

Annual Report 2023

Forging Foundations for
Future Success



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Welcome

A message from the Acting Head Of College

It is with great pride and a sense of gratitude to God that I present our Annual Report for 2023. As the Acting Head of College, I have been privileged to witness the exceptional achievements and progress of our students, staff, and wider College community, which I am pleased to share with you.

This year has been marked by a remarkable resilience and adaptability in the face of unprecedented challenges. Our commitment to providing a holistic and nurturing educational environment, rooted in our Christian faith, has remained strong. This dedication is reflected in the solid academic results and the numerous achievements our students received this year.

Our academic programs continue to grow and mature, ensuring that we offer a comprehensive and challenging curriculum that prepares our students for the future. Our innovative teaching methods, combined with a supportive and faith-enriched learning environment, have enabled our students to excel and reach their highest potential. We are proud to highlight the success stories of our students who have achieved top rankings in their HSC and other demonstrating exceptional talents in various competitions and examinations.

Beyond academics, St Mary & St Mina's College has remained steadfast in its mission to develop well-rounded individuals, nurturing both their academic and spiritual life. Our extra-curricular and sporting programs have flourished, with students actively participating in sports, arts, music and spiritual activities. These activities not only enhance our students' skills and talents but also instil values of teamwork, leadership, social responsibility, and faith.

Our dedicated staff members have been instrumental in the successes we celebrate today. Their passion for education and their support for our students have created a nurturing and inspiring environment. I extend my heartfelt thanks to all our teachers, administrators, and support staff for their hard work and dedication, which is always guided by our shared faith and values.

We have also made significant strides in improving our facilities and resources. The continued investment in our infrastructure ensures that our students have access to the best possible learning environment. Our modern classrooms, laboratories, and recreational spaces provide the perfect setting for academic and personal growth within a spiritually supportive context.

Community engagement remains a cornerstone of our College, fostering a collaborative spirit that enriches the educational experience for our students. The support and involvement of our community has been invaluable, and we look forward to continuing these partnerships in the years to come.

As we reflect on the past year, we are filled with gratitude for the collective efforts that have brought us to where we are today. We remain committed to our mission of nurturing the minds and hearts of our students, guided by the values and principles that define St Mary & St Mina's College. Our journey is continuously blessed by our faith and the grace of God.

Thank you for your continued support and belief in our vision. Together, with God's guidance, we will continue to achieve great things and build a bright future for our students.

Yours sincerely,

Anthony Deans
Acting Head of College



A message from the College Board

Every service in the Coptic tradition begins with the prayer of thanksgiving. Accordingly, in presenting the annual report for St Mary and St Mina's Coptic Orthodox College, the NSW Coptic Orthodox Board of Education (the Board) gives thanks to our beneficial and merciful God for the 2023 school year. The College community has experienced God's mercy and blessings in a year filled with notable achievements and milestones.

In the pursuit of continuous improvement, the Board continued facilitating workshops featuring in excess of 150 participants, focusing on the newly developed strategic plan to steer the College's growth and development over the coming years. Central to the strategic plan is a vision for the College:

To enrich our children with Christian teachings founded upon the Coptic Orthodox Faith, becoming value-driven Australian citizens, connected as one body with unique gifts.

Guided by core values such as Respect, Unity, Service, Resilience and Growth, the Board alongside the College continued articulating goals aimed at addressing its foundational pillars, which include:



A major achievement for the year was the official opening of the new senior campus at Rockdale. It is important to acknowledge the dedication of former Board members who brought this state-of-the-art facility to life.

The Board acknowledges and recognises the entire St Mary and St Mina's Coptic Orthodox College community for their unwavering support, dedication, commitment and prayers. It is through God's grace and the collective efforts of the College community that this thriving educational institution has achieved success in academia, co-curricular activities and the development of young women and men emersed in the Coptic Orthodox Faith.

The Board asks that you continue to pray for the success of the College.

Yours sincerely,

The NSW Coptic Orthodox Board of Education



'May the Lord be with you and may you prosper'

NSW COPTIC ORTHODOX BOARD OF EDUCATION

COLLEGE STRATEGY

VISION VALUES PILLARS GOALS FOCUS AREAS	To enrich our children with Christian teachings founded upon the Coptic Orthodox faith, becoming value-driven Australian citizens, connected as one body with unique gifts.													
	RESPECT		UNITY		SERVICE		RESILIENCE		GROWTH					
	STUDENTS		STAFF		PASTORAL		WELLBEING		CURRICULUM		COMMUNITY		RESOURCES	
	To nurture value-driven, faithful, Christian Australian citizens who reach their full potential.		To empower, engage, and equip valued teachers, executives & administrative staff at the colleges to excel in their respective domains.		To create a blend of pastoral and professional support as we assist our students and staff on their faith journey.		To provide everyone with a safe environment that promotes spiritual, emotional, mental, and physical wellbeing.		To provide a well-prepared, and dynamically delivered curriculum in line with NESA requirements and our Coptic Orthodox ethos.		To engage the community through increased communication, collaboration, and social outreach.		To enable sustainable growth through resource availability, appropriate alignment, consistent adoption, and effective management.	
	Holistic Education Co-Curricular Activities Future-focused Capabilities Citizenship, diversity & civics		Viable Teaching Classroom & behaviour Professional Development Succession Planning		Counselling Support Chaplaincy Program Pastoral Program Value-based practices		Spiritual Wellbeing Emotional Wellbeing Mental Wellbeing Physical Wellbeing		Teaching & learning Assessment & reporting Coptic Orthodox Studies Student development		P&F engagement Parish engagement Alumni network Public relations		Policy & Governance Finance & Administration Information Technology Building & Maintenance	

The Vision should guide all we do
All we do should lead us to our Vision

NSW Coptic Orthodox Board of Education's Strategic Roadmap was generated from parent, teacher surveys, stakeholder interviews, and co-designed with College executives, staff, clergy, and parent representatives (Version 15) last updated 10.12.2022



A message from the Parents And Friends Committee

The Parents and Friends Association (P & F) has worked diligently throughout the 2023 academic year, to create a vibrant and engaging environment for our students, parents and the wider community. Through a series of events, the P&F aimed to build a sense of community, love and unity, in alignment with the main mission embodied in Psalm 133:1: *"Behold, how good and how pleasant it is for brethren to dwell together in unity"*. This verse accompanied all communications distributed to families on our behalf. The P&F strives to bring this verse to fruition at every event we host.

At the beginning of the year, the P&F had the pleasure of introducing Astro, our beloved wellbeing puppy to the students of our College. Astro was not just any ordinary puppy, he was committed to bringing smiles, joy, comfort and laughter to every student and teacher at St Mary and St Mina's Coptic Orthodox College. His friendly and gentle nature melted hearts and allowed students to connect with a furry friend.

Pizza days and zooper dooper days brought an abundance of excitement and joy to the students of our College. We celebrated Mother's Day and Father's Day again this year by hosting a Morning Tea and a gift stall at both campuses. The genuine love and connection that permeated the room, made these celebrations truly special. It was a day of joy and heartfelt appreciation, as we joined together over breakfast, to honour the important role of mothers and fathers in the lives of our students. The students excitedly selected gifts from the gift stalls, as they prepared delightful surprises for their parents.

On 19 May 2023, over 130 people attended the P&F Annual Dinner. It was an unforgettable evening, where students, parents, teachers, reverend fathers, the parish council and members of the wider community, gathered

together in a spirit of love and unity. The event showcased the remarkable musical talents of our primary students, who sang and skilfully played instruments, including the saxophone, guitar and keyboard. We were then fortunate to have seven of our College graduates form a panel and join us for a light-hearted Q&A session, leaving a lasting impression on all attendees.

On 16 September 2023, we celebrated the return of the highly anticipated College fete. It was a fun-filled family day, featuring a number of rides, stalls, musical performances, an animal farm, arts and crafts. The atmosphere buzzed with excitement, as the entertainment captivated students and families for hours.

These events are just a snapshot of the work the P&F has undertaken. However, these achievements would not be possible without the hard work and dedication of the parent volunteers who have contributed their time and effort to make these events a success.

We are extremely pleased to announce that by the grace of God and through your unwavering support, the P&F has raised a total amount of \$31,254.88. The funds have been used to purchase icons of St. Mary and St. Mina displayed in the primary administration office, a number of library books, a portable PA, basketball backboards, sporting equipment, outdoor activity sets, chromebooks, tablets, charging cables and charging docks. The balance of funds will be distributed according to the needs of the students and the College to enhance the learning experience of the students. Congratulations to our College community for this phenomenal achievement!

The events organised in 2023 served as milestones in our College's calendar, promoting a sense of community and creating joyful memories as one body in Christ, in fulfillment of the P&F mission embodied in Psalm 133:1: *"Behold how good and how pleasant it is for brethren to dwell together in unity"*.

“For I know the plans I have for you declares the Lord, plans to prosper you and not to harm you, plans to give you hope and a future.”-Jeremiah 29:11

Christian Foundations

The College commenced in 1999 as a St Mary and St Mina's Coptic Orthodox Church ministry. It was established through the vision of His Holiness Pope Shenouda III, 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 the Association of Independent Schools and is part of the fellowship of two other Coptic schools in Sydney. The school's vision is to provide holistic education to enhance young people's spiritual, intellectual, social, cultural and physical potential. This is achieved through the school's mission of assisting each student to grow up in the fullness of Christ as stated in the school's motto, **“Fullness of Knowledge in Christ”**.

The College seeks to enhance and strengthen relationships and a sense of belonging within the Orthodox family by imparting qualities from the Bible that strengthen the individual and society at large. Pastorally, the College promotes a culture of respect and positive self-esteem. This is achieved through offering our students opportunities such as peer support, student representative council, and various leadership and service programs.

Governance

St Mary and St Mina's Coptic Orthodox College is guided and governed by the Coptic Education Board with the aim to provide education of the highest standards in a safe and supportive Christian environment. The volunteer members, come from diverse backgrounds, including law, engineering, finance and change management. The Board works to understand the educational requirements of the College, set the strategic direction, guide leadership and oversee the management and operation of the College from a governance perspective. Day-to- day management is the responsibility of the Head of College.

Campuses

The primary campus is located at the Bexley site on the grounds of St Mary and St Mina's Coptic Orthodox Cathedral. The Primary school consists of multiple general learning spaces including a library and STEM room. Students in the infant years (K-2) enjoy their own playground environment, fostering their need to run, climb and swing. The upper primary (3-6) have access to open grounds and passive spaces.

The secondary campus located in Rockdale is a state-of-the-art site comprising of;

- Food Technology Laboratory
- Science Laboratories
- Multi-Purpose Hall
- Multi-Purpose Court
- 14 General Learning Areas
- Specialised Music, Visual Arts and STEM rooms

The campus provides a light-filled environment that fosters the learning of all senior students.

Official Opening of the Senior Campus



Behold, how good and how pleasant it is for brethren to dwell together in unity! Psalm 133:1

Tuesday 28th February 2023, the Official Opening of the Senior Campus will be etched in our hearts and minds for many years to come.

It will be remembered for the day that we gathered to share in our community's blessed unity and praise the Lord for what he has provided our students. Truly each member of the body has played its part in further enhancing our Coptic Colleges, and for that we give thanks.

On behalf of our College, once small but still humble, we extend our gratitude to His Eminence Archbishop Angaelos and His Grace Bishop Daniel for officially opening the new campus.

Thank you to all our Reverend Fathers and Special Guests for your support and for sharing this momentous occasion with us.

The smiles on their faces speak volumes.

A video of the new senior campus can be viewed here: <https://stmary.nsw.edu.au/news/new-senior-campus/>

Broad Curricular and Co-Curricular Opportunities

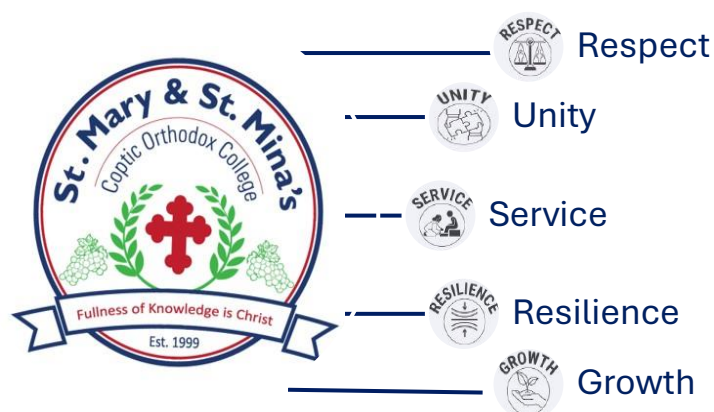
St Mary and St Mina's is a thriving educational environment where students are empowered to discover their talents, develop their strengths and maintain the highest personal and academic standards. A broad-ranging extra-curricular program provides students with many opportunities to develop their personal strengths. The College has a strong commitment to creating a learning environment that prepares students to be life-long learners. The College values the role, extra-curricular activities play in developing important skills within our students and as such sets aside time each week for students to engage in STEM activities.

Parents also have an opportunity to enrol their children in specialised music and sports programs. Students who complete the HSC generally move on to higher education where they continue to grow in their intellectual capacity.

Student Body

St Mary and St Mina's students come from a wide geographical area, mainly from the St George area and Sutherland Shire but stretching as far as Southwest Sydney. The College currently runs as a one-stream school K-6 and expands to two streams for all senior years (7-12). The school offers academic excellence, STEM technology, a spiritually rich environment where students are encouraged to take ownership of their welfare and behaviour, small class sizes and a warm rich culture based on the Coptic Orthodox heritage. The school has demonstrated outstanding academic achievement at Higher School Certificate level with many students achieving outstanding results across all key learning areas. Our students are encouraged to "do their personal best" in all aspects of life. Whilst entry to university is the main aim of our senior students, each child from Kindergarten to Year 12 is encouraged to pursue interests outside of the classroom. The development of the whole person is one aim of the College. We prepare children from the start of their academic life to connect with the world beyond the classroom.

College Values

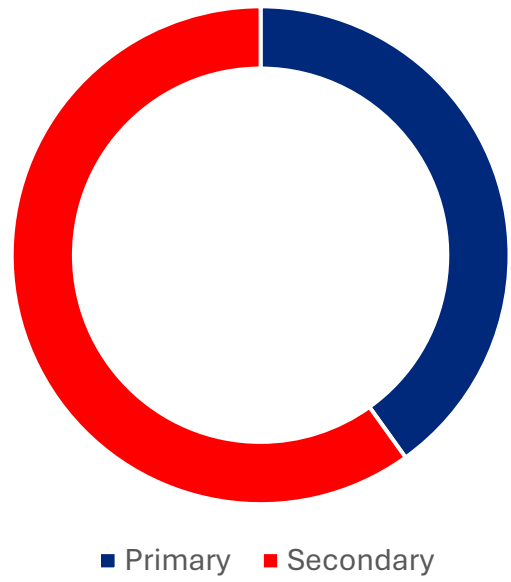


Student Enrolment

Primary	158
Secondary	236
TOTAL	394

Family Language Background other than English	95%
Indigenous Background	0%

Student Population 2023





NAPLAN SCORES 2019-2023

YEAR 3	2019	2020	2021	2022	2023
READING	389		436	426	395
WRITING	417		427	437	410
SPELLING	438		474	432	398
GRAMMAR	444		426	431	407
NUMERACY	374		392	408	397
YEAR 5	2019	2020	2021	2022	2023
READING	473		497	507	508
WRITING	482		493	484	511
SPELLING	507		518	526	515
GRAMMAR	508		530	519	527
NUMERACY	511		505	514	502
YEAR 7	2019	2020	2021	2022	2023
READING	520		531	561	556
WRITING	521		509	555	571
SPELLING	569		557	572	579
GRAMMAR	539		530	557	574
NUMERACY	572		563	592	581
YEAR 9	2019	2020	2021	2022	2023
READING	581		574	607	575
WRITING	544		555	609	579
SPELLING	594		611	606	577
GRAMMAR	590		605	611	572
NUMERACY	611		615	633	599

AVERAGE COMPARED TO ALL AUSTRALIAN STUDENTS
Well Above
Above
Close To
Below
Well Below

2023 Academic Competition Results

In 2023, students from Years 2-10 had the option of participating in the world-renowned ICAS competitions. ICAS is an online academic competition that is designed to assess students' higher-order thinking and problem-solving skills in English, Mathematics, Science and Writing. Each assessment celebrates students' accomplishments by providing opportunities for recognition and development.

ICAS COMPETITION RESULTS

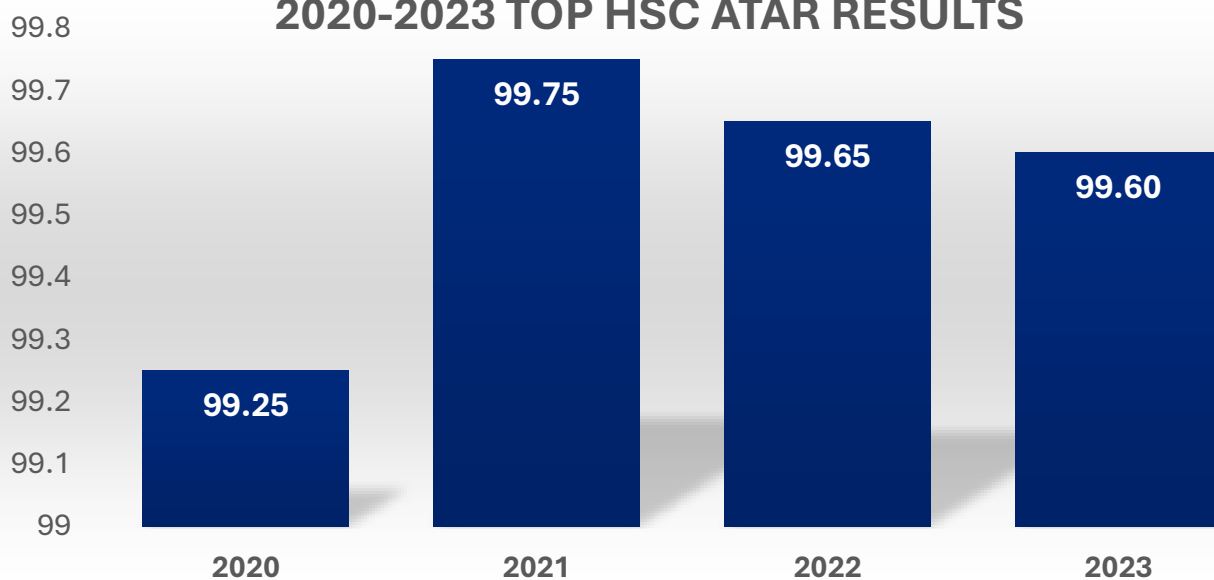
	Number of students who sat the competition	Number of students who received a participation status	Number of students who received a merit status	Number of students who received a credit status	Number of students who received a distinction status	Number of students who received a high distinction status
ENGLISH	48	39	4	5	0	0
WRITING	21	11	3	5	2	0
MATHS	57	37	7	10	2	1
SCIENCE	36	32	2	1	0	1



2023 HSC Highlights

- HSC Students = 28 + 10 Accelerants
- Entries = 178
- 34% of students achieved Band 6 results in 1 or more subjects
- Band 6 results achieved across English, Maths & Science Faculties
- Number of HSC Courses Studied = 15
- 1 HSC All Rounder

2020-2023 TOP HSC ATAR RESULTS



HSC ALL-ROUNDER

90+ in all courses



Raphael Akladius

- Chemistry
- English Advanced
- Physics
- Mathematics Extension I
- Mathematics Extension II



CONGRATULATIONS HSC CLASS OF 2023



Raphael Akladious

HSC ALL ROUNDER
CHEMISTRY; ENGLISH
ADVANCED; PHYSICS



Abarob Kodous

BAND 6 (90%+)
CHEMISTRY;
ENGLISH ADVANCED



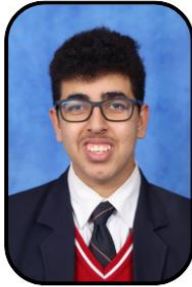
Daniil Volkov

BAND 6 (90%+)
MATHEMATICS
ADVANCED



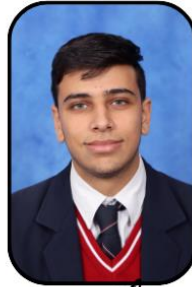
Gayeriel Libunao

BAND 6 (90%+)
MATHEMATICS
STANDARD 2



John Kotta

BAND 6 (90%+)
MATHEMATICS
ADVANCED



Jonathar Guirguis

BAND 6 (90%+)
MATHEMATICS
EXTENSION 1 & 2



Joshua Makari

BAND 6 (90%+)
MATHEMATICS
ADVANCED



Julie Hanna

BAND 6 (90%+)
MATHEMATICS
EXTENSION 1 & 2



Mary Balamon

BAND 6 (90%+)
CHEMISTRY;
PHYSICS



Miriam Attia

BAND 6 (90%+)
MATHEMATICS
EXTENSION 1 & 2



Parthen Philip

BAND 6 (90%+)
MATHEMATICS
EXTENSION 1 & 2

Paul Koutoulas

BAND 6 (90%+)
MATHEMATICS
EXTENSION 1 & 2



Yosstiana Rizk

BAND 6 (90%+)
ENGLISH ADVANCED

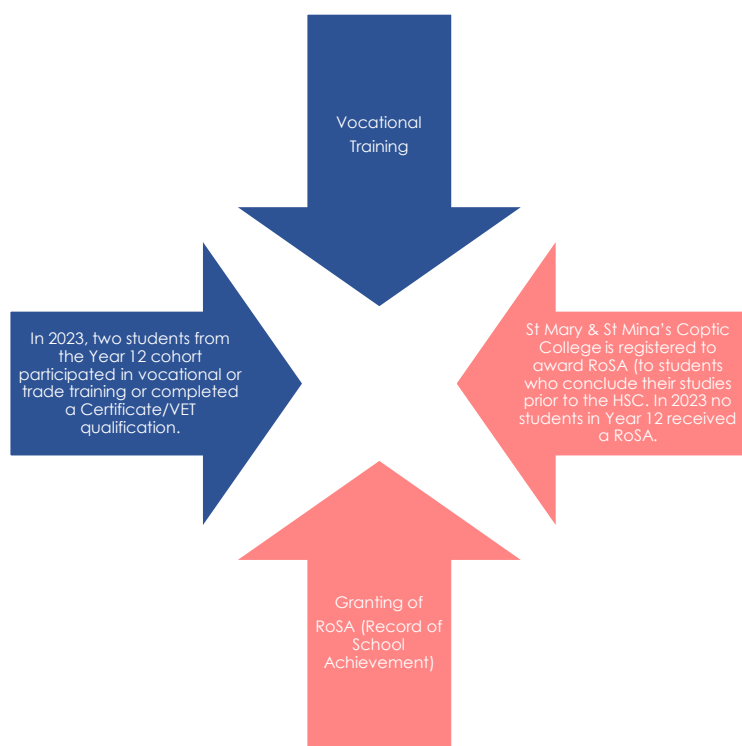
2023 HSC: COMPARISON SMSM % WITH STATE % IN THE TOP 2 BANDS

SUBJECT	SMSM % BANDS 5/6	STATE % BANDS 5/6
Biology	11	24
Business Studies	30	24
Chemistry	37	38
Economics	29	48
English Standard	29	13
English Advanced	92	67
Legal Studies	25	42
Mathematics Standard	33	40
Mathematics Advanced	30	49
Mathematics Extension 1	73	72
Mathematics Extension 2	90	86
Physics	38	39
Studies of Religion – 2 unit	17	46
Visual Arts	33	65



HSC RESULTS 2020 - 2023 - % OF STUDENTS IN TOP TWO BANDS (5 & 6) IN SMSM COURSE SUBJECTS

COURSE	2019	2020	2021	2022	2023
Biology	25	40	17	14	11
Business Studies	38	40	57	38	30
Chemistry	50	73	53	53	37
Economics	N/A	0	50	N/A	29
English Standard	N/A	N/A	36	9	29
English - Advanced	62	100	84	69	92
English Extension I	N/A	100	N/A	100	N/A
Legal Studies	N/A	33	0	17	25
Mathematics - Standard	0	0	10	27	33
Mathematics - Advanced	0	75	51	33	30
Mathematics - Extension 1	100	100	92	73	73
Mathematics - Extension 2	100	100	90	66	90
Physics	33	50	72	43	38
Studies of Religion – 1 Unit	33	0	75	100	N/A
Studies of Religion – 2 Unit	0	50	0	33	17
Visual Arts	0	50	67	80	33



Post School Destinations

Students who completed Year 12 are encouraged to identify post-school options that will best suit their interests, talents, and career goals, and are supported with applications for scholarships, early entry schemes, and Educational Access Scheme (EAS) as well as other pathways for non-university options.

For those electing to go to university, many students applied for and accepted early offers, and will study diverse disciplines at a wide range of universities. Alumni of varying stages of their studies and careers are invited to share post-school experiences with current students, to pass on knowledge and inspire young men and women as they prepare to complete their schooling.

100%

All our 2023 Year 12 graduates either received a university placement or were eligible for one.

Professional Development

COURSES	PROVIDER	STAFF
Implementing the new English Syllabus K-2	AIS NSW	3
Implementing the new English Syllabus 3-6	AIS NSW	5
Implementing the new Mathematics Syllabus 3-6	AIS NSW	5
Implementing the new English Syllabus 7-10	ETA	4
Managing Student Disability	Lawsense	1
MEA Interpretation Workshop	AIS NSW	2
Principal Induction Program	AIS NSW	1
Financial Acumen for Principals & Directors	AIS NSW	1
Governance Symposium School Wellbeing	AIS NSW	1
Certificate of Gifted Education	UNSW	1
First Aid Training	Reviva	45
Food Technology Safety Training	Onguard Safety Training	1
Religious Expression in a Changing World	AIS NSW	1
Spalding Teacher Course	Spalding Education Australia	2
The Seven Steps to Writing	Internal Professional Development	10
NCCD Reporting	AIS NSW	1
Allocating Grades Consistently K-6	AIS NSW	10
Developing Quality Assessment Practices K-6	AIS NSW	10
Preparing for Inspections K-6	AIS NSW	1
Building Student Resilience	AIS NSW	1
Whole School Wellbeing	AIS NSW	1
Evaluating and Developing Whole School Literacy	AIS NSW	1

Workforce Composition

SCHOOL STAFF 2023	NUMBER
Teaching Staff	36
Full-time equivalent teaching staff	29.8
Non-teaching staff	13
Full-time equivalent non-teaching staff	8.2

Teacher Accreditation & Qualifications

LEVEL OF ACCREDITATION	NUMBER
Conditional	6
Provisional	2
Proficient Teacher	26
Experienced Teacher (ISTAA)	0

No known Aboriginal and Torres Strait Islander people were employed at the College in 2023.

Teacher Standards

CATEGORY	NUMBER OF TEACHERS
Teaching staff 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	34
Teaching staff 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.

Year	Student Attendance Rate 2023
K	91.49%
1	93.42%
2	95.09%
3	93.22%
4	90.25%
5	92.84%
6	94.24%
7	91.34%
8	91.29%
9	90.20%
10	89.50%
11	88.15%
12	84.67%
School Total	91.21%

10 -12 Retention Rate

The student retention rate for students who were enrolled at the College from Year 10 2021 – Year 12 2023 was 95.1%. Of the 4 students that left during this period 1 relocated overseas and 2 enrolled in TAFE courses more applicable to their interests.

Management of School Attendance

Attendance at school is compulsory and term dates are to be strictly observed. Students are expected to attend the College on every school day. Medical, dental and other appointments are not to be made during school hours where possible.

The College maintains a register of daily attendance comprising of the following information for each student:

- ❖ Daily attendance recorded via Sentral
- ❖ Reason for absence
- ❖ Documentation to substantiate reason for absence
- ❖ Late arrivals/early leavers/partial absence.

Applications for leave must be made in writing well in advance. Exemption from attendance for extended periods may be granted by the Head of College in exceptional circumstances. Parents are reminded that an exceptional circumstance does not include facilitating travel arrangements for holiday purposes or extending a holiday before or after the school holiday period.

Management of Non-attendance

1. Rolls are marked online through the database management system Sentral each morning and every lesson throughout the day.
2. Whole Day/Partial Absences are recorded on Sentral.
3. Parents/Guardians are required to notify the school by phone or email if their child is not attending school for the day.
4. Parents are notified via SMS if their child is absent for some or all of the day. Absence from school can be explained for up to seven days. However, if the student's absence remains unexplained after seven days, the absence will be listed on the student's school report as unexplained. Students in the Senior School are expected to communicate lateness to their parents and provide a note/portal entry to explain the reason.
5. An after-school detention is issued to students who are late on 3 occasions per week without prior parental explanation. It is the responsibility of the Head of Primary and Secondary College and House Patrons in the Senior School to investigate whether a student is at school and to investigate any patterns of lateness or absences.
6. In the cases that a student's absence does not improve, a meeting will take place with the parents/ guardians to implement a management plan which will be monitored by the roll call teacher and house patron.

Enrolment Policy

St Mary and St Mina's Coptic Orthodox College is a comprehensive co educational K- 12 school providing an education underpinned by religious values and operating within the policies of the NSW Education Standards Authority (NESA). All applications will be processed in order of receipt and consideration will be given to the applicant's support for the ethos of the school, siblings already attending the school and other criteria determined by the school from time to time. Once enrolled, students are expected to act consistently with the school's ethos and comply with the school rules to maintain the enrolment. Parents also are expected to be supportive of the ethos of the school.

Procedures

1. All applications should be processed within the school's enrolment policy.
2. The Head of College will consider each applicant's supporting statement / interview responses regarding their ability and willingness to support the school's ethos.
3. The Head of College will consider each applicant's educational needs. To do this, the school will need to gather information and consult with the parents / family and other relevant persons.
4. The Head of College will identify any strategies which need to be put into place to accommodate the applicant before a decision regarding the enrolment is made.
5. The enrolment officer will inform the applicant of the outcome of their application by letter.
6. An enrolment fee must be paid prior to an enrolment interview.
7. If the applicant is offered a position at the College, upon receiving a formal Letter of Offer, families will have 14 days to accept the placement. Acceptance is acknowledged by signing and returning the letter of offer and paying the required bond fee.

Once enrolled, students are expected to support the school's ethos and comply with the school rules to maintain enrolment. Failure to pay school fees may lead to termination of enrolment.

Subject to availability, offers of a place will be made according to whether there are siblings of the student already at the school, the order of application, and the suitability of the applicants. Continuing enrolment is subject to the student's adherence to school rules (see enrolment contract, pastoral care policies and behaviour management policies) and payment of all school fees.

Full 'Conditions of Enrolment can be found at: <https://stmary.nsw.edu.au/enrolment-form/>

Expectations and Behaviour

- ❖ Students are to abide by all College rules.
- ❖ Students are to wear the correct College uniform and do all work set for them, including homework.
- ❖ Parents are to actively encourage their children to support the College's goals and to do their utmost to realise those goals in their lives, both within the College and away from it as outlined below:

St Mary & St Mina's Coptic Orthodox College is a school that works in partnership with parents to create an atmosphere where Christian values and Coptic Orthodox tradition are the foundation of the school's practices and where students and staff feel secure and supported by all members of the school community.

The distinctive, sincere and continuous practice of Christian love, service and humility provides students with the opportunity to develop and display a high moral standard.

Our students are challenged to strive to achieve excellence and succeed in all areas of the curriculum by attaining their full potential, having confidence in who they are as Christian individuals and becoming active participants in church and the Australian community.

- ❖ Parents understand that the Coptic Orthodox Church is morally conservative, and all students are expected to respect the teachings of the Church and live by them at all times. For example, disrespect, obscenity, alcohol, tobacco, drugs, dancing, violent or immoral music, dating and pre-marital physical relations are all strongly rejected. It is the aim of the College to help young people learn to live a life of purity and holiness without fear or shame, and to be living practical witnesses to the truths of the Bible. Morals should not be left behind at the school gates every afternoon. Parents will support the College in this aim at all times.
- ❖ Parents agree to actively encourage and support their children to partake in the spiritual program set by the College fully and with sincerity. I understand that at present, this includes the following activities:
 - Morning prayers and hymns each day from the Coptic Orthodox tradition.
 - Classroom prayers and devotions each day from the Coptic Orthodox tradition.
 - School Masses on a regular basis.
- ❖ Christian attitudes and behaviour are to be actively encouraged in the classroom and playground.
- ❖ Parents are to actively encourage and support their children to partake fully in the Curriculum as set by the College. This includes the curriculum prescribed by NESA (NSW Education Standards Authority).
- ❖ Parents and guardians are expected to co-operate with the College in matters of discipline, attendance, completion of homework and the wearing of the full school uniform (including blazer Terms 1 to 4).
- ❖ Parents understand that the curriculum also includes compulsory activities, excursions, carnivals and other events organised by the College.
- ❖ Parents understand that St Mary & St Mina's College has designed its Student Management Policy with the aim of using it to teach our children right from wrong and how to live according to the commandments of God. This includes encouraging and rewarding good behaviour and discouraging and punishing bad behaviour.
- ❖ Parents agree to work in partnership with the College and fully support the College's policies relating to student management and discipline, and will at all times encourage their children to obey College rules and accept any punishments that may be given for breaking those rules by any staff member, within the College's Discipline Policy.
- ❖ The College reserves the right to discipline, suspend or expel any student whose attitude or behaviour does not meet the expectations of the College.

School Fees

- ❖ Fees are fixed at the lowest level possible commensurate with costs of establishing and maintaining good educational standards and facilities.
- ❖ Tuition fees are set by the School Board and are variable at the discretion of the Board.
- ❖ Fees are charged three times per annum – posted prior to the commencement of each of Terms 1 to 3, and are due and payable within the first 2 weeks of term commencement.
- ❖ Certain electives will be subject to extra tuition fees. For example: food technology.
- ❖ Fees in advance for all new enrolments should be paid within 3 weeks from the date of offer.
- ❖ Activities fees will include costs for camps, excursions/incursions, school carnivals, fun days, swimming lessons, sports fees, travel costs, welfare programs, IT levies and extra curricula resources.
- ❖ Fees will also include the recommended contribution to the Building Fund. Although voluntary, the School Council expects the support of parents for the Building Fund.
- ❖ Parents are urged to contact the Head of College if it is anticipated that temporary financial difficulty might be experienced.
- ❖ To complete enrolment in the school, parents are to pay the Enrolment Fee as listed in the Schedule of Fees and Charges or as indicated in the Letter of Offer.
- ❖ A full term's notice is required in writing to the Head of College if a student is to be withdrawn from the College. If such notice is not given then one term's tuition fees will be charged.
- ❖ A final statement of fees, following a student's withdrawal, will be sent to those responsible for payment.
- ❖ For each full fees paid, a 20% sibling discount is allowed on tuition fees for the 2nd child, 35% for the 3rd child and a 100% discount is offered from the 4th child onwards. Only one type of discount is available per child.
- ❖ A bond of \$350 per child shall be paid after an offer is made by 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 is given.
- ❖ Parents and Guardians must be prepared to abide by the Rules and Regulations that govern the College and be responsible for payment of fees and charges. Continued enrolment is at the sole discretion of the Head of College.

Health and Safety

- ❖ Parents acknowledge that they have fully disclosed any special needs (including but not limited to any medical, physical, learning or psychological needs) which the student has.
Where any disclosed special needs change or where any special needs arise, parents agree to notify the School immediately. Parents also agree to complete the student's medical form accurately and provide annual updates.
- ❖ Parents acknowledge that the school seeks to maintain an environment that is safe for all students and in which learning can take place. Parents also acknowledge that to this end the principal or his/her nominee may search the student's bag, locker, mobile phone or other possessions or electronic devices where there are reasonable grounds to do so. The Head of College may also carry out computer surveillance which includes using software or equipment to monitor the use of computers, the sending or receiving of emails, the accessing of websites and the use of social media.
- ❖ If the student is ill or injured, necessitating urgent hospital and/or medical treatment (for example injections, blood transfusions, surgery) and if parents are not readily available to authorise such treatment, parents authorise the school or a responsible member of the school staff, to give the necessary authority for such treatment.

Overview

St Mary and St Mina's Coptic College is committed to providing all students and staff with a safe and supportive learning environment. The College adopts a 'Prevention is better than Cure' approach and therefore implements policies and practices to:

- Minimise risk of harm and ensure staff and students feel safe and secure
- Enhance the spiritual, social, emotional, physical and academic well-being and development of each child

School policies are published on the College website, staff handbook and selected student handbooks. Stakeholders can also contact the primary campus on 9599 1155 or secondary campus on 9597 4833 to request applicable copies of College policies. All policies maintain adherence to consistency and procedural fairness as well as a sense of appropriateness for students of different ages. School policies aim to support the school as a safe, nurturing environment with clear guidelines for acceptable behaviour and effective processes to maintain a professional learning environment.

Full text of school policies can be accessed via: <https://stmary.nsw.edu.au/policies-and-procedures-2021/>

Policy	Student Welfare : Child Protection
Details	<p>Our Child Safe Policy outlines the key elements of our approach to child protection. The policy aims to :</p> <ul style="list-style-type: none"> ❖ Minimise the risk of abuse, misconduct, and the misuse of positional power, and ❖ Inform all adults in the school community of their obligations and responsibilities in keeping children safe. <p>We want all students and young people to feel and be safe.</p> <p>We are committed to providing a child safe and child friendly environment, where children and young people feel safe and can participate in decisions that affect their lives. We have a zero tolerance for child abuse and are committed to doing what we can to keep students safe from harm.</p> <p>The School regards its child safety responsibilities with the utmost importance and is committed to providing the resources required to ensure compliance with all relevant child protection laws and regulations and maintaining a child safe culture.</p> <p>Each member of the School community has a responsibility to understand the important and specific role that they play individually and collectively to ensure that the wellbeing and safety of students is at the forefront of all that they do and every decision that they make. Key responsibilities include:</p> <ul style="list-style-type: none"> ❖ Implementing the Child Safe Standards ❖ Educating and involving our students ❖ Involving and informing families and the community.
Changes in 2023	<p>In 2023, the College executives conducted a review of the Child Protection policy to ensure compliance with:</p> <ul style="list-style-type: none"> ❖ Child and young Persons (Care and Protection) Act 1998 ❖ Crimes Ac 1900 ❖ NSW Child Safe Standards(2022) and National Principles of Child Safety ❖ Child Protection (Working with Children) Act 2012 and 2013 (NSW) ❖ Children's Guardian Act 2022 ❖ Education Act 1990(NSW)
Access to full text	<p>The full text of the College's Child Protection Policy can be accessed by request from the Head of College and the College website.</p>

Policy	Student Behaviour Management Policy
Details	<p>The Student Behaviour Management Policy (SBM) was written in the spirit of the College's Christian Orthodox values of love, respect and justice. The Bible verse which best encapsulates the intention of this policy is found within Proverbs 10:17, <i>"He who keeps instruction is in the way of life, but he who refuses correction goes astray"</i>.</p> <p>St Mary & St Mina's Coptic Orthodox College is committed to providing a safe, fair and honest environment. The College is dedicated to maintaining a rigid and fair approach towards student behaviour, dealing with matters quickly and effectively, to ensure that a positive and productive learning environment is maintained for all students. All students have a right to procedural fairness and the support of their parents if the disciplinary decision is likely to be a suspension or possible expulsion.</p> <p>The SBM Policy sets the framework through which the College manages student behaviour and has been formulated to provide support for staff, students and parents/caregivers within the College. The policy fosters engagement in learning, sets clear limits, recognises and rewards positive behaviour, while providing an opportunity for self-reflection and restorative justice when dealing with inappropriate conduct. This is achieved by outlining a system of relationships, rules and recognitions, designed to develop self-adjustment within students. The College does not permit corporal punishment of students, or sanction corporal punishment of students by non-school persons. All perceived or real acts of corporal punishment will be reported immediately.</p> <p>Wellbeing initiatives and consequences play an important role in guiding students as they transition from a young age through to adolescence, in the hope that modelling 'Christ like' behaviour, will in turn foster a conducive and supportive learning environment for all students at the College.</p>
Changes in 2023	A review of the policy found no changes required.
Access to full text	The full text of the College's Behaviour Management Policy can be accessed by request from the Head of College and the College website.

Policy	Complaints Handling Policy
Details	<p>St Mary & St Mina's Coptic Orthodox College realises that at times stakeholders have differing views and opinions on school- related matters and as such this policy allows an avenue for raising concerns. A complaint is an expression of dissatisfaction made to the School about an educational and/or operational matter relating to services provided by the School or the behaviour or decisions of a staff member, contractor or volunteer, including misconduct.</p> <p>Constructive feedback is the core of professional growth, and we are committed to growing as a school, as individual faculties and as individual teachers. The School would like to have an opportunity to work through any concerns you may have.</p> <p>Complaints may be made by a student or parent/guardian. The School will seek to resolve complaints informally where possible but acknowledges that in some cases a person may wish to make a formal complaint.</p> <p>If a parent/guardian or student has a concern about the conduct of a staff member, they should raise their concern with the School in accordance with section 3. If a complaint that concerns the behaviour of a staff member may constitute reportable conduct, the matter will be addressed in accordance with the School's <i>Child Protection Policy</i>.</p> <p>Complainants are not required to assess whether their concern meets the threshold of reportable conduct before making a complaint. Any concern about a child's wellbeing may be reported under this policy.</p>
Changes in 2023	A review of the policy found no changes required.
Access to full text	The full text of the College's Complaints Handling Policy can be accessed by request from the Head of College and the College website.

Policy	Student Welfare : Anti Bullying Policy
Details	<p>The Anti Bullying policy gives a clear definition of bullying as “a destructive form of aggression with harmful physical, social and emotional outcomes for all involved.” Examples of types of aggression are cited, including cyber bullying. The impact of the varying kinds of aggression are also made clear. The steps the school takes to address the various forms of aggression are cited and advice is given on how students can address aggressive situations.</p>
Changes in 2023	A review of the policy found no changes required.
Access to full text	The full text of the College's Anti Bullying Policy can be accessed by request from the Head of College and the College website (via Safe & Supportive Environment Guidelines & Procedures).

The following Policies were reviewed in 2023 without changes.

- Staff Code of Conduct	- Whistleblowing Policy
- Use of ICT Policy	- Governance Policies

Primary

2023 Achievements

- ❖ Continuation of the Seven Steps to Writing program across K-6
- ❖ Continuation of standardised testing across 1-6 to assist with the quality of internal assessments
- ❖ Appointment of a School Chaplain to oversee the wellbeing of all students across K-6 and their Pastoral Care needs
- ❖ Implementation of a Pastoral Care Program taught across K-6 by the School Chaplain
- ❖ Implementation of Coptic lessons across K-6 taught by an Archdeacon
- ❖ Implementation of new English K-2 Syllabus
- ❖ Implementation of new Mathematics K-2 Syllabus
- ❖ Implementation of new reporting templates across K-6
- ❖ Introduction of new STEM and Co-Curricular Coordinator role
- ❖ Completion of UNSW Gifted Course by STEM and Co-Curricular Coordinator
- ❖ Implementation of Drama program taught by an external provider

2024 Improvement Targets

- ❖ Implementation of new English 3-6 Syllabus
- ❖ Implementation of new Mathematics 3-6 Syllabus
- ❖ Increased Professional Development courses for staff particularly in the area of wellbeing
- ❖ Explore the purchase of a new site to relocate K-6 students with the view of expanding the primary school
- ❖ Purchase of a 3D printer for the STEM room
- ❖ Continuation of the Pastoral Care Program taught across K-6 by the School Chaplain
- ❖ Continuation of the Coptic program across K-6
- ❖ Introduction of the Wellio Pastoral Care program for Years 5-6
- ❖ Implementation of Best Start Kindergarten Assessment
- ❖ Become a member of Heads of Independent Co-Educational Schools (HICES) for exposure to a range of unique opportunities and collaborative experiences for our students with students from other schools
- ❖ Continuation of Drama program taught by an external provider

Secondary

2023 Achievements

- ❖ Official opening of the new Rockdale High School Campus
- ❖ Appointment of a School Chaplain to oversee the wellbeing of all students across 7-12 and their Pastoral Care needs
- ❖ Preparation of new English 7-10 Syllabus
- ❖ Preparation of new Mathematics 7-10 Syllabus
- ❖ Revision of the Student Behaviour Management Policy
- ❖ Revision of the Acceleration Policy
- ❖ Revision of the CCTV Policy
- ❖ Revision of the Assessment Policy and Procedures
- ❖ Revision of the Uniform and Grooming Policy

2024 Improvement Targets

- ❖ Implementation of new English 7-10 Syllabus
- ❖ Implementation of new Mathematics 7-10 Syllabus
- ❖ Increased Professional Development courses for staff
- ❖ Implementation of the revised CCTV Policy
- ❖ Implementation of the revised Assessment Policy and Procedures
- ❖ Implementation of the revised Uniform and Grooming Policy
- ❖ Increase of guest speakers for our wellbeing program
- ❖ Implementation of reflection workbooks for students for restorative justice
- ❖ Three staff members to become mental health first aid certifiers
- ❖ Become a member of Heads of Independent Co-Educational Schools (HICES) for exposure to a range of unique opportunities and collaborative experiences for our students with students from other schools
- ❖ Implementation of the WELLIO pastoral program for Years 7-12
- ❖ Appointment of an Academic & Wellbeing coach for literacy and numeracy.

Initiatives promoting respect and responsibility

Primary	Secondary
Stage 3 Personal Development Session	Harmony Day
Mother's Day Morning Tea	Year 10 Local Court Visits
Father's Day Morning Tea	Opening of Law Ceremony
Healthy Harold	Years 7-12 Retreats
Jollybops Science Incursion	Year 11 Monastery Visit
Parent Reading Workshop for parents by Head of Primary	Senior Student Leadership Body
Young Leaders Day for SRC students	Halogen Young Leaders Day
Dental Health Visits	Mother's Day Morning Tea
NED's Mindset Mission Incursion	Father's Day Morning Tea
Debating and Chess Competitions	

STEM

SMSM Primary took the opportunity to take the College in a new future focused direction by nurturing and showcasing emerging talents of students.

By promoting small failures as an essential part of future success, students developed resilience in their learning journey. Furthermore, the first exposure to coding and robotics gave many students a chance to demonstrate talents which the traditional curriculum would not have allowed.

We are looking forward to a ground breaking 2024 where we can continue to provide a future focused education for our students.



Liturgy Explained

During terms 2 and 3, Year 11 were blessed with the opportunity to have the Liturgy broken down and explained to them by Fr Anthony Morgan. During Year 11 Coptic Orthodox Studies lessons, Fr Anthony outlined the history and structure of the liturgy, as well as explained and demonstrated the rituals that priests carry out during the liturgy that the majority of the congregation do not get to see.

We thank Fr Anthony (College Chaplain) for his continual support of the College and his efforts for the spiritual growth of our students.

Remembrance Day



On the 11th hour on the 11th day of the 11th month, a minute's silence was observed and dedicated to those soldiers who died fighting to protect the nation.

On 10th November, the staff and students of SMSM College dedicated this memory through a service at the 11th hour.

Chess Competition

Students competed at a number of chess events and made it to the semi-finals of the Academy of Chess NSW Tournament.



SWISSA



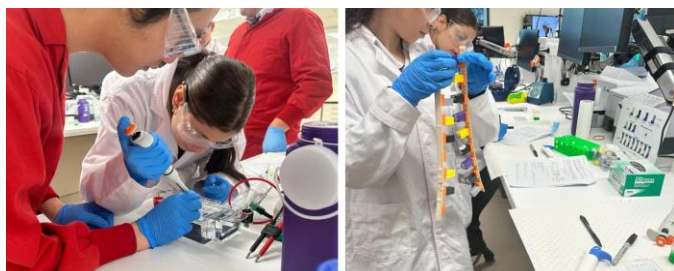
Congratulations to the Open Girls SWISSA team. The girls took home first place, winning all their 6 games at Bankstown Basketball Stadium. An outstanding effort by the girls.

Duke of Edinburgh

An internationally recognised program. The program aims to challenge students across a range of activities in order to build resilience, determination and team work skills. This initiative was well received by students across Years 8-11 with 14 students participating in the bronze stage of the program. All students involved attended a series of workshops and a three-day camp.



Year 12 Biology



Yr 12 Biology students had the opportunity to visit the University of Sydney and participate in experiments including polymerase chain reaction and extracting DNA from a strawberry.

Students then compared a child's DNA sample with their parents' DNA sample to deduce if the child inherited sickle cell anaemia. They modelled the process of PCR and learnt about the importance of inheriting genetic information and how this information is used by scientists to treat and prevent disease.

K-6 Planetarium Incursion

Our K-6 students embarked on a cosmic adventure during the Orbit Planetarium Incursion. They were bubbling with excitement in the domed auditorium, their eyes wide with wonder.



Elevate



Year 11 attended Elevate Study Skills sessions which helped develop their time management techniques, motivation, growth mindset, stress management and exams.

Year 7 Camp

Respect... Resilience... Teamwork and Unity.

On Wednesday 8th Feb our young and enthusiastic Yr 7 students of 2023 attended their first camp as High Schoolers. Many students are already seeing the importance of showing respect, while building their resilience and working together as one. I think the pictures speak for themselves.





Disney Music Concert K-6

What a success our Disney concert was! Each grade performed a song from a Disney movie. Congratulations to our talented students on their wonderful performances.

Thank you to Saint Mary and St Mina's parents for their ongoing support and a special thank you to our dedicated Music teacher Miss Tefas.

Food Technology

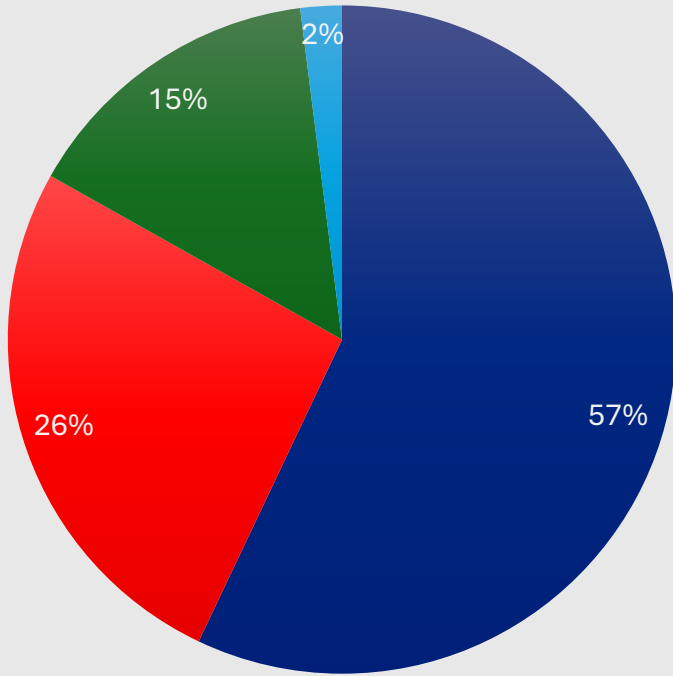
Secondary students have enjoyed exploring the world of flavours in our new state-of-the-art food technology kitchen. They have been experimenting with diverse and delicious global cuisines and learning about food handling and safety.



Sewing

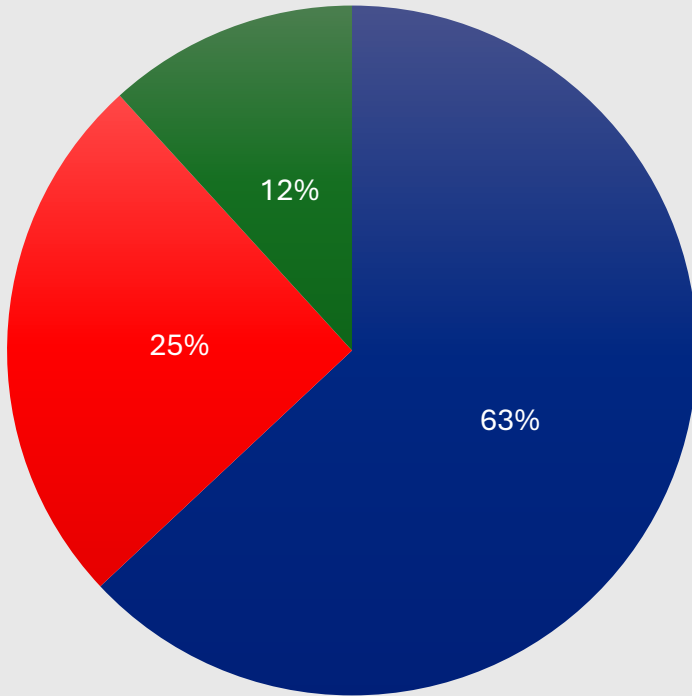
Year 8 students learnt how to sew various styles and patterns in Technology. A fun and handy life skill to have.

Income



■ Commonwealth recurrent grants ■ Fees and private income
■ State recurrent grants ■ Other

Expenses



■ Employment Expenses ■ Non Salary Expenses ■ Capital Expenses

ANNUAL REPORT

The 2023 Annual Report is made available to NESA Online by 30 June 2024 and via the St Mary & St Mina's Coptic Orthodox College website at:

<https://stmary.nsw.edu.au/annual-reports/>

Printed copies of this Annual Report may be provided to those unable to access the internet by contacting the primary campus on 02 9599 1155 or the secondary campus on 9597 4833.

REQUESTS FOR
ADDITIONAL DATA

In addition to formal requirements for publication relating to the annual report, any additional information requested by the NSW or Australian Governments will be provided. Additional information that is requested by the Minister will be provided to NESA in an online or appropriate electronic form unless otherwise agreed by NESA.

To ensure that such requests are dealt with appropriately, the Head of College is responsible for coordinating the school's response. This person is responsible for collecting the relevant data and ensuring it is provided.

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