



ANNUAL REPORT 2008

1 A MESSAGE FROM KEY SCHOOL BODIES

Message from the Principal

2008 has been an exciting year for Orange Anglican Grammar School. It has seen the purchase of a magnificent 10.1 hectare site in north-west Orange on which our permanent facilities will be established. Plans were approved by Orange City Council for Stage 1, which will see the conversion of an existing cottage for use as an administration centre, the creation of permanent recreation facilities for both the Transition children and Primary students, infrastructure for vehicular access, up grading of utilities, and the installation of new, purpose built temporary classroom and toilet facilities. Delays during the local Council Consent process will mean that the planned occupation of the new site will not become a reality until Term 2, 2009.

Enrolments have grown steadily throughout the year climbing to 65 Transition –Year 5 students. Strong interest has been recorded throughout the year for enrolments up to and including 2015. During the year the decision to progress to Year 7 in 2010 was made, and has necessitated curriculum and facility planning to ensure all will be ready for this exciting stage in the School's development.

Initiatives introduced in 2008 offered a diverse range of new and exciting learning opportunities for all students which resulted in many successful accomplishments.

Our partnership with the Orange Regional Conservatorium continued in 2008 and provided all students with the opportunity to participate in weekly music lessons. Instrumental lessons continued for Year 2-5 students in strings and brass. This program was well received by students who were given performance opportunities on a number of occasions during the year.

A Chess club was established and met each week to learn and play this ancient game of strategy. Such was the interest and level of ability that students were entered into the NSW Junior Chess League and WAS Tournaments.

Public Speaking was introduced to all students from K-5 and the inaugural Public Speaking Festival was held in June. Students were selected to participate in the annual CWA Public Speaking Competition and did so with confidence and skill.

The Orange Eisteddfod also provided students with performance opportunities including dance, public speaking and bible reading. The students enjoyed these opportunities and received much praise for their efforts.

Orange Grammar prides itself on the personal approach provided by a dedicated team of professionals. Demand for places in all years in 2009 is strong and combined with our move to a permanent site suggests a very positive year of continued growth lies ahead.

Message from the Chairman of School Council

Orange Anglican Grammar School is governed by a School Council, consisting of 9 members. During 2008 the Council met 11 times. Regular meetings of the Finance and Building sub committees also took place as needed during a very busy year of planning for new facilities. This year saw a change of membership on School Council with the induction of one new member.

2008 has been significant for the School. The major initiative has been the acquisition of a magnificent 10.1 hectare site for the School and the subsequent master planning necessary before development can begin.

Enrolments have steadily increased throughout the year. In turn our staff numbers have increased. During 2008 we have been able to expand our music program with the generous assistance of the Orange Regional Conservatorium. The program offers both choral and instrumental music opportunities for our students. The School continues to participate in local and regional educational, cultural and sporting activities.

Message from the President of the Parents' and Friends' Association

Although, like the School, the Parents' and Friends' Association is in its infancy we have nevertheless already established ourselves as an integral part of the Orange Grammar community.

Our aims and purposes are several-fold. In the words of our establishing ordinance, our purpose is to support and assist the School "financially, materially, spiritually and practically". In doing so we strive to support the School achieve its goals, we are a source of ideas and energy and provide a voice for parents. Most importantly, however, we are there as a support network to aid and assist parents and families, students, staff and Council and indeed, any member of our School community.

As a young school, our role is an important and essential one. It carries with it the opportunity to help this wonderful school achieve its full potential. To date our achievements have been small but significant. We have successfully integrated ourselves into the broader Orange Anglican Grammar School community and had a very positive influence on its growth to date. We have delivered meaningful benefits for our children.

We invite any parent or friend to be a part of our enthusiastic and resourceful team and to enjoy the benefits of working with other likeminded and motivated members of our School's growing community.

2 VALUE ADDED INFORMATION

Orange Anglican Grammar School enrolments in 2008 did not include Year 10 or Year 12 students.

As 2008 is the School's second year of operation, the School does not have a previous student body against which value added can be measured.

3 SCHOOL PERFORMANCE IN NATION-WIDE TESTS AND EXAMINATIONS

Naplan Results in Year 3 and 5

In 2008 100% of Year 3 and Year 5 students participated in the NAPLAN Tests. As a new school, the number of candidates in each cohort is small, that is less than 10 in each year group, thus the percentages expressed can be misleading.

In Year 3, 100% of students achieved skill bands 2 or higher in literacy compared to 98% of the state and 83% achieved skill bands 2 or higher in numeracy compared to 97% of the state.

In Literacy 100% of Year 3 students achieved National Benchmarks and in Numeracy 83% achieved National Benchmarks.

Year 3 students achieved results above national average in Reading, Writing and Spelling.

In 2008, the School's first Year 5 cohort participated in NAPLAN testing. 100% of Year 5 students achieved skill bands 4 or higher in Literacy, and 100% of students achieved skill bands 5 or higher in Numeracy. All Year 5 students achieved National Benchmarks in Literacy and Numeracy.

4 PROFESSIONAL LEARNING AND TEACHER STANDARDS

A commitment to ongoing professional learning is a pre requisite for employment at Orange Anglican Grammar School. All teachers and Support Staff have been involved in professional learning activities during the 2008 school year.

Professional development commitments have included six staff development days and weekly meetings after school. In addition to the in-school professional learning activities, a number of teaching staff have attended external courses and conferences conducted by providers such as the Association of Independent Schools.

Priorities for professional learning this year have included: supporting new scheme teachers, child protection, literacy and student welfare. In addition professional meetings and conferences were attended and visits to other schools took place. Courses run by AIS were attended in Sydney and one staff member completed a Masters Degree.

The average expenditure per teacher on professional learning in 2008 was \$1023.
The average number of hours spent by teachers on professional development during 2008 was 30.

Teacher Standards

A total of 5 full and part-time teachers deliver the school curriculum.
All teachers have teaching qualifications from a higher education institution within Australia.

Staff Retention Rates and Teacher Attendance

All teaching staff members have been retained from 2007 to 2008 with two additional teachers appointed to cater for growing enrolments.
The attendance rate for teachers at work or on approved leave during the year was 100%.

5 ENROLMENT POLICIES AND PROFILES

Enrolment Policy

Orange Anglican Grammar School is a comprehensive co-educational T-6 school, in the Anglican tradition, providing an education underpinned by Christian values and operating within the policies of the NSW Board of Studies.

1. OBJECT AND APPLICATION

1.1 Object

The object of this Policy on Student Enrolment is to ensure that the School's decisions to enrol particular children as students:

- a) are made in a fair, consistent, equitable and transparent manner; and
- b) comply with State and Commonwealth anti-discrimination legislation.

1.2 Application

The Policy on Student Enrolment applies to all students and prospective students.

2. CRITERIA FOR ENROLMENT

2.1 Academic Criteria

Children applying for enrolment as students at the School shall meet any academic requirements for enrolment as approved from time to time by the School Council.

2.2 Other Criteria

Children applying for enrolment as students at the School shall meet any other requirements for enrolment as approved from time to time by the School Council.

2.3 Anti-Discrimination Obligations

The School's academic and other criteria approved under 2.1 and 2.2 above, shall comply with State and Commonwealth anti-discrimination legislation.

3. DECIDING APPLICATIONS

3.1 Principal to Decide

The decision whether to enrol a child at the School will be made by the Principal ideally in partnership with the child's parents or guardians. The decision will be based on an assessment

of the child's educational, social and spiritual needs and the extent to which the School is likely to be able to meet those needs. Enrolment is also subject to quotas (see 3.2 below).

3.2 Class Quotas

To ensure the School meets its educational and other objectives in relation to the education of its students, the School Council shall set a quota of student places for each class.

An applicant, who meets the academic and other criteria for enrolment, may be refused enrolment if a place is not available in the relevant class quota.

4. RELIGIOUS AFFILIATION

4.1 Christian

Children of any Christian denomination may be enrolled as students at the School.

Such children who are not of the Anglican faith shall be enrolled on the understanding that they shall be taught Christian beliefs and practices from an Anglican perspective through Christian Studies classes and in other ways while at the School and they shall be required to participate in Anglican worship.

4.2 Other Than Christian

Children who have no religious affiliation or whose religious affiliation is other than Christian may be enrolled as students at the School. Such children shall be enrolled on the understanding that they will be taught Christian beliefs and practices through Christian Studies classes and in other ways and that they will have to attend chapel but they may elect not to actively participate in Christian worship.

5. ADMINISTRATIVE REQUIREMENTS

5.1 Application

Parents and guardians seeking to enrol their child at the School shall apply in accordance with instructions set by the Principal. Successful applicants shall receive in writing, an offer of enrolment in the School.

5.1.1 Disclosure of Relevant Information

Parents or guardians applying to enrol their child at the School shall be required to disclose all information that will, or has the potential to, affect their child's schooling. In particular:

- (a) any special needs their child has, particularly those relating to learning;
- (b) any medical, psychological, behavioural or other condition affecting their child's health or well being; and
- (c) any parenting or constraint order affecting their child (a copy of such orders must be provided).

5.2 Acceptance of Enrolment

Parents or guardians who wish to accept the offer of enrolment of their child at the School shall comply with the instructions accompanying the offer, which as a minimum, will involve:

- (a) returning the appropriate forms including the application and medical history form;
- (b) signing the declaration on the offer form to accept the philosophy and values of the School and to abide by the policies and rules of the School; and
- (c) paying the enrolment fee.

5.3 Deferment of Enrolment

The parents or guardians of a child who is offered enrolment at the School may apply to the Principal to defer their child's enrolment for a period not normally exceeding one term.

5.4 Leave of Absence

The Principal may approve leave of absence for a student for a period not exceeding four consecutive terms.

5.5 Termination of Enrolment

The Principal may terminate the enrolment of a student whose parents or guardians have failed to meet the obligations of enrolment. In particular for:

- (a) providing false or misleading information in relation to their child's application for enrolment; or
- (b) withholding information relevant to their child's application for enrolment; or
- (c) failing to pay fees.

6. RULES RELATING TO ENROLMENT

The Principal may make Rules relating to student enrolment that are consistent with this Policy.

6 SCHOOL POLICIES

Orange Anglican Grammar School is a Christian coeducational day school in the Anglican tradition. The School seeks to:

- Foster academic achievement, an excitement for learning, creativity and the fulfilment of individual potential;
- Nurture spiritual awareness and maturity in a family environment that welcomes people of all faiths;
- Develop confidence, integrity and respect for oneself and others through participation in a range of physical and cultural experiences;
- Encourage independence, responsibility and self-motivation in a challenging but caring environment; and
- Prepare students to become articulate and valued participants in the local and global community.

To ensure that all aspects of the School's mission for providing for a student's welfare and appropriate student discipline are implemented, and that complaints and grievances are properly dealt with, the following policies and procedures were in place (or developed) during 2008:

(Draft) Anti-Bullying Policy
Child Care and Protection Manual
Code of Conduct for Participation in Sport
Code of Conduct for the Care and Protection of Students
Discipline Policy
Emergency Evacuation Procedure
Enrolment Register and Attendance Policy & Procedures
Grievance Policy & Procedures
Guidelines for Voluntary Helpers
Health Procedures: Distribution & Monitoring of Medications
Homework Policy & Procedures

Lockdown & Lockout Procedures
Occupational Health & Safety Manual
Playground Supervision Policy
Register of Visitors
Reporting to Parents Procedures
Responsible Person Policy
Safe and Supportive Environment Policy
Serious Incident Policy
Student Handbook
Volunteer Acknowledgement of Information received

To access the full text of any of the policies above, please contact the School's Administration Officer.

7 SCHOOL DETERMINED IMPROVEMENT TARGETS

Achievement Priorities identified in the school's 2007 Annual Report

The major priorities for Orange Grammar identified in the 2007 Annual Report were:

- the acquisition of teaching resources,
- the appointment of well qualified staff,
- purchase of a permanent site,
- development of a permanent site to include buildings and recreation facilities

The School was able to achieve all of these targets. The acquisition of a permanent site proved to be the most difficult target to achieve, with considerable time being spent investigating potential sites. By December 2007, a parcel of land had been identified as a suitable school site and negotiations commenced for the acquisition of a 10.1 hectare site in North West, Orange.

School determined targets for 2008

Increased enrolments
Site development to enable relocation of the School
Learning Support K-5
Expansion of co curricula opportunities

8 INITIATIVES PROMOTING RESPECT AND RESPONSIBILITY

The School wants students to recognise that they are valued and integral parts of the School community, with parents and staff providing the care and support that engender self esteem, mutual respect and responsibility.

The values of Respect and Responsibility have been outlined in the School's Student Handbook. This document includes the School's Code of Behaviour which advises Students of their expected behaviour and responsibilities.

In 2008 the School continued its participation in activities and initiatives designed to promote respect and responsibility, for individuals and the community.

1. Each term the School focuses on a particular value (ie. responsibility, compassion, respect). Assembly activities are tailored to promote behaviour emphasising the specific value.
2. The School participated in community events including the ANZAC march and wreath laying ceremony, tree planting and School Speck.
3. The School continued sponsoring a child from El Salvador through the Compassion Organisation and committed to sponsoring a second child, from Ecuador through the same agency. Throughout the year students held activities to raise the funds needed to sponsor both children.

9 PARENT, STUDENT AND TEACHER SATISFACTION

As a new school, an open door policy was established, which encouraged and welcomed parental involvement. The level of parental involvement in school activities continues to be high, and informal discussions throughout the year indicated that parental satisfaction with the School was extremely positive. The establishment of a Parents' and Friends' Association in Term 2, 2008, has ensured that parents are able to provide feedback and suggestions via another channel.

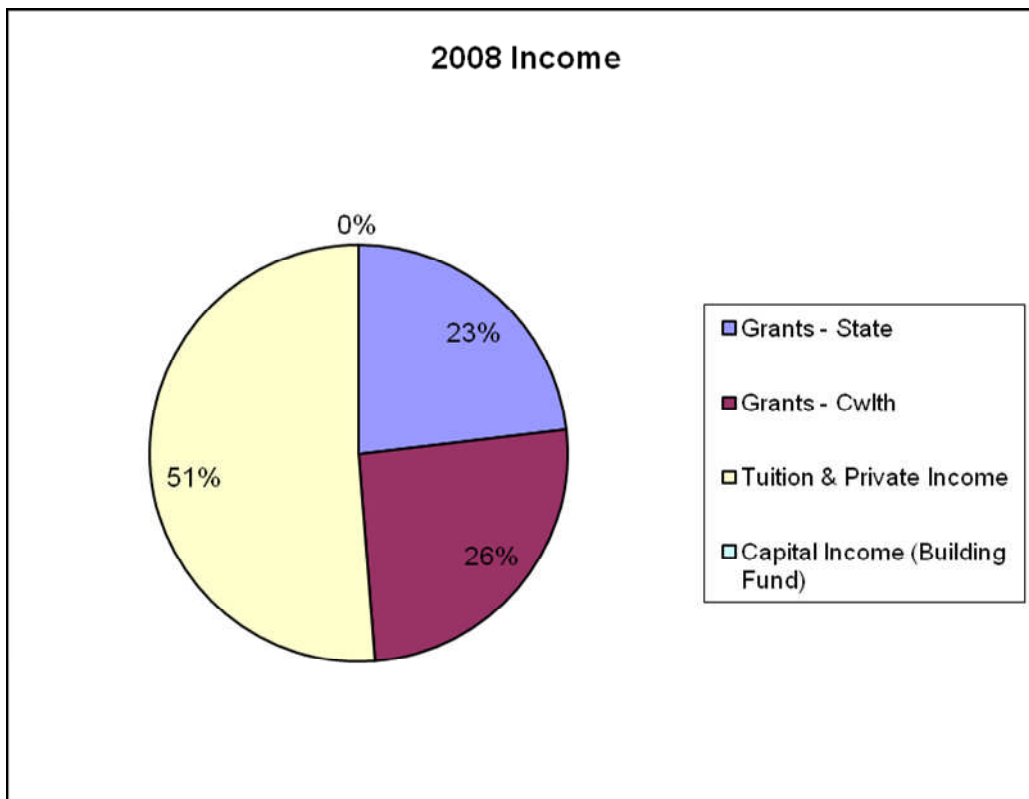
Informal discussions with students indicated they felt safe at school and that they were treated fairly and with respect. The students also regularly expressed their enjoyment of school and the learning opportunities they experienced.

Informal feedback from teachers indicates that 2008 staff were satisfied in most areas of the School. Accommodation was the area identified as providing less satisfaction. This was understandable given the temporary nature of the premises being occupied and the ever increasing number of students. All staff were patient with and understanding of the situation.

10 SUMMARY OF FINANCIAL INFORMATION

Revenue

Grants - State	113,515	23%
Grants - Commonwealth	125,689	26%
Tuition & Private Income	251,425	51%
Capital Income (Building Fund)	-	0%
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	490,629	



Expenses

Salaries, Allowances & related expenditure	478,126	8%
Non-salary expenditure	814,255	14%
Capital Expenditure	4,424,236	77%
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	5,716,617	

