

St Marys & St Mina's Coptic College is a Christ-centered learning community who works in partnership with families and the churches to assist students to grow up into the Lord Jesus Christ.

Christian Community Schooling is based on a Biblical understanding that God is our Creator and Saviour. He calls us to turn away from the empty way of life that is self-determined, to live as God's people for His praise and His glory, fulfilling the purposes for which He created us. This is in direct contrast to where education is often reduced to the quality of student performance in national examinations.

Education is all about the relationship between knowledge, learning and living life. A Christian education holds out an alternative narrative to the surrounding culture and is firmly anchored in the Gospel of the Lord Jesus Christ. It is a transforming vision for life that is about wholeness expressed in right relationship with the Lord, oneself and others. The goal is the development of the whole-person in community with others, exercising their gifts in the service of the Lord.

St Marys & St Mina's College is a Christ-centered learning community which seeks to be shaped by Biblical truth and led by the Spirit of God. The College strives to grow young men and women who develop spiritually, socially, intellectually and physically. The teaching and learning that occurs is a core part of assisting students to live well.





## The Orthodox Creed

The Creed is the essence of our Christian faith. The church gives great value to the Creed such that it has included the Creed as part of the daily Hours prayers, as faith is an essential element for our spiritual life, not only for our beliefs.

The Council of Nicea in the year 325 A.D., was the first ecumenical council which refuted the Arian heresy that denied the Godhead of Christ. The Coptic Orthodox Church was represented in this council by Pope Alexander, the nineteenth Patriarch of Alexandria, accompanied by his deacon Athanasius who formulated the contents of the Creed. The section of the Creed relating to the Godhead of the Holy Spirit was added in the ecumenical of Constantinople held in 381 A.D. to refute Macdoniu's heresy which denied the Godhead of the Holy Spirit.

The Creed includes the following main facts of the Faith:

- † The unity of God. The Creed starts with the words "Truly we believe in one God."
- † The Holy Trinity, the Godhead and the role of each.
- † The incarnation, redemption and salvation.
- † Baptism for the remission of sins.
- † The resurrection of the dead and the life to come in eternity.
- † The second coming of Christ for judgement.
- † The one Holy, Universal and Apostolic Church.

## Fullness of Knowledge is Christ

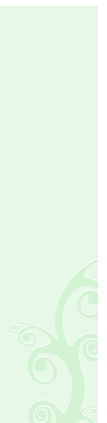
We believe that the Orthodox family has a unique spirit with a sense of belonging and the College seeks to develop this further. We take up the challenge with the Grace of our Lord Jesus to impart the qualities that will provide a source of strength to each individual, enabling them to take an active and responsible role in society in the spirit of the Holy Bible.

## Vision Statements

To promote and develop a Bible-based understanding, acceptance and practice of Orthodoxy.

To foster the growth of students towards the full realisation of their academic potential.

To develop an awareness of the History and traditions of the Coptic Orthodox Faith as it relates to the rites of the Church.



## 2011 The Year that was ....

2011 was a year of both blessing and hardship. Schools are passionate places where every part of life is felt deeply. Due to the loss of the Principal during the year, the executive team of Mrs Rafla and Mr Tadros stepped into the role of Heads of Secondary in Term 3. Thanks go to them, Mrs Leanne Davis (Head of Primary) and Mrs Bjelatic and Mrs Barone (the Primary Coordinators) for their dedication to maintaining the ongoing educational program of the College. The college also acknowledges the commitment of the staff to the growth of their students. Thanks go to Mr Jason Stanley, the former Principal for his contribution to the College.

The college is currently single streamed in both Primary and Secondary and has a strong academic record with the results on NAPLAN, the School Certificate, the Higher School certificate and the number of university places offered is ahead of the State Average. The Secondary Department has an acceleration program in mathematics and science subjects. The College was ranked 49 in the merit list of the top 100 schools in the NSW Higher School Certificate.

The Primary campus provided a range of opportunities to explore and extend learning experiences so that children could achieve in a wide range of academic, sporting, cultural and social activities. The teaching staff has access to resources and professional material which will enable them to develop educational programs to encourage a more creative learning environment. This will motivate our students and help them to develop responsibility for their learning as well as independent study habits.

The children were developed in their awareness of the history and traditions of the Coptic Orthodox Faith with the introduction of a daily prayer-assembly time in the Secondary Department. Children in Kindergarten to Year 12 have the opportunity to learn Arabic and Coptic, which is the ancient language of the cultural heritage behind the name of the College.

*"The Church without youth is a church without a future, and youth without a church is youth without a future."*  
Pope Shenouda III

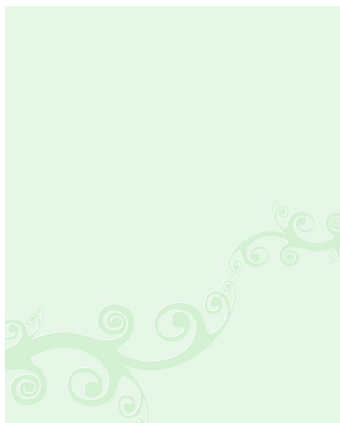
## A Message from the Board Chairperson

The SMCOC College Board of Directors is charged with the mission of ensuring that the College meets its spiritual, educational and community responsibilities to students, parents and staff alike.

The College Board is so grateful to our Lord Jesus Christ for leading our College to achieve great HSC results in 2011. Through the grace of God, the college has strengthened the Christian education in both Primary and Secondary. The College Board would also like to thank our beloved students, parents and staff for their great effort throughout 2011. A special thank you, to the executive team in Primary campus: Mrs Davis, Mrs Bjelatic and Mrs Barone, and in Secondary campus: Mrs Rafla and Mr Tadros, for their Christian love, care and dedication for our students.

May our Lord Jesus Christ bless and strengthen our college to continue achieving great results, spiritually and academically.

Father Mikhail



*“Behold how good and how pleasant it is for brethren to dwell together in unity.”* Psalm 133:1

The P&F Association’s primary goal is to encourage parental involvement in the school and to help the school reach its objectives, fostering a positive spirit within the college. The secondary goal of the association is to provide fundraising activities to support the school. All the profit from the activities is directed towards purchasing new resources for the direct benefit of students. During 2011, we held a number of exciting events including:

- Mothers’ Day BBQ
- Fathers’ Day breakfast
- Mothers’ night out
- Cake stall
- Many exciting lunches for our students in addition to the regular canteen lunches, including pizza days and kofta days.
- A Bunnings sausage sizzle
- Krispy Kreme Cards
- Cadbury chocolate drive
- Annual school fete

The Fete was thoroughly enjoyed by family, friends and neighbours alike. We received very positive feedback from many parents.

The P&F Association was able to raise around \$30,000 for the College during the year. The funds assisted the College to purchase furnishings for the new building. We had great assistance to the College this year, provided with the support of many volunteers: parents, friends and staff. Students always love seeing their parents involved in the college and this is a great opportunity to do so. We look forward to trying to better this achievement in 2012!

Ghadea Tadros

P&F President





- Stage information evening for parents, at the beginning of term 1 to introduce the teachers and classroom routines of each stage.
- Parent/Teacher interview evenings to discuss student reports semester 1.
- Professional learning courses every Wednesday afternoon on a diverse range of teaching/learning strategies to meet the individual needs of students.
- Peer support program led by year 6 mentoring all primary students.
- The continued development of a culture of academic excellence through curriculum differentiation and the special needs program.
- Refurbishment of the kindergarten rooms in the old building and all brand new furniture assembled for new building.
- Crunch and sip – healthy eating program for all primary students
- Gymnastics program for all primary students
- Piano purchased and extra singing lessons conducted.
- Trivia night
- Coptic and Arabic Choir
- Local surrounding school chess competition
- 2UE Favourite Teacher award Finalist
- Jump start – Kindergarten orientation program
- At least one excursion each term for each Primary grade
- Continued development of the Secondary acceleration program
- Ranked 49 out of the top 100 NSW schools for the HSC results.

## Activities related to promote Respect & Responsibility

- Year 6 ANZAC day ceremony.
- The P&F provided Mothers and Father's Day stalls and a BBQ for primary students.
- School assemblies provided opportunities for students to show their responsibility to members of the school and wider community.
- Social skills programs.
- Hatching Chicken eggs.
- Year 6 students involved in peer support and kindergarten buddy programs.
- Chess Club participation in school and local community schools.
- Crunch and sip healthy eating program.
- In school and sister school debating and public speaking competitions.
- Primary presentation and Christmas concert evenings.
- Year 2 pen pals with Marton Public school.
- Involved in local library book week festivities and competition.
- Participation in Young leaders day.



St Mary & St Mina's employed 29.8 full time equivalent teaching staff and 7.4 full time equivalent non teaching staff in 2011. 28.6 teaching staff have qualifications from a higher education institution within Australia or an overseas qualification recognised by AEI-NOOSR guidelines and two teachers are category (ii) (have qualifications from a higher education institution within Australia but lack formal teacher education qualifications). These teachers are approved to teach by the NSW Institute of Teachers.

## Staff Composition (Full Time & Part-Time)

- 1 \_\_\_\_ Principal
- 1 \_\_\_\_ Head of Primary
- 1 \_\_\_\_ Business Manager
- 2 \_\_\_\_ Primary Coordinators
- 12 \_\_\_\_ Primary Teachers (including 2 coordinators).
- 2 \_\_\_\_ Secondary Coordinators
- 21 \_\_\_\_ Secondary Teachers (including 2 coordinators).
- 1 \_\_\_\_ Teachers Aid
- 2 \_\_\_\_ Primary ESL Teachers
- 1 \_\_\_\_ Secondary ESL Teachers
- 1 \_\_\_\_ Secondary Laboratory Assistant
- 1 \_\_\_\_ Secondary Counsellor
- 1 \_\_\_\_ Primary Counsellor
- 1 \_\_\_\_ IT Officer
- 1 \_\_\_\_ Teacher Librarian
- 2 \_\_\_\_ Library Assistant
- 3 \_\_\_\_ Administrative Staff

## NSW Institute of Teachers / New Scheme Teachers

- 7 \_\_\_\_ Provisional Conditional  
Provisional Beginning
- 6 \_\_\_\_ Professional Competence

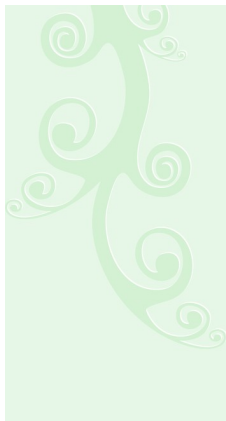
## Average staff attendance

The average teacher attendance during 2011 was 97%.

## Professional Development

The average expenditure on professional development per teacher was \$380.00.

Staff professional development was through both school-based professional learning sessions and in-service courses. It focussed on teaching and learning strategies, technology and first aid. New Scheme Teachers attended both teacher identified and Institution approved courses to achieve and maintain their accreditation.





## Student Attendance

**Primary** overall attendance rate 95.2%

**Secondary** overall attendance rate 83.6%

K 98%

1 93.1

2 94.6

3 88.9

4 98.2

5 98.9

6 95

7 82.2

8 90.4

9 80.2

10 86.3

11 82.2

12 80.1

The average attendance rate of students K-12 is 91.4%.

## Enrolments as at August 2011

Primary	183	K	29
High School	<u>147</u>		37
Total	330		38
			22
			17
			25
			14
			22
			22
			30
			20
			27
			<u>24</u>
			<u>327</u>

## Retention Rate Summary

On the whole, St Mary and St Mina's College retention rate is solid from Years K-12.

Students leave the School generally due to family circumstances (these are mainly for financial and relocation reasons). An extremely small number of students who leave the School during the Year.

In 2011 the retention rate of students who completed Year 12 in 2011 compared with the number of students that completed Year 10 in 2009 was 93%.

## Managing Student non-attendance

The College adheres to the BOS requirements for attendance and regular DEEWAR monthly reporting.

Rolls are marked at roll call and monitored on a period by period basis. The guidelines require schools to monitor attendance and report concerns to parents who are responsible to the Department of Education for student attendance. St Mary's is committed to the child protection aspect of attendance and the College Principal in conjunction with the College Counsellor monitor external influences on students and take appropriate steps to ensure regular attendance is maintained. Students found truant are required to attend a Saturday detention, supervised by the College Principal.

## Parent Profile

The College comprises a high proportion of Coptic Egyptian families but welcomes parents and students from other ethnic backgrounds. The level of parental involvement is high. The Head of College and the Head of Primary have ongoing communication with the P&F executive. Many parents are involved in the College through the P&F.

Parents of students in Year 5, Year 7 and Year 9 (2011) were given opportunity to complete a Parent Satisfaction Survey. Of those returned, the majority of parents indicated a positive response to the quality of teaching, learning, the strength of the College community and the care of their children.



## Reading

All students achieved at or above the national minimal standard of band 2 for year 3.

One student (5.6% of year 3) achieved band 2.

Five students (27.8% of year 3) achieved band 3.

Six students (33.3% of year 3) achieved band 4.

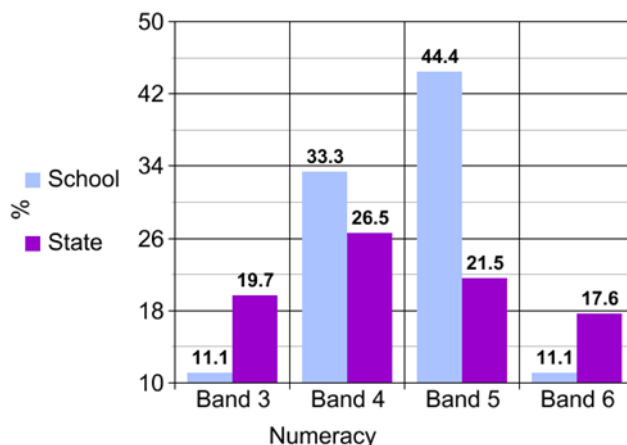
Two students (11.1% of year 3) achieved band 5.

Four students (22.2% of year 3) achieved band 6.

Two student were either absent, exempt or withdrawn.

This is a great achievement considering the school is 99% NESB.

Year 3, 2011 Naplan Results



## Numeracy

All students achieved above the national minimal standard of band 2 for year 3.

Two students (11.1% of year 3) achieved band 3.

Six students (33.3% of year 3) achieved band 4.

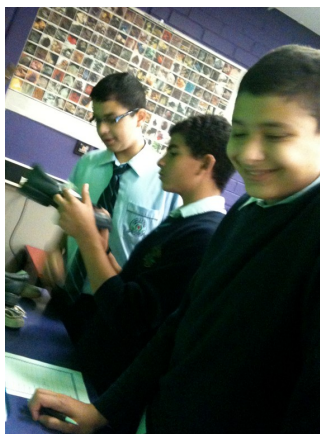
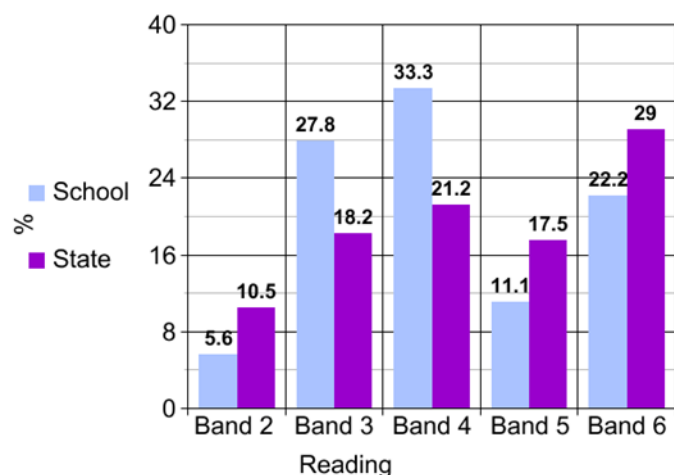
Eight students (44.4% of year 3) achieved band 5.

Two students (11.1% of year 3) achieved band 6.

Two student were either absent, exempt or withdrawn.

This is a great achievement considering the school is 99% NESB.

Year 3, 2011 Naplan Results



## Reading

23 out of 26 students (88.5% of year 5) achieved at or above the national minimal standard of band 4 for year 5.

One student (3.8% of year 5) achieved band 4.

Seven students (26.9% of year 5) achieved band 5.

Eight students (30.8% of year 5) achieved band 6.

Five students (19.2% of year 5) achieved band 7.

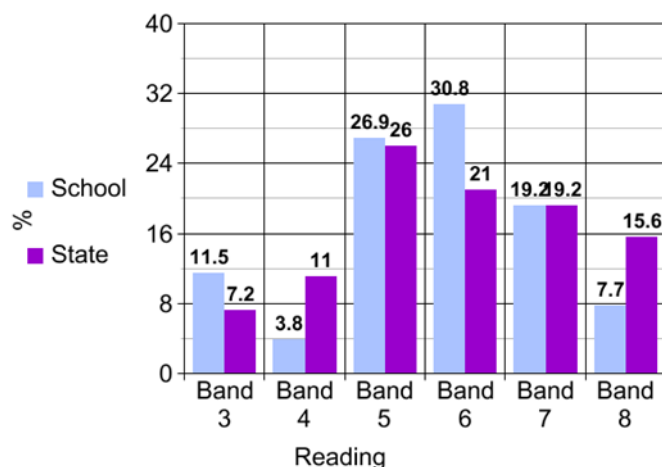
Two students (7.7% of year 5) achieved band 8.

Three students (11.5% of year 5) achieved band 3 which is below the national minimum standard of band 4 for year 5.

No student were either absent, exempt or withdrawn.

This is a great achievement considering the school is 99% NESB.

Year 5, 2011 Naplan Results



## Numeracy

All but one student (96.2% of year 5) achieved at or above the national minimal standard of band 4 for year 5.

Two students (7.7% of year 5) achieved band 4.

Five students (19.2% of year 5) achieved band 5.

Eight students (30.8% of year 5) achieved band 6.

Three students (11.5% of year 5) achieved band 7.

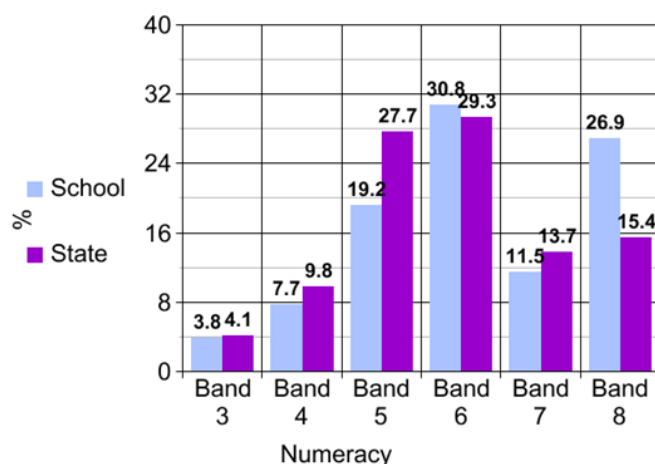
Seven students (26.9% of year 5) achieved band 8, which is 11.5% above the state average of 15.4%.

One student (3.8% of year 5) achieved band 3 which is below the national minimum standard of band 4 for year 5.

No student were either absent, exempt or withdrawn.

This is a great achievement considering the school is 99% NESB.

Year 5, 2011 Naplan Results





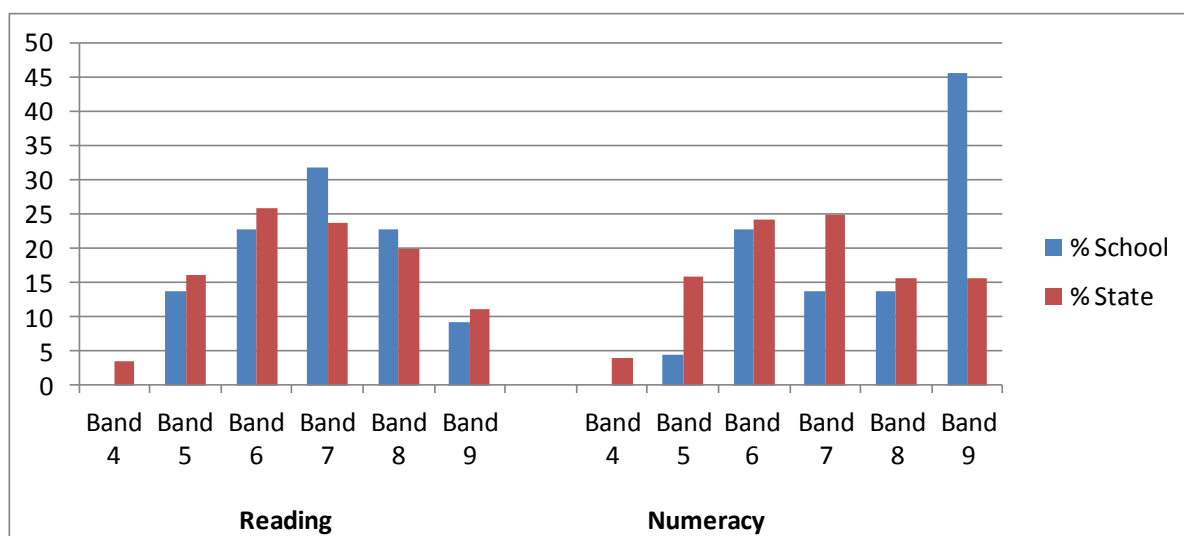
Year 7 at St Mary and St Mina Coptic Orthodox College has performed better than the State in both Reading and Numeracy.

	READING	
	% School	% State
Band 4	0	3.5
Band 5	13.6	16
Band 6	22.7	25.8
Band 7	31.8	23.7
Band 8	22.7	19.9
Band 9	9.1	11.2

	NUMERACY	
	% School	% State
Band 4	0	4
Band 5	4.5	15.8
Band 6	22.7	24.1
Band 7	13.6	24.8
Band 8	13.6	15.5
Band 9	45.5	15.7

## Reading

- Twenty two out of twenty two students achieved at or above the national minimum standard of Band 5 for Year 7.
- Fourteen students (63.6% of Year 7) achieved Band 7 or above.
- Two students (9.1% of Year 7) achieved Band 9.
- Three students achieved at the minimum national standard of band 5.
- No students achieved below the national minimum standard of band 5.
- No student was absent, exempt or withdrawn.



## Numeracy

- Twenty two out of twenty two students achieved at or above the national minimum standard of Band 5 for Year 7.
- Sixteen students (73% of Year 7) achieved Band 7 or above.
- Ten students (45.5% of Year 7) achieved Band 9.
- No students achieved at the minimum national standard of band 5.
- One student achieved below the national minimum standard of band 5.
- No student was absent, exempt or withdrawn.

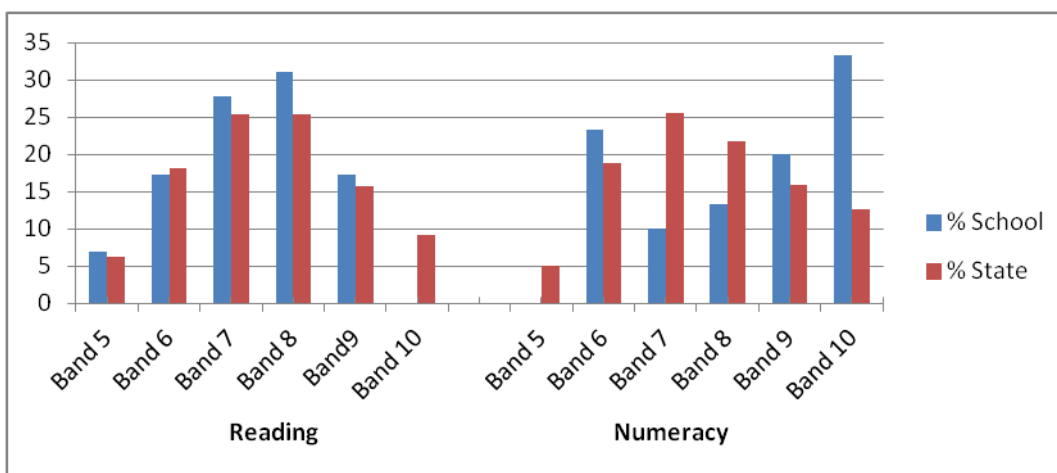


Year 9 at St Mary and St Mina Coptic Orthodox college has performed better then the State in both Reading and Numeracy.

READING			NUMERACY		
	%	%		%	%
	School	State		School	State
Band 4	6.9	6.3	Band 4	0	5.1
Band 5	17.2	18.1	Band 5	23.3	18.9
Band 6	27.8	25.4	Band 6	10	25.6
Band 7	31	25.3	Band 7	13.3	21.8
Band 8	17.2	15.8	Band 8	20	15.9
Band 9	0	9.2	Band 9	33.3	12.7

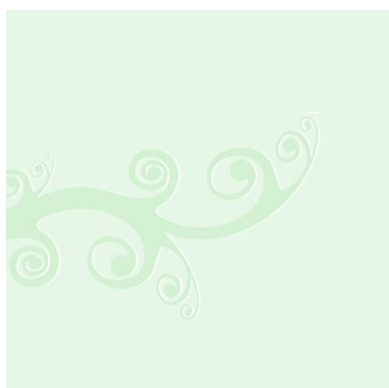
## Reading

- Twenty eight out of thirty students achieved at or above the national minimum standard of Band 6 for Year 9.
- Fourteen students (48.2% of Year 9) achieved Band 8 or above.
- No students (0% of Year 9) achieved Band 10.
- Five students achieved at the minimum national standard of band 6.
- Two students achieved below the national minimum standard of band 6.
- One student was absent, exempt or withdrawn.



## Numeracy

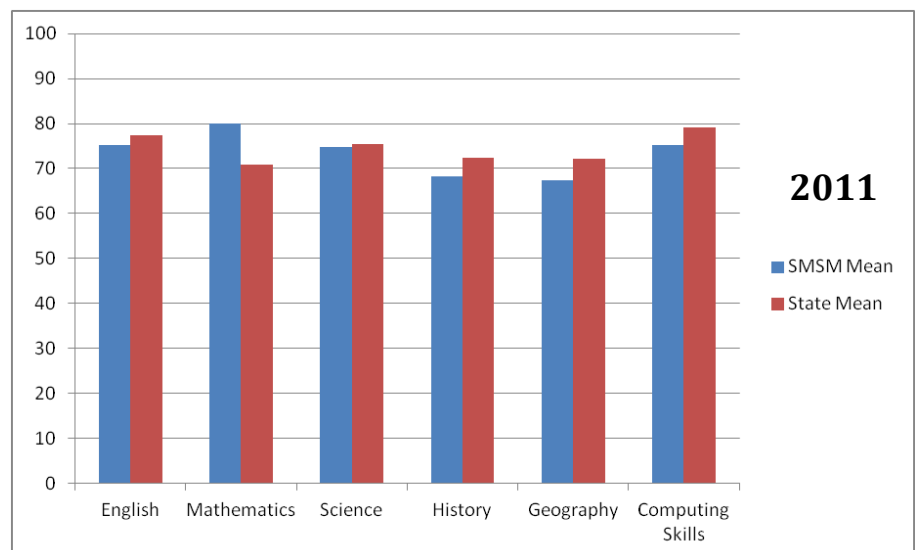
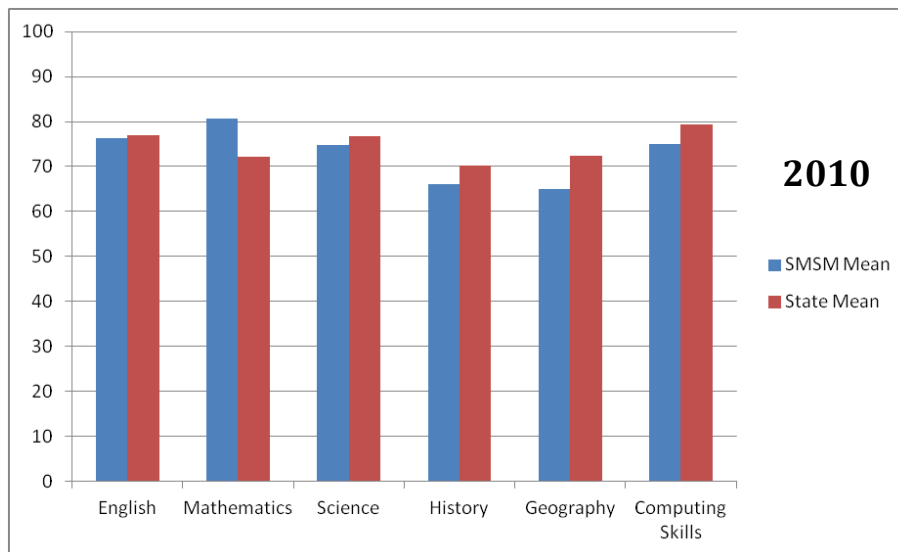
- Thirty out of thirty students achieved at or above the national minimum standard of Band 6 for Year 9.
- Twenty students (66.6% of Year 9) achieved Band 8 or above.
- Ten students (33.3% of Year 9) achieved Band 10.
- Seven students achieved at the minimum national standard of band 6.
- No students achieved below the national minimum standard of band 6.
- No student was absent, exempt or withdrawn.



## School Certificate Results & Trends

Twenty one students were awarded the school certificate in 2011. Eleven Band 6's were awarded compared to eight from 2010. Eight of the eleven Band 6's were achieved in Mathematics (33.33% school) compared to (8.89 state). The table below demonstrates the performance of the schools Year 10 cohort against the state averages. Year 10 in 2011 achieved higher than the state average in all the Mandatory courses.

	# Students		SMSM Mean	State Mean	Band 6
2010	25	English	76.40	76.87	0
		Mathematics	80.74	72.10	7
		Science	74.88	76.67	1
		History	66.16	70.16	0
		Geography	65.00	72.38	0
		Computing Skills	75.04	79.44	n/a
2011	21	English	75.14	77.34	0
		Mathematics	80.00	70.88	8
		Science	74.76	75.44	2
		History	68.19	72.42	0
		Geography	67.29	72.15	1
		Computing Skills	75.19	79.20	n/a



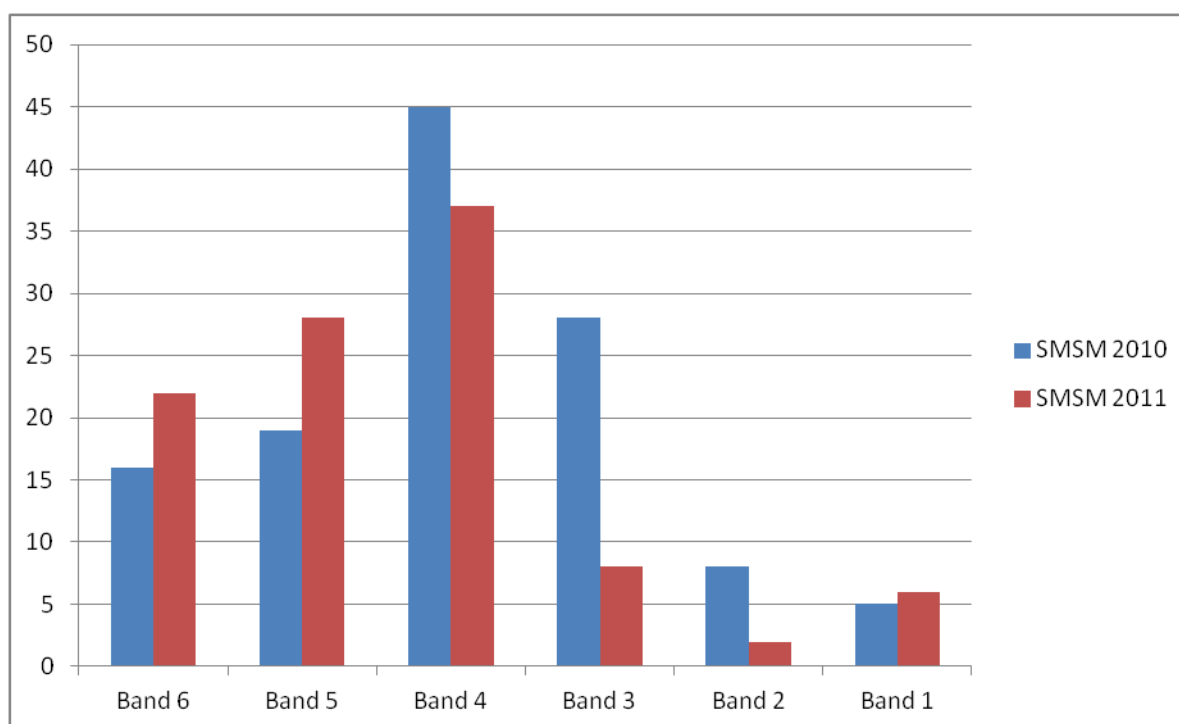


## Higher School Certificate Results & Trends

Twenty one students were awarded the Higher school certificate in 2011 and this year saw the College attain the greatest academic milestone in its history. This cohort saw the College achieve an overall school ranking of 49<sup>th</sup> in the state. The top ATAR was 99.90 with other achievements including ATARS of 99.75, 98.80, 98.60, 97, 95 and 90.5. Twenty two Band 6's were awarded in 2011 compared to sixteen in 2010. Five students were accelerated in Mathematics.

No HSC students studied Vocational Educational, VET or Certificate courses.

HSC Results	2010	2011
Band 6	16	22
Band 5	19	28
Band 4	45	37
Band 3	28	8
Band 2	8	2
Band 1	5	6



## Post School Destinations

Nineteen out of twenty-one graduating students received offers from university. Three students were accepted into Medicine with other students accepting offers in a diverse range of fields.



# School Performance: HSC

## Biology (15030)

Band	School (%)	State (%)
6	1 (16.66)	1,324 (7.89)
5	2 (33.33)	3,870 (23.07)
4	1 (16.66)	4,998 (29.79)
3	2 (33.33)	4,441 (26.47)
2	0 (0)	1,806 (10.76)
1	0 (0)	264 (1.57)
None	0 (0)	70 (0.41)
	<b>6</b>	<b>16,773</b>

## English Extension 1 (15160)

Band	School (%)	State (%)
E4	1 (16.66)	1,425 (26.68)
E3	4 (66.66)	3,059 (57.27)
E2	1 (16.66)	782 (14.64)
E1	0 (0)	61 (1.14)
None	0 (0)	14 (0.26)
	<b>6</b>	<b>5,341</b>

## Business Studies (15040)

Band	School (%)	State (%)
6	0 (0)	1,047 (7.06)
5	1 (16.66)	3,694 (24.91)
4	3 (50)	4,928 (33.23)
3	1 (16.66)	3,205 (21.61)
2	0 (0)	1,437 (9.69)
1	1 (16.66)	410 (2.76)
None	0 (0)	107 (0.72)
	<b>6</b>	<b>14,828</b>

## English Extension 2 (15170)

Band	School (%)	State (%)
E4	0 (0)	513 (23.42)
E3	0 (0)	1,327 (60.59)
E2	2 (100)	329 (15.02)
E1	0 (0)	18 (0.82)
None	0 (0)	3 (0.13)
	<b>2</b>	<b>2,190</b>

## Chemistry (15050)

Band	School (%)	State (%)
6	5 (45.45)	1,218 (11.04)
5	3 (27.27)	3,192 (28.94)
4	2 (18.18)	3,509 (31.82)
3	0 (0)	2,052 (18.61)
2	1 (9.09)	624 (5.65)
1	0 (0)	370 (3.35)
None	0 (0)	61 (0.55)
	<b>11</b>	<b>11,026</b>

## Information Processes and Technology (15210)

Band	School (%)	State (%)
6	0 (0)	422 (10.04)
5	0 (0)	907 (21.59)
4	4 (100)	1,105 (26.3)
3	0 (0)	983 (23.4)
2	0 (0)	465 (11.07)
1	0 (0)	258 (6.14)
None	0 (0)	60 (1.42)
	<b>4</b>	<b>4,200</b>

## English (Standard) (15130)

Band	School (%)	State (%)
6	0 (0)	56 (0.16)
5	0 (0)	3,011 (8.7)
4	2 (40)	10,365 (29.96)
3	2 (40)	11,519 (33.29)
2	0 (0)	7,048 (20.37)
1	1 (20)	2,385 (6.89)
None	0 (0)	209 (0.6)
	<b>5</b>	<b>34,593</b>

## Legal Studies (15220)

Band	School (%)	State (%)
6	0 (0)	892 (9.72)
5	0 (0)	2,642 (28.8)
4	1 (50)	2,710 (29.54)
3	1 (50)	1,826 (19.91)
2	0 (0)	756 (8.24)
1	0 (0)	261 (2.84)
None	0 (0)	84 (0.91)
	<b>2</b>	<b>9,171</b>

## English (Advanced) (15140)

Band	School (%)	State (%)
6	3 (20)	3,612 (13.3)
5	6 (40)	12,173 (44.85)
4	6 (40)	8,148 (30.02)
3	0 (0)	2,705 (9.96)
2	0 (0)	416 (1.53)
1	0 (0)	54 (0.19)
None	0 (0)	30 (0.11)
	<b>15</b>	<b>27,138</b>

## General Mathematics (15230)

Band	School (%)	State (%)
6	0 (0)	2,243 (7.03)
5	1 (20)	5,495 (17.23)
4	2 (40)	8,203 (25.72)
3	1 (20)	9,477 (29.72)
2	0 (0)	4,222 (13.24)
1	1 (20)	1,991 (6.24)
None	0 (0)	251 (0.78)
	<b>5</b>	<b>31,882</b>

# School Performance: HSC

## Mathematics (15240)

Band	School (%)	State (%)
6	0 (0)	3,043 (18.3)
5	6 (66.66)	5,474 (32.92)
4	3 (33.33)	4,535 (27.27)
3	0 (0)	2,023 (12.16)
2	0 (0)	752 (4.52)
1	0 (0)	737 (4.43)
None	0 (0)	62 (0.37)
	<b>9</b>	<b>16,626</b>

## Physics (15330)

Band	School (%)	State (%)
6	4 (21.05)	840 (8.92)
5	7 (36.84)	2,569 (27.3)
4	7 (36.84)	3,268 (34.74)
3	0 (0)	1,954 (20.77)
2	1 (5.26)	641 (6.81)
1	0 (0)	110 (1.16)
None	0 (0)	25 (0.26)
	<b>19</b>	<b>9,407</b>

## Mathematics Extension 1 (15250)

Band	School (%)	State (%)
E4	7 (63.63)	3,176 (35.93)
E3	2 (18.18)	4,290 (48.54)
E2	2 (18.18)	1,161 (13.13)
E1	0 (0)	197 (2.22)
None	0 (0)	14 (0.15)
	<b>11</b>	<b>8,838</b>

## Studies of Religion I (15370)

Band	School (%)	State (%)
6	0 (0)	1,148 (12.19)
5	0 (0)	3,407 (36.19)
4	1 (100)	2,725 (28.94)
3	0 (0)	1,540 (16.35)
2	0 (0)	428 (4.54)
1	0 (0)	140 (1.48)
None	0 (0)	26 (0.27)
	<b>1</b>	<b>9,414</b>

## Mathematics Extension 2 (15260)

Band	School (%)	State (%)
E4	5 (55.55)	1,351 (39.23)
E3	4 (44.44)	1,805 (52.42)
E2	0 (0)	237 (6.88)
E1	0 (0)	48 (1.39)
None	0 (0)	2 (0.05)
	<b>9</b>	<b>3,443</b>

## Studies of Religion II (15380)

Band	School (%)	State (%)
6	0 (0)	417 (8.67)
5	0 (0)	1,874 (38.98)
4	3 (60)	1,375 (28.6)
3	1 (20)	763 (15.87)
2	0 (0)	262 (5.45)
1	1 (20)	100 (2.08)
None	0 (0)	16 (0.33)
	<b>5</b>	<b>4,807</b>





## Facilities

- Completion of 3 storey new primary building with rooftop playground, library/technology room, school hall and 4 classrooms.
- New furniture purchased for new classrooms and Kindergarten.
- Establish of the School canteen at secondary campus.
- A new playground for students in the primary school
- New Music Equipment's such as Guitars, keyboards and other instruments were purchased for students use.
- Upgrading of sporting equipment
- The refurbishment of some older classrooms to create flexible and creative learning spaces for year 12 to study
- New Chapel room at the secondary school for staff and students

## ICT

- Staff given a laptop or desktop for their classroom.
- Continued provision of laptops.
- Improved internet speed.
- Desktops purchased and or maintained for computer lab.
- New Interactive White Boards were installed in the Primary School
- Additional computers were installed into the Primary School Computer laboratory.
- Additional laptops, desktop for the classrooms
- The College changed from the "Alice" to the "Oliver" library system
- Additional computers were installed into one of the Senior School Computer laboratories
- Students and staff transfer to Google Apps for email and other shared tools



## Facilities

- Fencing of rooftop playground.
- Maintenance of new and old building.
- Fencing around the Primary College.
- A College based intranet
- Increased storage space
- Provision of technology and new photocopier
- Air-conditions for Visual Arts rooms and staffrooms

## ICT

- Maintenance of teacher's laptops and computer lab.
- Software programs.
- New laptops for Years 9-12 students

## Students

- Upper primary school camp.
- Review of Primary Welfare Policy.
- Community drive or fund raiser for a country in need.
- Improve student outcomes in Literacy.

## Staff

- Continued staff training in interactive whiteboards.
- Continued professional development in Biblical foundation and frame working for curriculum.
- Provision of an onsite IT person and increased administration staff in Secondary.
- The provision of a part-time school Counsellor for Primary.

## Compliance

- Review of school policies and procedures.
- WH&S audit.



## Grievance Policy

Central to our policy and procedures is the Biblical framework that the forming and nurturing of godly relationships is at the core of the Gospel. As a Christ-centered learning community the principles as laid out in Matthew 18:15-20 are foundational to bring resolution of conflict and reconciliation of relationship where a concern/grievance (either real or perceived) exists. Hence the procedures cited in the policy produce a process that is based on procedural fairness.

The College's policy for dealing with complaints and grievances includes processes for raising and responding to matters of concern identified by parents and/or

students. These processes incorporate, as appropriate, principles of procedural fairness. The full text of the College's policy and processes for complaints and grievances resolution is provided in the Handbook and the information booklet for the Board of Governors. An appropriate outline of the policy and processes is also provided in the Parent Information booklet and the student diary. This policy was developed in 2003.

Reporting complaints and resolving grievances is the responsibility of the College Principal.

There have been no changes to the Grievance Policy since the previous report (for 2010).

## Student Welfare

The College seeks to provide a safe and supportive environment which:

- minimizes risk of harm and ensures students feel secure
- supports the physical, social, academic, spiritual and emotional development of students
- provides student welfare policies and programs that develop a sense of self-worth and foster personal development

To ensure that all aspects of the College's mission for providing for a student's welfare are implemented the following policies and procedures are in place:

There was no change to policies in 2011 due to a change in the College's leadership.

These policies will be reviewed in 2012 and is accessible from the College's front offices.

## Student Discipline

Students are required to abide by the College's rules and to follow the directions of teachers and other people with authority delegated by the College. Where disciplinary action is required penalties imposed vary according to the nature of the breach of discipline and a student's prior behaviour.

All disciplinary action that may result in any sanction against the student including suspension, exclusion or expulsion provides processes based on procedural fairness. The full text of the College's discipline policy and associated procedures is provided to all members of the College community through The Staff Handbook.

## Child Protection Policy

Encompasses definitions and concepts, legislative requirements, preventative strategies, reporting and investigating "reportable conduct", investigation processes and documentation. This policy is issued to all staff and members of the College Board. Parents may request a copy by contacting the Headmaster.

## Security Policy

Encompasses procedures for security of the grounds and buildings, use of grounds and facilities, emergency procedures and travel on College-related activities. The full text is in the Handbook (view on line). All risk assessment forms are kept in the Headmaster's office.

## Supervision Policy

Encompasses duty of care and risk management, levels of supervision for on-site and off-site activities and guidelines for supervisors. The full text is in the handbook (view on-line).

## Codes of Conduct Policy

Encompasses the code of conduct for staff and students behaviour management and the role of the student leadership system. The full text is in the handbook and student diary.

## Pastoral Care Policy

Encompasses the pastoral care system, availability of and access to special services such as counselling, health care procedures, critical incident policy and homework policy. The full text is in the student diary and handbook.



## Enrolment Policy

St Mary & St Mina's Coptic Orthodox College is a ministry primarily to families of the Coptic Orthodox faith. therefore enrolment is available to students who have at least one parent who is part of a local Coptic church. A pastoral reference is required. However, children of parents who attend a Christian church and have a pastor's reference are welcome to be enrolled in the college.

The college reflects the beliefs and values as practiced by the Coptic Orthodox faith and so supports the parents in the bringing up of their children in this way.

The college is a Christ-centered learning community where staff and families serve together to assist students to grow up into Christ.

Upon acceptance and for continuing enrolment, families must indicate their support of the mission, ethos and purpose of the College.

## Conditions of Enrolment

That the parents will agree to allow the child to share fully in the life and program of the College, including the devotional activities and doctrinal lessons. The parents will support the aims of the College and order their own lives and home so the child will be given every opportunity to "Grow up into the fullness of Christ".

That the parents undertake to provide the child with the correct uniform as approved by the College and ensure the child is always sent to College neatly and modestly dressed in the required uniform.

That the parents are willing both personally and for their children, to participate in all pastoral care services recommended by the priests of the College.

That parents read, understand and are committed to the vision, aims and objectives of the College as set out in the "Our Vision, Our Mission, Our Objectives" booklet.

That the parents undertake to provide the child with all necessary requirements and other equipment of a personal nature that may be deemed necessary to enable the child to gain the most benefit from the education offered.

That the parents accept the right of the College to employ such discipline as it seems wise and expedient for the child and agree to uphold in every way possible the College's authority and right to administer appropriate punishment in accordance with the policies of the college.

That the College may suspend or terminate enrolment at its discretion for failure to comply with the conditions or other serious breaches of the College's rules and regulations.

That all fees are payable in advance during the first two weeks of term and where payment is not made within fourteen (14) days of due date, a late payment charge may be levied. (Note: in cases where this requirement would cause hardship, alternative arrangements may be discussed with the Finance Manager).

That the parents will give at least one term's notice of termination of enrolment and failure to do so will render them liable for one term's fees unless there are mitigating circumstances that are acceptable to the College.

That a refund of un-utilised fees at termination of enrolment for any reasons whatever will be solely at the discretion of the College.

That a bond of \$200 for the first child and a \$150 for each sibling shall be paid on the acceptance of a position at the College. This shall be refunded in full at the completion of schooling provided all outstanding liabilities have been met by the parents and at least one term's notice given.

That the student behaves in a way that does not bring dishonour to the name of Christ or disgrace to the College, including undertaking alcohol, tobacco or other harmful drugs.

That parents understand, homework must be completed at home and under the supervision of parents. Teachers are only expected to set and mark homework, they are not expected to enforce the completion of your child's homework as they do not work at home with them.

Enrolment at our College does not mean automatic acceptance of enrolment at another Christian School or a Coptic College.

Parents agree to provide the following when filling out the Application for Enrolment form.

A copy or extract of the student's birth certificate (if not Australian, proof of Residential status must be provided).

If the student is born on or after the 1st August 1986, a copy of one parent's "proof of residential status" (eg birth certificate, Certificate of Australian Citizenship, current passport) is required.

A copy of the immunisation register/certificate.

Acknowledgement of College Expectations.

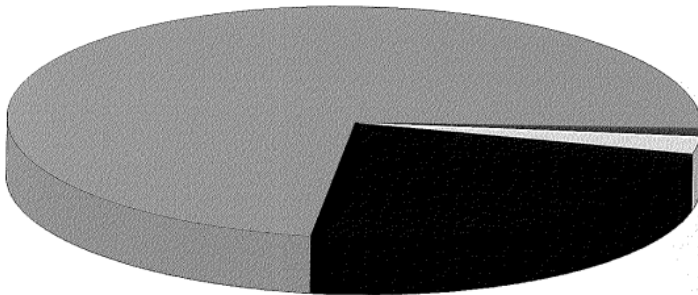
(Amounts in 000's)

	2011	2010
	\$	\$
Total income (all sources)	4174	4389
Total Expenditure	<u>3934</u>	<u>3250</u>
	240	1139

## Selective Major Expenditure Items

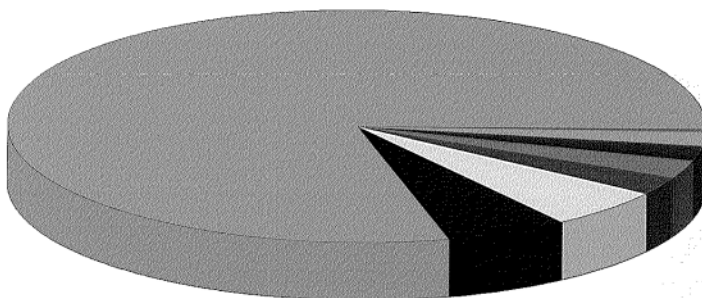
Capital Expenditure	1,747	1,384
Loan Repayments	226	200

Income Summary  
January through December 2011



02 R · Recurrent Government Grants	%73.08
01 R · Ordinary Income	23.41
04 R · Other Capital Income	2.50
05 R · Trading Income	1.00
<b>Total</b>	<b>\$4,173,934.79</b>

Expense Summary  
January through December 2011



21 E · Staff Costs	%79.36
27 E · Finance Costs	5.76
26 E · Depreciation & Amortization	5.61
23 E · Office Administration	2.58
11 D · Cost of Sales	2.55
22 E · Property Costs	2.08
28 E · Other Expenses	1.78
24 E · Professional Fees	0.29
25 E · Advertising & Promotion	0.01
<b>Total</b>	<b>\$3,928,934.03</b>

