

College Community

FROM THE PRINCIPAL

Recorded in the book of John is an exciting declaration made by Jesus for every person. Jesus said, "I have come that they may have life and have it to the full" (John 10:10). But what does Jesus mean when he says, "life and have it to the full?" This is a question that our Norwest and now Ngarra communities have been wrestling with as we contemplate how we might build an environment that enables students to live well now and into the future.

One picture of "life to the full" that we have considered and that we believe to have been a part of Jesus' thinking when He made this declaration is the picture of the "tree planted by streams of water" given to us in the book of Psalms. Psalm 1 says:

Blessed is the one who does not walk in step with the wicked or stand in the way that sinners take or sit in the company of mockers, but whose delight is in the law of the Lord, and who meditates on his law day and night. That person is like a tree planted by streams of water, which yields its fruit in season and whose leaf does not wither – whatever they do prospers.

The Psalm begins with the phrase "Blessed is the man." The Hebrew word for blessed is often also translated happy or fulfilled or satisfied. I know when I eat a meal and feel satisfied, I often say, "I feel full" and so perhaps we could equate the "blessed life" to the "full life" that Jesus was referring to. The next couple of verses give the specifics of what a blessed or full life looks like. In fact, this Psalm provides us with some beautiful imagery of the full life.

Firstly, we see in this image a tree that is in an environment where it is being **formed**. The tree is located by a stream where it can obtain all the right nutrients needed for growth. In the Psalm, we read that the blessed man "meditates on [God's] law day and night". The nutrients for the "full life" come from living by **faith** in God's word.

Secondly, we see in this image that the blessed/full life is a **flourishing** life. It is said of this tree that its "leaf does not wither." The full life is not static, rather it is continually growing and developing. Despite the storms that are part of the natural environment of the tree, it continues to produce fruit. This fruit is a sign of the development of resilience and other **virtues** which assist a person to navigate challenges and continue to flourish.

Thirdly, the image of the "full life" captures a person who **favours wisdom**. The first couple of phrases of this Psalm tells us that the person who has a blessed/full life makes an active choice to trust God's plans. Rather than accept the advice of mockers and "stand in the way of sinners" this person takes delight in the **wisdom** found in God's word.

Finally, the blessed/full life is **fruitful**, "yielding its fruit in season." Fruit is a symbol of something that is developed. It is evidence of health and nourishment and then useful in the **service** of others.

Faith, virtue, wisdom, and service; it is these elements that are critical to building an environment that enables every person to live well now and into the future. You will have noticed that these four values sit at the centre of our Building Purposeful Lives (BPL) framework which means that all aspects of BPL present opportunities for us to foster the right conditions for our Ngarra students to accept Jesus' offer of "life to the full."

The 2023 Annual Report captures the ways in which Ngarra Christian College has sought to build an environment that leads to young people being able to live life to the full just as Jesus described. The report also captures the fruits of those endeavours and showcases how our combined endeavours as parents, students, and staff result in an impact that is lasting. This is a wonderful celebration of all that God has been doing in our community throughout 2023.

I commend this document to you and trust that you are encouraged as you see God at work in transforming the lives of young people.

Felicity Marlow
Principal



FROM THE COLLEGE CHAIRMAN

Throughout 2023, we have again seen God's outpouring of grace, with the establishment of Ngarra Christian College. Ngarra focuses on bringing the very best for our students and families as an inclusive College that enables students at all levels to be integrated and supported.

It has been a groundbreaking year as we have sought guidance in dealing with the challenges to Christian education that societal demands have brought. This has only reinforced our view that we are here to bring something different, something unique, to the lives of our families as they strive to bring the very best for their children in a world full of challenges.

That very best is to give each student a full knowledge of self-worth, an education that prepares the person for the future and enables each to play a significant part in that future.

Ngarra has inspired our Board, Executive, staff, and community since its inception as we see God's call on us to love as Christ and to take life-changing actions that truly embrace our identity – an identity that speaks to who we are and engages minds to reflect on truth.

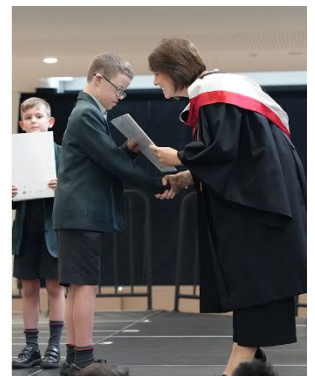
The College has grown from our initial vision as we see a growing demand for special needs services in our community, both at the student and family levels. As we grow together, we are committed to continually improving facilities and embracing all students as part of the greater Norwest Christian College community. It's a privilege to take this journey with you all.

Reflecting on my tenure as Chairman, I realise that God has opened opportunities and called us to service in unimaginable ways years ago. We went forward trusting and knowing that God was with us, and we were able to envision things beyond our wildest dreams. Ngarra is part of that dream.

That exciting declaration of Jesus, that "I have come that they may have life and have it to the full" (John 10:10), resonates in all we do at Ngarra. Faith, virtue, wisdom, and service enable us to build an environment where every person is empowered to live well now and into the future.

We are truly blessed, and thank you, our parents, students, staff, volunteers, and the Executive for your very special effort and commitment to making Ngarra a safe place where our young people can flourish.

Brian McSweeney
Board Chairman



FROM THE COLLEGE PARENTS

2023 saw the highest parent participation we have seen across both Norwest and Ngarra parent communities; we have been inspired and propelled through the year from the increasing level of community engagement and involvement. Wendy Lum started the year as President and while we were excited for her new role, we had to say goodbye from the P&F. Wendy's legacy is community, she always had that front and centre in all decisions she made and set a wonderful example of what the P&F truly represents. I would also like to thank our Secretary and all things IT Christine Fernandez and our Treasurer Glen Warner who have worked tirelessly through the year to deliver community engagement and some wonderful events I have outlined below.

Know Your Norwest

This year's event was the biggest we have ever seen at the College and once again we were proud to be catering for this event. We had an amazing group of student volunteers who absolutely smashed it out of the park and had 600 meals prepared in next to no time. What was so heart-warming was the spirit of co-operation and fun that filled the kitchen. Meals were served quickly and with a smile and the team then cleaned and packed up quickly and thanks to all – it was an amazing evening for all.

Clean Up Australia Day

On 8 March, 96 students plus family, approx. 300 members of our Norwest and Ngarra community, took to the streets around the College and throughout Riverstone armed with gloves and rubbish bags! A Ute filled with rubbish was collected and everyone had a great and satisfying morning serving our local community. Many residents engaged with us while out and were very excited to hear that we were helping clean up the neighbourhood around the College. Thanks to all those who turned out we were totally blown away.

Hot Cross Buns & Mother's Day Guessing Competition

A favourite Easter event saw again many Parent Volunteers come together in the auditorium to pack all the orders to be delivered to the classrooms and take-home packs for families to enjoy across the Easter break. Thanks to all the Parent Volunteers who made light work of the task.

Cross Country

A bright sunny day greeted the students, teachers and many Parent volunteers for the 2023 running of the NWCC Cross Country. The ice blocks provided by the P&F went down an absolute treat for all the exhausted runners at the end of their course. We were very heartened this year by the significant increase in parent volunteers and appreciated the increased support and engagement of the community and made the entire day a smooth sailing fun event for one and all.

Discos

The 2023 P&F Discos were the biggest so far with a record number of students in attendance. There was a great excitement about the event this year with many people coming together to make the night a great success. We were so grateful for the many parent volunteers. The night was a huge success with all three events being executed amazingly by all the parent volunteers that came together to make the night amazing.

Community Seminar

The Term 3 Parent Seminar was run in conjunction with the College and saw an amazing guest speaker talk about Grandparent Legacy. It was a powerful and engaging talk that held the audience captive and gave everyone of any age a powerful insight into the important role Grandparent's play in our children's lives.



Colour Run

The 2023 Colour Run continues to be an amazing level of excitement and we were blessed to have a bright sunny day to help farewell the Year 12 Cohorts. We were excited that we had over 50 Parent Volunteers for the event, that is more than we have ever had to enjoy the energy, community and fund raising that came from this event. A colourful day was had by all.

Closing Comments

Many people have come together this year to make all the above possible, successful and I thank all of you. I would like to make special mention of the College's Maintenance team who always get the job done and help us set and pack away all the events we run, and we appreciate the support. Thank you to Deputy Principal, Mr Colin Wood, who has been our primary contact and I have enjoyed working with him immensely, always being supportive of the P&F, guiding and supporting our endeavours along with Mrs Sarah Hope, who supports all our activities and administrative tasks.

David Vanags

Vice President, Parents & Friends Association

FROM THE HEAD OF NGARRA CHRISTIAN COLLEGE

In 2023, Ngarra Christian College commenced with two classes catering to students from Kindergarten to Year 5. The Ngarra community is characterised by the motto 'Together With You', as parents, teachers, and students partner in creating a learning community that seeks to love God and love others. Students received individual support tailored to their learning needs while participating in a variety of meaningful opportunities for learning and personal growth, both within the Ngarra community and as part of the wider NWCC community.

Curriculum

Each classroom consisted of students with a range of diverse learning needs. Students were supported and extended to provide the right level of challenge in the curriculum, maximising their individual academic growth over the year. Flexible grouping and programs that accounted for students' unique sensory and social/emotional needs were key to meeting the needs of each child. Students progressed towards individual academic and BPL related goals with adjustments in place to assist them in learning to their potential.

Camps

Students in Years 3, and 5 were able to participate in NWCC camps, building friendships with peers while challenging themselves to step out of their comfort zones. Adjustments were made for students as required, to enable them to make the most of being away on camp. Parent engagement and support with overnight stays strengthened the partnerships between staff and families.

Excursions

Excursions were a highlight of the year:

Calmsley Hill Farm – students learned about and experienced a glimpse of farm life. Milking the cow was a highlight, the farm smells also made an impression!

Rouse Hill House – Students stepped back in time to an 1880s schoolhouse, participated in a lesson and discussed the differences between school then and now. They also explored the working areas of the former farm and experienced some daily chores which formed part of child's life in the 1800s.

The Shine Shed – As part of the Physical Education program, students visited an all abilities play space. The visits enabled students to challenge themselves on a variety of equipment including climbing walls and the flying fox.



Little Fishes Swim School – Swimming lessons were popular with all students working in small groups with instructors specialised in working with children with additional needs.

Christian Development

Students participated in NWCC Infants and Primary Chapel, Ngarra Biblical Studies lessons and daily class devotions. Each week, delighted Ngarra students had a special visit from a guest staff member to read a story, pray with students and answer their many questions about faith and life.

A special treat was a series of visits from a Norwest Year 10 student, who taught Ngarra students our College song in Auslan as part of her Capstone project.

Music and Art

Ngarra students benefitted from the expertise of specialist Secondary teachers conducting Music and Art programs through the year. Specialist teachers were greeted with enthusiastic welcomes from students and their lessons were a highlight of the year.

Sport

Teachers combined classes for a variety of sport lessons, including netball and tee ball. Students practised gross motor skills and developed in their ability to collaborate in active play.

Involvement in NWCC Athletics, Cross Country and Swimming Carnivals provided an opportunity for students to participate in sporting events with peers across the College.

Summary

Ngarra Christian College, in its foundation year, was warmly embraced by students, families, staff, and the wider Norwest Community. As with any new venture, challenges were experienced, however, the progress made by students and overwhelmingly positive testimony of parents made every effort invested worthwhile.

Many thanks to the staff of Ngarra and Norwest for their dedication to growing a unique and highly sought after place for our precious students to learn. The future looks bright for Ngarra, and we know that God will use this community to bless many students and families in the years to come.

Michelle Wilson

Head of Ngarra Christian College

COMMUNITY SATISFACTION

In the 2023 academic year, Ngarra Christian College community consisted of 16 students in our Kindergarten to Year 5 cohorts. The gender ratio was even with 50% of students being female and 50% of students being male. 89% of students are known to regularly attend a Christian church.

Students attend the College come from diverse localities. Whilst an increasing number of students are now drawn from very local housing developments, the College's key drawing areas include:

- Riverstone, Schofields, Box Hill,
- Rouse Hill, Kellyville,
- North Richmond, Kurrajong, Cattai, and
- Colebee, Lethbridge Park.



Parent Satisfaction

Our parent community are overwhelming grateful for providing a suitable educational environment for their children. Several comments from our parents are outlined below:

- “Ngarra is an answer to prayer for our family. Our daughter is now excited to attend school! This has brought a newfound peace to our mornings, which used to be so difficult. We feel so blessed to be part of Ngarra and have the support of the Ngarra teachers and community.”
- “Our son’s enrolment in Ngarra is an answer to prayer! We were at a crossroads with his education, both academically and socially, and Ngarra has met us perfectly at the intersection! As a family we are now at peace with his education and have so much hope for his future.”
- “We have watched him grow in confidence this year as he learns in an environment that nurtures his abilities and prioritises genuine caring support for each child. As a student of Ngarra, our child has flourished in many areas that had been challenging to him.”

Teacher Satisfaction

When asked their opinion of the College as a place to work, teachers expressed that they:

- love working here,
- appreciate starting each day with devotions and worship, and,
- have learnt many things about managing different student needs.

Teaching staff also responded as follows:

I expect that the measures in place in my area at the moment will lift academic outcomes over time.

100% agree
0% neutral
0% disagree

The College’s daily activity works towards the fulfilment of its vision and mission.

100 % agree
0% neutral
0% disagree

College Strategic Priorities

IMPROVEMENT TARGETS AND STRATEGIC PLAN UPDATE

2023 was the third year of the Norwest and Ngarra Christian College’s “The Next Chapter” Strategic Plan, which defines what the College intends to achieve by the end of 2025, with respect to the College’s Vision and Mission. The Semester 2, 2023 Strategic Plan update is available as an Appendix here.



College Staff

STAFFING COMPOSITION

In 2023, the College employed 10 individuals with full and part time roles, and engaged 2 casual staff, none of whom were indigenous Australians.

Of the 10 employees:

- 6 were teachers;
- 3 were employed in non-teaching roles; and,
- 1 held formal position of leadership.

STAFF ATTENDANCE

The attendance of College staff was high at 94%.

EDUCATOR QUALIFICATIONS AND ACCREDITATION

All teaching staff comply with NESA guidelines for teacher graduate qualifications from a higher education institution within Australia or overseas (as recognised within the National Office of Overseas Skills Recognition Guidelines). In addition, all teaching staff are accredited with the NSW Educational Standards Authority (NESA). While no Ngarra educators are currently finalising their accreditation at the level of Proficient Teacher, support is available as needed.

The College closely monitored changes to professional development requirements following a review by NESA to ensure that staff are informed of implications for their ongoing accreditation. The College is also continuing to support staff through providing support accessing relevant and meaningful professional learning which contributes to the 100 hours required each 5 years. Educators are encouraged to seek accreditation at the level of Highly Accomplished and Lead Teacher with additional information and support provided as needed.

EDUCATOR RETENTION

Considering 2023 was the inaugural year of Ngarra Christian College, the majority of staff joined in January 2023. Two Norwest Christian College staff members transitioned a portion of their FTE to Ngarra.

STAFF PROFESSIONAL LEARNING

The College undertakes to support its staff members in their professional journey and to facilitate opportunities to further individual learning throughout various career stages. Throughout 2023, this principle has been applied via the College's Professional Learning program articulated in the College's Professional Learning Policy. This program requires that each staff member create, maintain, and follow a professional learning plan which is reviewed throughout the year with their supervisor and based on College strategic priorities and Teacher Standards.

Each professional learning plan created by staff contains two Professional Learning goals and the steps that will be taken to achieve those goals. General staff must create two goals that relate to current or projected duties.

Educators are required to create two goals also: one goal must relate to BPL and the other must relate to current College responsibilities. Strategic initiatives developed in the current Strategic Plan also inform goal setting. In 2023, staff were also required to identify a BPL disposition they would like to personally develop during the year as part of the College's commitment to be a Christ-centred learning community.



EDUCATOR'S PROFESSIONAL LEARNING

Throughout 2023, the College's professional learning program for educators has been focused on the pedagogical applications of Building Purposeful Lives. Education staff are allocated to a Learning Hub, which is a professional learning community comprised of approximately five educators. Each Learning Hub engages in a cycle of professional learning detailed in this diagram. Learning Hubs identified an aspect of their own pedagogical practice to develop throughout the year with the support of resources and both internal and external instructional leaders and supporting resources. The focus of these inquiries was the intentional development of student learning behaviours through the use of specific pedagogical approaches that are positioned within the College's teaching and learning framework, Building Purposeful Lives. As a new school with a number of new staff, a significant focus for 2023 was to understand how to implement the BPL framework effectively for students at Ngarra. This involved a number of new Ngarra educators completing the year-long BPL Induction program which involves progressively applying foundational principles of the BPL framework to teaching.



All educators, along with a growing network of other schools, also participated in the 2023 Passengers to Pilots Conference which included direct instruction from New Tech Network Australia. This conference also provided an opportunity to showcase the findings from each Learning Hub inquiry to a number of guests from other schools and Norwest colleagues.

Additionally, throughout the year, education staff attended a range of external professional development courses, provided by the AIS, TTA, and other professional associations. In 2023 a focus was on providing teachers with support to respond to changes to the NSW curriculum. Educators are required to reflect on professional learning and the way it has impacted student learning. Education staff also liaised with external providers through on-site in-service courses.



College Students

ATTENDANCE

Infants		Primary	
Cohort	Average Attendance	Cohort	Average Attendance
Kindergarten	86%	Year 3	93%
Year 1	88%	Year 4	97%
Year 2	92%	Year 5	92%
Infants	89%	Primary	93%
Overall Attendance	91%		

College Achievements

NAPLAN

The National Assessment Program – Literacy and Numeracy is part of a suite of data available to the College used to gauge the types of skills that are essential for children and young people to progress through their school years. These tests cover skills in reading, writing, spelling, grammar, punctuation, and numeracy, providing the College with a valuable ‘snapshot’ of student performance across these learning domains on a given day of the year.

PARTICIPATION

In 2024, 71% of Ngarra Year 3 and 5 students participated in the NAPLAN tests.

RESULTS

The percentages of participants who achieved a result in the “Strong” range for their year group were:

Numeracy: 40%

Reading: 80%

Writing: 50%

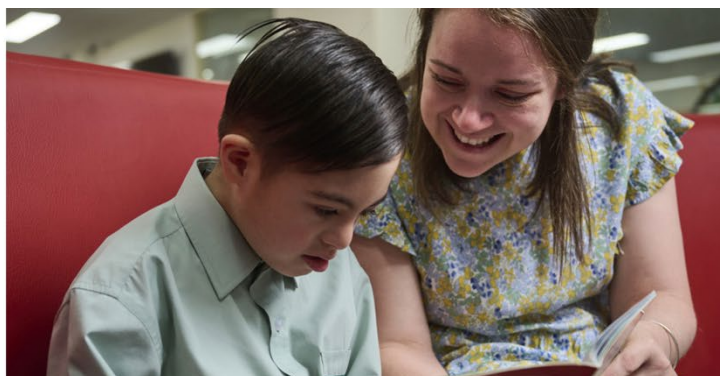
Spelling: 80%

Grammar & Punctuation: 40%



A large number of Ngarra parents provided glowing feedback about the academic growth that they witnessed occurring with their child over their first year in Ngarra. Students received individualised literacy and numeracy instruction designed to maximise their growth by providing a “just right” level of challenge, with a high level of staff support to enable students to achieve to the best of their ability.

Our first award recipients took the stage at the end of year Celebrate Norwest event. The Principal’s Powerful Learner, Chairman’s Fruit of the Spirit, Academic Effort and Ngarra Sportsperson Awards were among those presented as a snapshot of the incredible achievements of every member of our first Ngarra cohort.



College Policies

POLICY REVIEW

The below table highlights the relevant Policy changes updated throughout 2023.

	Changes	Location	Access
Enrolment Policy	This policy was last reviewed in 2022	NWCC10, Canvas	Staff access via Canvas
	The next review will be in 2027		
Safe and Supportive Environment			
Student Welfare Management	The Child Protection Policy was last reviewed in 2023	NWCC10, Canvas, Website	Staff access via Canvas, Public access via website
	The next review will be in 2026		
Student Behaviour Management	This policy will be reviewed in 2027	NWCC10, Canvas	Staff access via Canvas, Public access via website
Student Attendance	This policy was last reviewed in 2022	NWCC10, Canvas	Staff access via Canvas
	The next review will be in 2027		
Bullying and Harassment	This policy will be reviewed in 2027	NWCC10, Canvas, Website	Staff access via Canvas, Public access via website
Complaints and Appeals	This policy was last reviewed in 2022 The next review will be in 2027	NWCC10, Canvas, Website	Staff access via Canvas, Public access of policy via website
Natural Justice and Procedural Fairness			
Respect and Responsibility			
Code of Conduct	This policy was last reviewed in 2022	NWCC10, Canvas, Website	Staff access via Canvas, Public access via website
	The next review will be in 2025		
Community Service	The Volunteer Policy will be reviewed in 2025	NWCC10, Canvas	Staff access via Canvas
Curriculum	Minor amendments made to the Academic Assessment and Academic Reporting policy and guidelines	NWCC10, Canvas	Staff access via Canvas



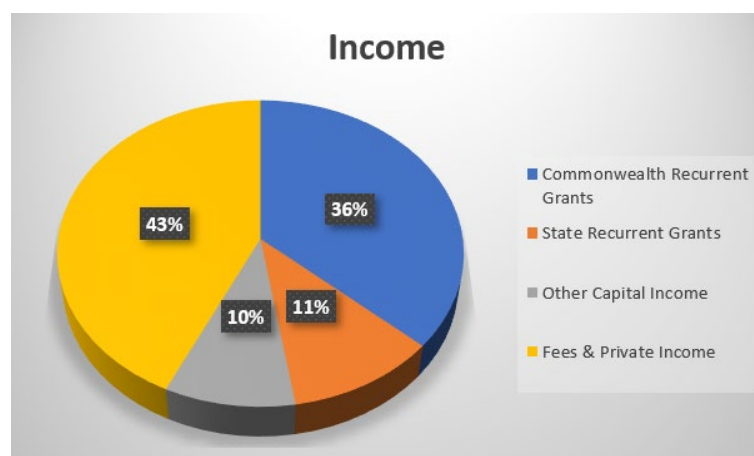
College Facilities

The start of 2023 saw the establishment of Ngarra Christian College located in a refurbished demountable building consisting of two classrooms, therapy room, reception, and staff office space. Outdoor facilities include a covered veranda and fenced playground with an outdoor blackboard, seating, sandpits, and sensory boards. The Ngarra facilities were expanded at the end of the year with the addition of a third demountable classroom and toilet facilities, to cater for increased enrolments ahead of 2024.

College Financial Summary

FINANCIAL SUMMARY GRAPHS

Income



Expenditure

